



INFP

Introverted Intuitive Feeling Perceiving

The *Myers-Briggs Type Indicator*® (MBTI®), based on Jung's theory of psychological type, reports your preferences on four scales. Each scale represents two opposite preferences. The four letters that make up your type can help you understand yourself and your interactions with others.

Your type is the combination of preferences you chose when you answered the MBTI. It is up to you to decide what type you truly are, since only you know your true preferences. The scores on the MBTI indicate clarity of preference, not strength or ability to perform in the various areas. All of us use all of the functions at different times; your type indicates those functions you prefer to use most often.

There are no "good" or "bad" types. All types contribute special gifts to the world. Knowing your type can help you understand and develop both your most and least preferred functions, as well as help you understand and work with other people.

The information presented in this booklet was derived from various MBTI sources: the MBTI Manual by Isabel Myers and Mary McCaulley, *Introduction to Type* by Isabel Myers, *Introduction to Type in Organizations* by Sandra Hirsh and Jean Kummerow, and *Work, Play, and Type* by Judith Provost. CPP would like to thank these authors for their invaluable contributions to the world of type.

Useful Resources:

Gifts Differing (1980) by Isabel Briggs Myers with Peter Myers

The Inner Image (1990) by William Yabroff

LIFETypes (1989) by Sandra Hirsh and Jean Kummerow

Manual: A Guide to the Development and Use of the Myers-Briggs Type Indicator (1985) by Isabel Briggs Myers and Mary McCaulley

Portraits of Type (1991) by Avril Thorne and Harrison Gough

Work, Play, and Type (1990) by Judith Provost

E Extraversion

People who prefer Extraversion tend to focus on the outer world of people and things.

S Sensing

People who prefer Sensing tend to focus on the present and on concrete information gained from their senses.

T Thinking

People who prefer Thinking tend to base their decisions on logic and on objective analysis of cause and effect.

J Judgment

People who prefer Judgment tend to like a planned and organized approach to life and prefer to have things settled.

I Introversion

People who prefer Introversion tend to focus on the inner world of ideas and impressions.

N iNtuition

People who prefer Intuition tend to focus on the future, with a view toward patterns and possibilities.

F Feeling

People who prefer Feeling tend to base their decisions primarily on values and on subjective evaluation of person-centered concerns.

P Perception

People who prefer Perception tend to like a flexible and spontaneous approach to life and prefer to keep their options open.

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Description of an INFP

People with INFP preferences have a great deal of warmth, but may not show it until they know a person well. They keep their warm side inside, like a fur-lined coat. They are very faithful to duties and obligations related to ideas or people they care about. They take a very personal approach to life, judging everything by their inner ideals and personal values.

They stick to their ideals with passionate conviction. Although their inner loyalties and ideals govern their lives, they find these hard to talk about. Their deepest feelings are seldom expressed; their inner tenderness is masked by a quiet reserve.

In everyday matters they are tolerant, openminded, understanding, flexible, and adaptable. But if their inner loyalties are threatened, they will not give an inch. Except for their work's sake, INFPs have little wish to impress or dominate. The people they prize the most are those who take the time to understand their values and the goals they are working toward.

Their main interest lies in seeing the possibilities beyond what is present, obvious, or known. They are twice as good when working at a job they believe in, since their feeling puts added energy behind their efforts. They want their work to contribute to something that matters to them—human understanding, happiness, or health. They want to have a purpose beyond their paycheck, no matter how big the check. They are perfectionists whenever they care deeply about something.

INFPs are curious about new ideas and tend to have insight and long-range vision. Many are interested in books and language and are likely to have a gift of expression; with talent they may be excellent writers. They can be ingenious and persuasive on the subject of their enthusiasms, which are quiet but deep-rooted. They are often attracted to counseling, teaching, literature, art, science, or psychology.

The problem for *some* INFPs is that they may feel such a contrast between their ideals and their actual accomplishments that they burden themselves with a sense of inadequacy. This can happen even when, objectively, they are being as effective as others. It is important for them to use their intuition to find ways to express their ideals; otherwise they will keep

dreaming of the impossible and accomplish very little. If they find no channel for expressing their ideals, INFPs may become overly sensitive and vulnerable, with dwindling confidence in life and in themselves.

Leisure Activities of an INFP

INFPs tend to be private in their enthusiasms and often enjoy artistic activities such as creative writing, playing music, keeping a journal, or taking photographs. Their love of language may lead them to collect poems, quotes, and books. They generally prefer intimate, informal social encounters and dislike large conventional gatherings. Although they have a strong need for time alone and personal expression of their leisure, they may neglect this because of overcommitment to work. Other recreational possibilities for them include appreciating nature, visiting art museums, or attending films and performances.

Descriptive Adjectives of Your Type

adaptable	curious	gentle
committed	deep	loyal
compassionate	devoted	reticent
creative	empathetic	virtuous

Personal Strengths of Your Type

I	Depth of concentration
N	Grasp of possibilities
F	Warmth and sympathy
P	Adaptability

Dynamics of Your Type

Dominant function	Feeling
Secondary function	Intuition
Tertiary function	Sensing
Least preferred function	Thinking

Organizational Preferences of an INFP

INFPs are open-minded, idealistic, insightful, and flexible individuals who want their work to contribute to something that matters.

Contributions to the Organization

- Work to find a place for each person in the organization
- Are persuasive about their ideals
- Draw people together around a common purpose
- Seek new ideas and possibilities for the organization
- Quietly push for organizational values

Leadership Style

- Take a facilitative approach
- Prefer unique leadership roles rather than conventional ones
- Work independently toward their visions
- Are more likely to praise than to critique others
- Encourage others to act on their ideals

Preferred Work Environment

- Contains pleasant and committed people focused on values of importance to others
- Cooperative atmosphere
- Allows privacy
- Flexible
- Unbureaucratic
- Calm and quiet
- Allows time and space for reflection

Potential Pitfalls

- May delay completion of tasks because of perfectionism
- May try to please too many people at the same time
- May not adjust their vision to the facts and logic of the situation
- May spend more time in reflection than in action

Problem-solving Approach

- Consider the impact on others
- Generate all the possibilities
- Gather all the facts
- Examine the logical consequences

Suggestions for Development

- May need to learn to work with reality rather than seeking the perfect response
- May need to develop more tough-mindedness and a willingness to say "no"
- May need to factor in facts and logic along with their personal values
- May need to develop and implement action plans

Characteristics Frequently Associated with Each Type

Sensing Types

ISTJ
 Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.

ISTP
 Cool onlookers—quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.

ESTP
 Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.

ESTJ
 Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.

Intuitive Types

INFJ
 Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.

INFP
 Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.

ENFP
 Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.

ENFJ
 Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.

INTJ
 Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.

INTP
 Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.

ENTP
 Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.

ENTJ
 Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well-informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.

Introverts

Extraverts