

INTJ

Dominant Introverted Intuition Auxiliary Extraverted Thinking

INTJs have an insightful view of their organization and its environment. They frequently see patterns that others do not see and proceed confidently to develop and implement long-range goals.

In change situations, the clarity of their inner intuitive perception of the future and their confidence in it often puts them in leadership positions. After a little time to analyze, to grasp the possibilities, and then to integrate them into their perspective, they move quickly to create a global system to meet the needs of the future. When the changes do not fit with their intuitive picture of what the future requires, however, they can become strong, even stubborn, opponents.

When They Have to Deal with Losses

INTJs contribute by:

- Developing vision in the new arena and leading the way
- Detaching, depersonalizing, and accepting reality
- Not getting caught up in emotions, finding it easy to detach from people
- Moving on to what is new energetically

INTJs have difficulty with:

- Dealing with others' feelings and others' sense of loss
- Celebrating past achievements or milestones
- Others who have no vision and are unwilling to take risks
- Other people who drag their feet—they can be impatient with regression and complaining

During the Transition Period

INTJs report the following reactions:

- Think, "Can't we manage it better?"
- Withdraw and wait—can feel impatient and irritated
- Initiate the starting—without hesitation or regrets—appreciate possibilities
- Are open-minded, but feel discouraged because others can't see the whole picture

INTJs tend to focus on:

- The overall picture and possibilities
- Developing a plan to implement the process
- Motivating others to get excited and participate
- What's starting—don't stay in the transition period long

During the Startup Phase

INTJs report the following as obstacles to starting:

- Impatience to get moving
- Sometimes acting impulsively, proceeding by leaps, sometimes skipping stages or steps
- Delays
- People who hang on to the past, won't move ahead

INTJs contribute by:

- Being ready to begin
- Pushing and pulling others along
- Moving ahead confidently even in foreign or unfamiliar territory
- Selling the benefits of the new

What INTJs need during a time of change:

- The big picture (without all the details)
- Independence—they want to figure things out for themselves
- The opportunity to take on a leadership role
- Action and closure
- A part in getting ideas in place, being in on the planning

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

- Withdraw and withhold their vision of the future
- Discourt others' perceptions, become unyielding in their own views
- Become stubborn opponents
- Critically attack those who are leading in the wrong direction