



INSIGHTFUL
 CALM **theoretical**
deliberate INDEPENDENT
 LONG-RANGE PLANNERS
INTJ conceptual reserved
DECISIVE
creative synthesizers
 objectively critical TASK-FOCUSED
 DEMANDING ^{private}**original**
 value knowledge competent
 PRODUCTIVE **systems-minded**
 logical **AUTONOMOUS**
CONCISE clear
efficient
firm VISIONARY
 rational **GLOBAL**
 EXPECT COMPETENCE

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Source: Introduction to Myers-Briggs Type® in Organizations (4rd ed.) by Sandra Krebs Hirsh and Jean M. Kummerow



INTJ

Conceptual Planner

Work Style

- Provide theoretical insights and design skills
- Organize ideas into action plans
- Work to remove obstacles to goal attainment
- Have a clear vision of what the organization can be
- Push everyone to understand the system as a whole, with its complex interaction among parts

Leadership Style

- Drive themselves and others to attain the organization's goals
- Act strongly and forcefully in the field of ideas
- Can be tough-minded with self and others
- Conceptualize, create, and build new models
- Are willing to relentlessly reorganize whole systems when necessary

Potential Pitfalls

- May appear so unyielding that others are afraid to approach or challenge them
- May keep their ideas to themselves for too long, believing others see things the same way
- May have difficulty letting go of impractical ideas
- May be so task focused that they pay scant attention to others' contributions

Suggestions for Development

- May need to solicit feedback and suggestions on both their personal style and their ideas
 - May need to communicate with and involve others in their ideas and strategies early on
 - May need to face reality when the data do not support their ideas
 - May need to make sure that others' contributions are encouraged and acknowledged
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