

# MYERS-BRIGGS TYPE INDICATOR (MBTI®)

# INFP

(Introversion, Intuition, Feeling, Perceiving)

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	<b>INFP</b>	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

The above four letters are known as a 'type' and are based on the Myers-Briggs Type Indicator® (MBTI®). If you have not already completed an assessment to find out your type, [click here](#) to take the MBTI®. After completing the assessment, sign up for a **workshop** to learn more about the MBTI® and receive your results.

**Note:** The MBTI® is available to U of S students and alumni and an NSID is required to sign in and complete the assessment.

The following information has been compiled from numerous MBTI® resources. It is intended to be an overview and shows how type can apply to many aspects of life. It is not, however, a complete description. Please see the attached works cited list for additional information.



## ► INFP Overview

INFPs are generally flexible, thoughtful, considerate, and faithful. They are often quite private, reserved, and share their inner thoughts with carefully selected people. The INFP is guided by their inner values, morals and ideals. They evaluate their options and make decisions that are consistent with their values in order to maintain an inner harmony. The INFP often remains fairly adaptable unless one of their values is challenged. INFPs also tend to be very idealistic and will personally invest themselves in anything they do. They generally set high standards but may not acknowledge their achievement of these standards. This can result in a reduced sense of personal worth and lead to internal conflict.

The INFP generally has a deep and genuine interest in people. They are often looking to contribute to the betterment of others and will use their insight to help people personally develop. The high value they place on relationships generally makes them a good friend. They also possess the ability to motivate people and tend to focus on feelings. The INFP often prefers one-on-one communication and interaction. They also tend to avoid conflict and confrontations and will deal with these types of situations by first spending time on their own. The INFP also generally dislikes competitions because they pose an opportunity for conflict and threaten their desire for harmony.

An INFP is often creative and uses their imagination to see new ways of accomplishing tasks. They focus on details and gathering data when it relates to a specific project that they value. However, they generally pay minimal attention to the details pertaining to other aspects of life. They have the ability to see the underlying meaning of things and often require time on their own to facilitate their reflections. The INFP will generally prefer to work in the background to accomplish their personal purpose in life. Nonetheless, they can do well with public speaking when drawing their audience into their personally held views and opinions. The INFP is often a perfectionist and may have difficulty completing tasks on time because they want to make continual changes and improvements.



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	<b>INFP</b>	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

## ► INFP and School

### Learning

The INFP student will often...

- Be interested in topics pertaining to possibilities and positive change
- Want the larger picture presented and if possible, tied to a human element
- Be interested in conceptually difficult material
- See the connection between seemingly unrelated topics
- Choose to spend their free time reading
- Prefer their instructors to inspire a desire for learning

### Writing

The INFP is often a talented writer that infuses their personality into their writing. They tend to use their imaginations and inspirations to clearly portray a situation or experience to the reader. For an INFP, writing is a comfortable outlet that does not require the awkwardness sometimes felt when making presentations. As well, they tend to enjoy writing poetry and dislike technical writing.

In the writing process, the INFP will often...

- Begin by reflecting on the information or topic
- Use an imaginative writing style
- Need to consciously include examples or facts
- Experience difficulty when writing the introduction and conclusion
- Have a natural ability to connect ideas
- Require a quiet work area
- Need to maintain a focused approach throughout their writing

### Procrastination

The INFP will often procrastinate as a result of their perfectionism and high standards. They tend to gather a wealth of information and become overwhelmed with knowing where to begin or when to end their research. This can lead the INFP to become critical of themselves and further delay the project's progress. The INFP also has a tendency to become consumed in one project which can then lead to the procrastination of other necessary tasks.

The INFP may find it beneficial to set multiple deadlines throughout a project's duration in order to keep them on task. It may also help to start writing in the middle and leave the introduction and conclusion until the end. They may also find it helpful to discuss their expectations for a project in order to determine whether they are realistic.



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	<b>INFP</b>	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

## ► INFP and Career Exploration

An INFP tends to find career satisfaction with careers that have the following characteristics:

- Captures their core interests and values
- Involves the completion of inspirational projects
- Includes a social component or pursuit of their ideals
- Acknowledges their contributions
- Fosters and supports original thought and creativity
- Supports personal and professional development of all employees
- Allows for control over both the process and end product
- Provides adequate time to complete projects

When exploring career options, an INFP will often...

- Consider multiple career options
- Naturally explore future career possibilities but should remember to consider specific job-related details
- Need to intentionally expand their networking to include more than just friends
- Integrate their values into making a career decision
- Benefit from selecting a decision deadline

## Careers to Consider

The following is a list of suggested occupations that fit the qualities of an INFP or are careers that other INFPs have found to be satisfying. Use this list as a starting point for further investigation but do not limit your options to only this list.

- Researcher
- Research Assistant
- HR Development Worker
- Employee Development Specialist
- Laboratory Technologist
- College Professor: Humanities/Arts

- Educational Consultant
- Social Scientist
- Minister/Priest
- Church Worker
- Religious Educator
- Missionary
- Physicians: Psychiatry
- Counselors: General
- Career Counselor

- Physical Therapist
- Psychologist
- Social Worker
- Speech Pathologist
- Architect
- Fine Artist
- Poet
- Novelist

- Actor
- Editor
- Musician
- Entertainer
- Writer
- Journalist



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	<b>INFP</b>	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

## Job Search

During their job search, an INFP will often...

- Start by setting their job search goals
- Visualize and create possible job opportunities that are not readily apparent
- Effectively write documents that convey their personal warmth
- Network with people they know
- Benefit from realistically viewing the requirements of a job search
- Require additional energy to maintain their job search
- Need to be cautious not to become discouraged by rejection
- Need to ensure that they remain organized in order to meet deadlines
- Rely on their personal feelings and need to include a logical analysis of each option

During an interview, an INFP will often...

- Convey their dedication to work that they value
- Potentially present themselves as uninterested due to a quiet disposition
- Benefit from practicing how to discuss their abilities
- Need to identify their current benefit to the organization and monitor the amount they reference future possibilities

## ► INFP and Work

At work, the INFP will often...

- Desire a work environment that is based on harmony, encouragement, and cooperation
- Passionately pursue and work tirelessly to complete projects they believe in
- Have perfectionist standards and experience significant achievements
- Value making a contribution
- Adapt well to quick changes
- Promote the growth of others in the organization
- Use a creative and imaginative approach to solve problems and see the big picture
- Handle multiple projects consecutively
- Prefer working independently with the opportunity to collaborate with coworkers
- Require time for reflection
- Desire control over all aspects of a project



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	<b>INFP</b>	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

At work, the INFP should be aware that they may...

- Have difficulty accepting a finished product if it does not meet their high standards
- Become engrossed in a project and ignore reality or appear disorganized
- Avoid conflict and be negatively affected by tension
- Intentionally need to include details and specific facts in their work
- Need to increase their delegation of tasks
- Need to set realistic time estimates for completing projects
- Require control of a project in order to maintain their interest level
- Need to seek out and integrate constructive feedback
- Find that traditional and structured work environments inhibit their progress

## Teamwork

On a team, the INFP will often...

- Be perceptive to the needs of others
- Identify with the concerns and issues impacting their coworkers
- Expect sincerity from their team members
- Experience disappointment when others do not meet their ideals
- Motivate others to go above and beyond the minimal requirements
- Inspire their coworkers to consider new possibilities

On a team, the INFP should be aware that they may...

- Irritate team members when they are too focused on perfection or are unwilling to alter their values
- Need to recognize that team members may desire the quick completion of a task
- Experience frustration when they are required to provide a lot of details
- Be susceptible to trying to please team members and have difficulty saying 'no'

## Leadership

The INFP usually prefers to work behind the scenes as they pursue their life's purpose. However when in a leadership position, the INFP will often...

- Promote an environment based on harmony and consensus
- Inspire people through identifying potential opportunities
- Encourage and listen to their team members
- Facilitate the interaction of group members to achieve the overall goal
- Motivate individuals to pursue their ideals



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	<b>INFP</b>	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

## ► INFP and Life

### Communication

The INFP will often...

- Listen to the concerns of people and create a sense of trust
- Communicate in an encouraging and helpful way
- Desire to hear motivational stories and how others have succeeded
- Prefer communicating in a non-structured or one-on-one format
- Adapt their communication style to the particular situation
- Limit their discussion of personal values and emotions
- Provide positive feedback

The INFP should be aware that they may need to...

- Initially hear positive encouragement before accepting constructive feedback
- Work on their verbal communication when a lack of appreciation results in frustration
- Communicate their needs to others
- Intentionally discuss personal feelings and accomplishments
- Spend time alone in order to reenergize after interacting with people

### Decision Making

When it comes to decision making, the INFP will often...

- Evaluate their options based on what they value
- Need to intentionally gather specific data and facts
- Use their creativity to establish possibilities
- Naturally avoid analyzing or basing a decision on logic and may benefit from being more objective

### Playing

The INFP has a tendency to neglect their own needs while pursuing a cause or purpose. Subsequently, they should consciously allocate specific times for family, fun, physical activity and personal needs. If involved on campus, they tend to be active in the school newspaper or other areas of publications. As a roommate, they are generally flexible but may need to be conscious of keeping things in order. When it comes to dating, the INFP student reports that they prefer a long-term relationship.



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	<b>INFP</b>	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

## Stress

An INFP will often experience stress when...

- Reality and their idealistic ideals are not aligned
- Dealing with the spitefulness, insincerity or negativity of others
- Conflicted with choosing between their values and maintaining harmony
- Encountering people who are not concerned about others
- Idealistic ideals are met with excessive criticism
- Unable to interact with people to gain their opinions
- Working within a stringent and excessively structured environment
- Required to use time management to organize their activities

When they are affected by stress, an INFP will often...

- Limit their intake or openness to new information
- Become rigid and make impersonal judgments
- With significant stress, doubt their own abilities and become critical of themselves and others
- Experience feelings of depression or despair

An INFP can reduce stress by...

- Balancing their time to include adequate personal relaxation
- Designating time to spend recharging their energy and refocusing on their values
- Realistically assessing the time it takes to complete a project or meet a goal
- Gaining insight into a situation by talking with a person they trust
- Participating in activities that require analyzing and strategizing
- Developing their time management skills

## Works Cited

- Brownsword, Alan W., *It Takes All Types*. 2nd ed. Nicasio, CA: Baytree Publication Company for HRM Press, Inc., 1999.
- Butt, Joe. "Introverted Intuitive Feeling Perceiving." *TypeLogic*. 26 Feb 2005. TypeLogic. 05 March 2008 <<http://www.typelogic.com/infp.html>>.
- Career Choice and MBTI® Type. 1989. Gainesville, FL: Center for Applications of Psychological Type, Inc., 1997.
- DiTiberio, John K., and Allen L. Hammer. *Introduction to Type in College*. Palo Alto, CA: Consulting Psychologists Press, Inc., 1993.
- Dranitsaris, Anne. *Behavioural Interview Guide*. Pickering, ON: Sage Developmental Resources Inc., 2001.
- Dunning, Donna. *Introduction to Type and Communication*. Palo Alto, CA: CPP, Inc., 2003.
- Fitzsimmons, Sharon. *Type & Time Management*. 1999. Edmonton, AB: Psychometrics Canada Ltd., 2001.
- Hammer, Allen. *Introduction to Type and Careers*. Palo Alto, CA: Consulting Psychologists Press, Inc., 1993.
- Hirsh, Sandra Krebs. *Introduction to Type and Teams*. Pal Alto, CA: Consulting Psychologists Press, Inc., 1992.
- Hirsh, Sandra Krebs, and Jane A. G. Kise. *Introduction to Type and Coaching*. Palo Alto, CA: Consulting Psychologists Press, Inc., 2000.
- Hirsh, Sandra Krebs, and Jean M. Kummerow. *Introduction to Type in Organizations*. 3rd ed. Palo Alto, CA: Consulting Psychologists Press, Inc., 1998.
- "INFP." *The Personality Type Tool Kit*. Communication Consultants, LLC., 1993.
- Loomis, Ann B. *Write from the Start*. Gainesville, FL: Center for applications of Psychological Type, 1999.
- Myers, Isabel Briggs. *Introduction to Type*. 6th ed. Palo Alto, CA: Consulting Psychologists Press, Inc., 1998.
- "Portrait of an INFP." *The Personality Page*. 2006. BSM Consulting. 05 March 2008 <<http://www.personalitypage.com/INFP.html>>.
- Provost, Judith A. *Procrastination*. 1988. Gainesville, FL: Centre for Applications of Psychological Type, 2001.
- Quenk, Naomi L. *In the Grip*. 2nd ed. Palo Alto, CA: Consulting Psychologists Press, Inc., 2000.
- Tieger, Paul D., and Barbara Barron-Tieger. *Do What You Are*. 3rd ed. Boston, New York, London: Little, Brown and Company, 2001.