

INFJ

Introverted, Intuitive, Feeling, Judging

Estimated to be between 1 and 2 percent of the American population

Temperament: [True Blue](#) (NF)

Dominant Function: [Introverted Intuition](#) (your greatest gift/talent)

Auxiliary Function: [Extraverted Feeling](#) (your supporting gift/talent)

Two words that best describe most INFJs are integrity and originality. Their dominant Introverted Intuition provides them with vision and creativity both of which they find great satisfaction using in the service of others. They are usually excellent listeners, patient and supportive. Extremely perceptive and empathetic, they are especially gifted at thinking up new and better ways to help people get their needs met, and are usually eager to provide whatever support is necessary.

Typically gentle, and soft-spoken, INFJs do not like to call attention to themselves, and often are content to work behind the scenes. Thoughtful, caring, and sensitive, INFJs will usually go the extra mile to maintain harmonious relationships. But they can also be fiercely independent -- willing to subject themselves to skepticism or criticism in order to make their vision, which is driven by their strong values, a reality. They are so honest and earnest, they exude integrity, which causes people to immediately trust and respect them. For this reason, they often make inspiring leaders.

Because INFJs' least developed function is [Extraverted Sensing](#), they may fail to take into account realities that might prevent their ideas or vision from working on a practical level. Preferring to focus on the big picture, they sometimes miss essential details or choose to ignore important facts that are not congruent with their ideas. Because they believe so deeply in the correctness of their position, they can be judgmental and dismissive of competing views.

INFJ's single-mindedness can become a liability if they are not flexible enough to modify their plans once they have embarked on a course of action much like a person driving down a highway making great time but who, unfortunately, turns out to be going in the wrong direction! INFJs' perfectionism can also result in a tendency to be stubborn and unyielding. They usually find sharing their vision with someone they trust helps them see the flaws and gain a more realistic perspective.

INFJs are decisive, organized, and great planners. Combined with their single-mindedness and sometimes fierce determination, they are often extremely productive. They like to set goals, and can work tirelessly to achieve them. But sometimes, in their haste to come to a conclusion, they run the risk of missing out on experiencing the process. And they can become so preoccupied with achieving the goal that they lack the ability to act spontaneously.

Since INFJs are run by their values and deeply held convictions, they tend to take things personally, and may have their feelings hurt when no hurt was intended. And, unfortunately, their sensitivity can cause them to become defensive and write off a person or an idea. They may need a gentle reminder from a friend not to take themselves so seriously that they lose the ability to enjoy some of life's lighter, yet most pleasurable, moments.

How to get along with INFJs

- Give them plenty of time to consider your idea or proposal in-depth before expecting feedback or discussion.
- Present the idea in terms of your vision -- the big picture, and how it may fit into their larger personal or organizational goals, rather than focusing on the specifics and details.
- Discuss the benefits it will have on people -- especially how it will positively affect them in the future as well as in the present.
- Especially with regard to problem solving, solicit their ideas, appeal to their creativity, and talk about possibilities.
- Be patient with what might be long, complicated explanations; don't hesitate to take your time carefully considering their proposals -- they like to do the same.
- If relevant, provide information regarding the timing of the implementation of the plan; be sure to meet all agreed-upon deadlines, and honor your commitments.

Tips for INFJs

- Respect your need for time alone to dream, fantasize, explore theories, read, and create.
- Share your ideas, visions, feelings, and inner richness with the people you are close to.
- Try to be direct in your communication. Don't silently withdraw as a way of setting limits; this can leave others feeling hurt and confused.
- Try to give affection when others need it, not only when you feel the inspiration.
- Be realistic about how much acceptance you can reasonably expect from others. Realize that rejection of your thoughts and ideas is not a rejection of you.
- Avoid overdosing on self-analysis. Express your feelings through writing, art, or talking. Then move on.
- See your moods as transitory. Know that they will change.
- Avoid wasting time over mundane details and routines just to be organized. Decide what is important and what to set aside.
- Refrain from trying to order and control life. Let the universe do its thing.
- Slow down the pace of life. Be aware of overextending yourself.
- Try to embrace the imperfection and mundanity of the world; accept things as they are, rather than trying to make everything over according to your ideal.
- Find friends who understand your insightful point of view and encourage you to be yourself.

Hallmarks of an INFJ

Committed	Compassionate	Intense	Determined
Sensitive	Holistic	Loyal	Creative
Deep Thinkers	Conceptual	Reserved	Idealistic
Insightful	Original	Humanitarian	Individualistic
Innovative	Perceptive	Enigmatic	Visionary

Career Satisfaction for INFJs

As an INFJ, career satisfaction means doing work that:

1. Lets me consider and create new ideas and/or approaches to a variety of problems, mostly those that help others to grow and develop.
2. Lets me produce a product or service that I believe in and am proud of.
3. Recognizes my authorship and ownership and my unique contributions.
4. Lets me express myself and see the results of my vision.
5. Lets me implement my ideas for the good of people or in the service of others; lets me work with others on a one-to-one basis.
6. Is done in a friendly and tension-free environment where my ideas are seriously considered and where I am psychologically supported for my efforts.
7. Can be done independently but with the opportunity to share frequently with others in an environment that is friendly and free of interpersonal conflict.
8. Lets me organize my own time and work environment and exert significant control over both the process and product.
9. Gives me adequate time to formulate and process my ideas so they are thoroughly prepared.
10. Is in harmony with my personal values and beliefs and lets me maintain a high degree of personal and professional integrity.

Work that Attracts Personality Type INFJ: The Foreseer/Developer

The INFJ theme is foresight. INFJs use their insights to deal with complexity in issues and people, often with a strong sense of "knowing" before others know themselves. Their talents lie in developing and guiding people: they trust their inspirations and visions, using them to help others. INFJs thrive on helping others resolve deep personal and ethical dilemmas. They are private and complex. They bring a quiet enthusiasm and industry to projects that are part of their vision.

BACKGROUND INFORMATION

Preferences:

- Introverting (**I**): Inward and reflective focus. They're energized by their internal world.
- iNtuiting (**N**): Imaginative, innovative, inspired. Pay attention to insights & abstract information.
- Feeling (**F**): Make decisions according to personal values and how they impact people.
- Judging (**J**): Seek closure. Like order and want things settled and decided.

Temperament: **NF** (Ideal Seeker/Idealist)

NFs are enthusiastic, empathetic, romantic, creative, spiritual, insightful and imaginative. They are motivated by a need to understand themselves as well as others. They value personal growth, authenticity and integrity and strive for an ideal world.

Satisfying work for an NF might include:

- Work they find personally meaningful which has a positive impact on other people
- Solving global problems in creative ways and/or developing people's individual potential
- A harmonious work environment among caring people where they feel appreciated and liked

Dominant Function: **Introverted Intuition** – *Visioning/Symbolizing* (their greatest gift)

- Focus on the subjective world of symbols, insights and patterns that come up from the unconscious
- Foreseeing implications, conceptualizing, and having images of the future or profound meaning
- Characterized by understanding complex patterns; having visions and foresight
- Attention going to "psychic," even mystical realities; premonitions
- Metaphorical in thought and words; use of symbolic language
- Synthesizing and Symbolizing

Auxiliary Function: **Extraverted Feeling** – *Harmonizing/Expressing* (their second greatest gift)

- Considering other people and responding to them
- Expressing warmth, empathy and affirmation
- Seeking harmony in relationships
- Checking appropriateness (sensitivity to social mores)
- Adjusting and accommodating

Interaction Style: **Chart-the-Course**

- INFJs create a plan and have a course of action in mind beforehand
- They make deliberate decisions, checking against an already-thought-out process
- INFJs focus on giving guidance and illumination so the right decision is made
- They can easily conceptualize a desired result and how to get there

INFJs at Work

- Think of new and different ways to interpret what is known
- Are always questioning basic assumptions of what is known
- See many different ways of looking at the same ideas; find new applications for existing information
- Love to be challenged intellectually and will always be a lifelong student
- Enjoy learning about and creating theory; make models and solve complex problems
- Are independent and self-motivated
- Can see the positive and potential in almost everyone and everything
- Naturally look for ways to improve something or create something better in the world
- Use metaphors, symbols and other abstract figures of speech
- Enjoy in-depth, one-on-one conversations
- Need plenty of time alone to reflect on knowledge and process connections and possibilities
- Connect their ideas to the needs and values of other people
- Love developing human potential and lead by example (Mahatma Gandhi, an INFJ, said "be the change you want to see in the world")
- Work needs to be meaningful where they can live their values and actualize their visions

Greatest Challenges for INFJs

- Developing flexibility in planning (INFJs don't like needing to change plans midstream)
- Coping with routine
- Paying attention to the here and now

Typical INFJ Occupations

ARTS AND DESIGN

Architect
Artist
Designer
Musician or composer
Photographer

INFJs enjoy creating in ways that reflect their ideas and insights. These careers give full reign to their imaginations so are often appealing to INFJs.

COUNSELING AND EDUCATION

Counselor (especially crisis, career, alcohol and drug, mental health)
Director of religious education
Employee Assistance Program (EAP) coordinator/counselor
Educational consultant
Mediator/conflict-resolver
Psychiatrist
Psychologist
Religious educator
School administrator
Social services worker
Teacher (especially art, drama, English, health, high school, music, special education, nursing, university or college professor, humanities)

Many of these occupations appeal to INFJs because they can use their insights to help others. If you enjoy learning about people, interacting with others, providing support and giving direction to others, one of these careers may be suitable for you.

HEALTH AND WELLNESS

Many INFJs are drawn to the field of

Acupuncturist
Alternative health care practitioner
Audiologist
Chiropractor
Dentist/Dental hygienist
Dietician or nutritionist
Director - social services
Health care administrator
Holistic health practitioner
Massage therapist
Medical assistant
Medical secretary
Occupational therapist
Personal life coach
Pharmacist
Physician
Reflexologist
Speech pathologist

health and wellness to help others. If you are one of them then one of these careers may be of interest to you.

RESEARCH AND ANALYSIS

Attorney
Interpreter or translator
Job analyst
Librarian
Researcher
Social scientist

One of these careers may be rewarding for you if you enjoy research and analysis, have a love of books or an ear for languages. talent for writing, or a creative flair.

BUSINESS AND MARKETING

Corporate trainer
Management consultant
Manager – human resources especially
Marketing professional
Organization development specialist
Organizational consultant
Public relations specialist

With their ability to understand people and their desire to help people grow and develop, many INFJs are drawn to help people through business and marketing.

COMMUNICATION

Media specialist
Novelist
Playwright
Poet
Publicist
Writer

One of these careers may be rewarding for you if you have a talent for communicating or writing with a unique, creative flair.

OTHER OCCUPATIONS

Child care provider
Clergy/priest/monk/nun
Philosopher
Religious worker

Many INFJs are drawn to spirituality because of their deep, probing minds. Others love providing care for children.

Other careers that attract INFJs

Counseling/Education

- Clinical Psychologist
- Counselor (career, employee assistance, child welfare, substance abuse and behavioral disorder)
- Developmental Psychologist
- Educational Consultant
- Educational Program Director
- Librarian
- Museum Research Worker
- Occupational Therapist
- Parenting Instructor (especially of a child development course)
- Public Health Educator
- Social Worker (especially for elderly or child day care issues)
- Sociologist
- Teacher (especially of special education, bilingual education, early education, English, art, music, social sciences, or drama in high school or college)

Religion

- Clergyman/woman
- Director of Religious Education
- Monk/Nun
- Priest
- Religious Worker

Health Care/Social Services

- Adult Day-Care Coordinator
- Alternative Medicine Practitioner
- Chiropractor
- Corrective Therapist
- Crisis Hotline Operator
- Dietitian/Nutritionist
- Fund-Raising Director
- Grant Coordinator
- Health Care Administrator
- Holistic Health Practitioner
- Legal Mediator
- Legislative Assistant
- Massage Therapist
- Mediator/Conflict Manager
- Mental Health Counselor
- Occupational Therapist
- Social Scientist
- Social Service Agency Director
- Social Worker
- Speech-Language Pathologist/Audiologist

Creativity

- Artist
- Costume Attendant
- Desktop Publisher/Editor
- Documentary Filmmaker
- Editor/Art Director (especially of magazines or Web sites)
- Educational Software Developer
- Exhibit Designer
- Freelance Media Planner
- Genealogist (a family tree researcher)
- Informational-Graphics Designer
- Interior Designer
- Merchandise Designer and Displayer
- Multimedia Producer
- Novelist
- Playwright
- Poet
- Set Designer
- Universal Design Architect

Business

- Corporate/Team Trainer
- Curator
- Employee Assistance Program Coordinator/Counselor
- Environmental Lawyer
- Human Resources Diversity Manager
- Human Resources Manager
- Interpreter/Translator
- Job Analyst
- Literary Agent
- Marketer (of services and/or ideas)
- Merchandise Planner
- Organizational Development Consultant
- Outplacement Consultant
- Philanthropic Consultant
- Planned-Giving Officer
- Preferred Customer Sales Representative

Technology

- Coach
- Customer Relations Manager
- Educational Software Developer
- Engagement Manager
- Human Resources Recruiter
- Project Manager
- Staff Advocate (technology consultant)