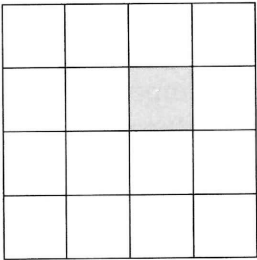


INFP

Dominant Introverted Feeling Auxiliary Extraverted Intuition



INFPs have clear inner values about people and human growth through which they process and decide about everything. When they are committed to someone or something, they can be fiercely loyal.

In change situations, INFPs need some time to process and evaluate, at which point they will give their support, if—and only if—it fits with their value system. When it does, they are creative and inspiring leaders and colleagues, working with energy and enthusiasm to find solutions and to support others through the change. If the changes do not promise opportunities for human growth or are otherwise opposed to their value system, INFPs will become the conscience of the group, uncannily identifying underlying motives, missing pieces, and confused values.

When They Have to Deal with Losses

INFPs contribute by:

- Being positive and looking ahead
- Processing the losses, reframing them
- Paying attention to what is being lost
- Supporting others

INFPs have difficulty with:

- Closure—they can have trouble “letting go”
- Being expected to move on before the ending is internalized
- Dealing with how the ending affects everyone else
- The ending of relationships, things that are important to them

During the Transition Period

INFPs report the following reactions:

- Are reflective, draw on their strong internal resources
- Resent others telling them what to do—need to work within their own time frame
- Move out and talk to others
- Can overanalyze, become paralyzed

INFPs tend to focus on:

- Centering themselves—rest and healing
- Regrouping and reframing
- Looking for positive startings, options
- Developing a vision of the future
- Supporting people

During the Startup Phase

INFPs report the following as obstacles to starting:

- Run on their own internal time clock, which may not be in sync with others’
- What’s starting must fit into their values—they often can’t buy in if it doesn’t
- Others’ detailed plans (it’s hard for them to take them in or follow them)

INFPs contribute by:

- Introducing the change—persuading and inspiring others
- Moving quickly once the internal process is complete
- Enjoying the challenge of change

What INFPs need during a time of change:

- Independence
- Respect for their values
- Time to collect and process information
- Acceptance of their personal style
- Not being pushed
- Seeing how the changes fit with their values

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

- Withdraw their energy
- Procrastinate—can become paralyzed
- Express their values with uncharacteristic intensity
- Can become very vocal critics