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**intense**  
WORK WITH INTEGRITY  
**creative** INSIGHTFUL  
**sensitive** **determined**  
**IN** **FN** **J** **LOYAL**  
committed  
**motivate others** **PRIVATE**  
**HOLISTIC** metaphorical  
**ORGANIZED** **empathetic**  
**seek** **COMPASSIONATE**  
**meaning** **VISIONARY**  
SYMBOLIC  
PLANFUL **idealistic**  
**quiet** **warmth**  
reserved **deep**  
**CONCEPTUAL**  
ENCOURAGE HARMONY  
**individualistic**



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



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# INFJ

## Insightful Visionary

### Work Style

- Provide future-oriented insights directed at serving human needs
- Follow through on commitments
- Work with integrity and consistency
- Use periods of solitude and concentration to come up with creative ideas
- Organize complex interactions between people and tasks

### Leadership Style

- Lead through their vision of what is best for others and the organization
- Win cooperation rather than demand it
- Utilize a quiet, intense, and persistent course of action toward strategic objectives
- Work to make their inspirations real
- Motivate others toward their ideals in a determined manner

### Potential Pitfalls

- May notice their ideas being overlooked and underestimated
- May not be forthright with criticism
- May be reluctant to intrude on others and thus keep too much to themselves
- May operate with single-minded concentration for what they believe is best for the future

### Suggestions for Development

- May need to develop political savvy and assertiveness skills to help them present their ideas
  - May need to learn to give constructive feedback to others on a timely basis
  - May need to solicit feedback and suggestions along the way
  - May need to relax and be more open to the present situation
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