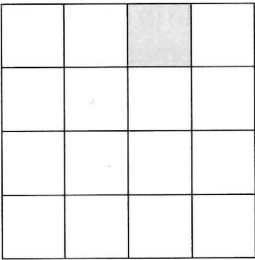


INFJ

Dominant Introverted Intuition Auxiliary Extraverted Feeling



INFJs are complex and visionary. They organize their external lives to support their personal values, and they excel in understanding and supporting the needs of others.

Change stimulates INFJs to develop and apply their inner vision of possibilities to create positive benefits for people. They generally need some time to integrate new information into their inner pictures, but they then can contribute greatly to formulating and carrying out plans that include the values of the organization and the concerns of others. The exception is when the changes do not fit with their own intuitive picture, in which case they opt out of the process or become oppositional.

When They Have to Deal with Losses

INFJs contribute by:

- Looking for the big picture, for the positive benefits
- Seeing opportunity, grabbing it, and running with it
- Strongly supporting positive change—they constantly search for growth experiences and opportunities
- Organizing and providing closure
- Finding it easy to end one project and begin another

INFJs have difficulty with:

- Working with others—they can be impatient with people who refuse to move on
- Changes that are against their intuition (they say, “Our intuition is ninety-nine percent correct.”)
- Change in which they have no control or input

During the Transition Period

INFJs report the following reactions:

- Like a certain amount of transition time because it gives them breathing room
- See opportunities open up, positive possibilities
- Feel frustration without goals or a plan, so try to create a personal plan and follow it
- Try to stay open-minded and not judge

INFJs tend to focus on:

- Championing the cause, working one-on-one toward the vision
- The future—dreaming and imagining what can be
- Moving on

During the Startup Phase

INFJs report the following as obstacles to starting:

- People who can’t “see” the vision and its outcome
- Delays and details (dislike them)
- Not being personally committed
- Lack of recognition for their contributions

INFJs contribute by:

- Having certainty and trust in their intuition and vision
- Inspiring others one-on-one
- Making midstream adjustments
- Finding parts for everyone to play
- Honoring deadlines

What INFJs need during a time of change:

- The biggest possible picture of the change
- Inclusion in conceptualizing the change
- Movement and closure
- Time and space
- Support and room to support others
- Information

What INFJs report when not supported in a time of change:

- Withdraw, withhold their perspective and information
- Refuse to listen to additional information
- Close off discussion or can become very critical
- Stop cooperating—can become opponents of change