



INTP

Introverted Intuitive Thinking 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.

Description of an INTP

People with INTP preferences use their thinking to find the principles underlying whatever ideas come into their awareness. They rely on thinking to develop these principles and to anticipate consequences. As a result, they are logical, analytical, and objectively critical. They are likely to focus more on the ideas than the person behind the ideas.

They organize ideas and knowledge rather than situations or people, unless they must for the sake of their work. In the field of ideas they are intensely curious. Socially, they tend to have a small circle of close friends, and like being with others who enjoy discussing ideas. They can become so absorbed with an idea that they can ignore or lose track of external circumstances.

INTPs are somewhat quiet and reserved, although they can be quite talkative on a subject to which they have given a lot of thought. They are quite adaptable so long as their ruling principles are not violated, at which point they stop adapting. Their main interest lies in seeing possibilities beyond what is present, obvious, or known. They are quick to understand and their intuition heightens their insight, ingenuity, and intellectual curiosity.

Depending on their interests, INTPs are good at pure science, research, mathematics, or engineering; they may become scholars, teachers, or abstract thinkers in fields such as economics, philosophy, or psychology. They are more interested in the challenge of reaching solutions to problems than of seeing the solutions put to practical use.

Unless INTPs develop their perception, they are in danger of gaining too little knowledge and experience of the world. Then their thinking is done in a vacuum and nothing will come of their ideas. Lack of contact with the external world may also lead to problems in making themselves understood. They want to state the exact truth, but often make it so complicated that not everyone can follow them. If they can learn to simplify their arguments, their ideas will be more widely understood and accepted.

INTPs *may* rely so much on logical thinking that they overlook what other people care about and what they themselves care about. They may decide that something is not important, just because it isn't logical to care about it. *If* INTPs always let their logic suppress

their feeling values, their feeling may build up pressure until it is expressed in inappropriate ways.

Although they excel at analyzing what is wrong with an idea, it is harder for INTPs to express appreciation. But if they try, they will find it helpful on the job as well as in personal relationships.

Leisure Activities of an INTP

Their tendency to be quiet and reserved is expressed in their preference for solitary leisure choices; they may not enjoy parties or conventional kinds of socializing and sports. They often enjoy activities with an intellectual focus—reading, cultural events, or chess. Although solitary leisure is essential to them because of their reflective nature, it may often be neglected, because their intuition draws them into many work activities—which they then feel must be completed competently. Other options for them might include backpacking, hiking, or meditation.

Descriptive Adjectives of Your Type

autonomous	logical	self-determined
cognitive	original	skeptical
detached	precise	speculative
independent	reserved	theoretical

Personal Strengths of Your Type

I	Depth of concentration
N	Grasp of possibilities
T	Logic and analysis
P	Adaptability

Dynamics of Your Type

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

Organizational Preferences of an INTP

INTPs are rational, curious, theoretical, abstract, and prefer to organize ideas rather than situations or people.

Contributions to the Organization

- Design logical and complex systems
- Demonstrate expertise in tackling complex problems
- Have short- and long-range intellectual insight
- Apply logic, analysis, and critical thinking on issues
- Cut directly to the core issue

Leadership Style

- Lead through conceptual analysis of problems and goals
- Apply logical systems thinking
- Prefer to lead other independent types while seeking autonomy for themselves
- Relate to others based on expertise rather than position
- Seek to interact at an intellectual rather than an emotional level

Preferred Work Environment

- Contains independent thinkers focused on solving complex problems
- Allows privacy
- Fosters independence
- Flexible
- Quiet
- Unstructured
- Rewards self-determination

Potential Pitfalls

- May be too abstract and therefore unrealistic about necessary follow-through
- May over-intellectualize and become too theoretical in their explanations
- May focus overly on minor inconsistencies at the expense of teamwork and harmony
- May turn their critical analytical thinking on people and act impersonally

Problem-solving Approach

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

Suggestions for Development

- May need to focus on practical details and develop follow-through
- May need to make efforts to state things more simply
- May need to show appreciation of others' input
- May need to get to know more about others' personal and professional sides

Characteristics Frequently Associated with Each Type

Sensing Types

Intuitive Types

<p>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.</p>	<p>ISFJ Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough and painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.</p>	<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.</p>	<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>ESFP Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.</p>	<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>ESFJ Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.</p>	<p>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.</p>	<p>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 expertise in an area warrants.</p>

Introverts

Extraverts