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# Do What You Are:

## By Harnessing the Power of Personality Type

### IF YOU ARE AN...INTJ

INTROVERT, INTUITIVE, THINKING, JUDGING TYPE

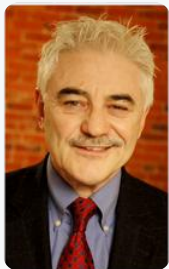
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Coach and Author of *Do What You Are*

## HOW TO FIND YOUR PERFECT CAREER IF YOU ARE AN...INTJ

INTROVERT, INTUITIVE, THINKING, JUDGING TYPE

### Introduction



Congratulations! You have just taken a giant leap towards finding your perfect career! This report is the result of over twenty-five years of ground-breaking research into what leads people to find the most satisfying and successful careers. It is based on the work of Carl Jung and Isabel Briggs Myers which is the most well-respected and highly used system for understanding people in the world. Currently 89% of the Fortune 100 Companies use this model daily.

Your four-letter Personality Type is **INTJ**, which stands for **Introvert, Intuitive, Thinking, Judging**.\* INTJs represent approximately 2-3 percent of the American population.

Personality type is such a critical ingredient in career satisfaction because it helps people identify four of the most important features that make us who we are: how we get energy, take in information, make decisions and organize our world. And while every *individual* is certainly unique – we all have different genes, parents, backgrounds, etc. – people of the same personality type have a tremendous amount in common, especially with regards to what makes them satisfied and successful in their work.

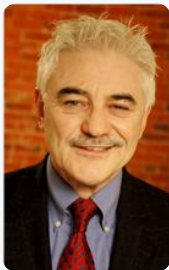
Quite simply, when we use our natural, inborn personality type preferences – our gifts – (yes, you are *born* with a type!), people feel energized, motivated and satisfied. Conversely, when we are doing tasks that are *not* natural to us, it drains our energy and we are less successful. Makes sense, doesn't it? The "old" approach to career counseling was to match a career with a person's values, interests, and abilities – all important ingredients. However, all of these change over time. The *only* factor that

remains constant over the entire course of a person's lifetime is their Personality Type.

This report is all about *you!* It will not only provide you with many powerful insights, you will learn *specific, practical, time-tested* and *immediately implementable* strategies for helping you find a career that you will find satisfying and at which you have the greatest chance of being successful.

\*To learn much more about Personality Type, and how it affects important aspects of your life, please visit [PersonalityType.com](http://PersonalityType.com).

### General Description



*"As you read this description, it should sound very much like you... Of course, not every line will resonate, because every person is unique. If you have any doubts about whether this is your "true" type, you might want to have someone who knows you well read and discuss their perceptions with you...after all, most of us find it hard to be objective about ourselves."*

INTJs are global thinkers with original minds. They are gifted at seeing connections and understanding the long-range implications of current actions and events. Ingenious and innovative, INTJs have a unique talent for looking at almost anything and seeing how it can be improved, whether it's the smallest product or household chore, or an entire organizational system. By far their favorite subject for improvement is themselves. Most INTJs are on a constant quest to increase their knowledge and, by extension, their overall competence.

Creative and imaginative, INTJs are intellectually curious and daring, even as they may be hesitant to try new things, particularly physical experiences. Able to grasp and analyze complex issues quickly, INTJs are excellent strategic problem solvers with highly developed critical thinking skills that can result in incisive analysis. Constantly seeking new challenges, INTJs are

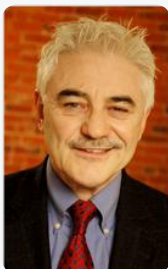
independent people who set very high standards for themselves and usually reach or exceed their goals.

INTJs sometimes have difficulty operating comfortably in the “real world.” They tend to spend most of their time and energy in the inner world of ideas and possibilities, and they may be unaware of, or uninterested in, the more realistic details of their physical surroundings. This can result in small consequences, such as absentmindedly bumping into furniture or wearing mismatched socks, as well as larger ones, such as failing to realistically assess the feasibility of a project because they are unaware of the costs of necessary resources. And because they tend to be complex, abstract, and theoretical, they often have trouble communicating clearly with people who are not technically oriented, and may not be very patient in working to find common ground.

INTJs are most comfortable operating on an intellectual level, so they are sometimes unaware of or surprised by the emotional reactions of others. They may be insensitive or neglectful of those close to them, and they may need to be reminded to take time to appreciate and actively nurture those relationships. INTJs are perfectionists who often set impossibly high standards for themselves and others, including their families. They can be condescending or highly critical of those who fail to live up to their expectations and are parsimonious in their praise for those who do.

Given their intense powers of concentration, INTJs often prefer to be alone or with a small group of equally competent colleagues. They are especially reluctant to take the time and energy to explain themselves or their ideas to people they perceive to be less competent or not genuinely interested. Because INTJs are so private, they can be very difficult to get to know. They especially do not like to share their ideas or feelings until they can articulate them perfectly. Hard workers capable of persevering against great odds, INTJs have enviable focus and determination, and they will not be deterred from reaching their goals. Their single-mindedness comes with a price, however, as INTJs also may have trouble making the transition from one project to another. Usually it takes an even more fascinating, unique, or complex challenge to recapture their attention.

## Recognize Your Strengths and Weaknesses



*"The key to success for all types is to capitalize on their natural strengths, and minimize areas of weakness or their blind spots. Below is a list of common strengths and blind spots for INTJs. Because every person is unique, you will find some on each list that are more accurate for you. Being able to identify your top five – from both lists – will help you be more successful in all of your endeavors."*

### Your Work-related strengths may include:

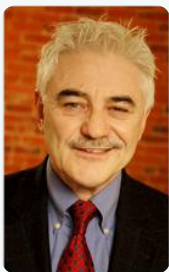
- Ability to focus and concentrate deeply on issues
- Ability to see possibilities and implications
- Enjoyment of complex theoretical and intellectual challenges
- Aptitude for creative problem solving; ability to examine issues objectively
- Single-minded determination to reach your goals even in face of opposition
- Confidence and commitment to your vision
- Strong motivation to be competent and excel
- Ability to work well alone; independent and self-directed
- High standards and strong work ethic
- Ability to create systems and models to achieve your objectives
- Comfort with technology
- Logical and analytical decision-making skills
- Decisiveness and strong organizational skills

### Your work-related weaknesses may include:

- Loss of interest in projects after creative process has been completed
- Tendency to drive others as hard as you drive yourself
- Impatience with others who are not as quick as you are
- Difficulty working with or for others you consider less competent
- Brusqueness and lack of tact and diplomacy, especially when rushed
- Lack of interest in mundane details

- Inflexibility about your ideas
- Tendency to want to improve things that don't need improving
- Tendency to be too theoretical and not consider practical realities
- Tendency to not adequately appreciate and praise employees, colleagues, and others
- Reluctance to reexamine issues already decided
- Propensity to overemphasize work life to the detriment of home life
- Impatience with "social niceties" required of some jobs

### Career Satisfiers



*"Below is a list of "Career Satisfiers" – those elements which bring satisfaction because they make the best use of your natural gifts. While all INTJs will resonate with most of these items, every individual is unique and will find some more important than others. Try to identify your top five. Then consider these when evaluating potential career opportunities."*

### What you need in a career for it to be satisfying. Doing work that:

1. Lets you create and develop original and innovative solutions to problems to improve existing systems
2. Lets you focus your energy on the implementation of your good ideas, working in a logical and orderly way, and in a setting that rewards your perseverance
3. Lets you work with other conscientious people whose expertise, intelligence, and competence you respect
4. Gives you credit for your original ideas and lets you maintain authorship and control over their execution

5. Allows you to work independently but with periodic interaction with a small group of intellectual people within a smooth-running environment free from interpersonal squabbles
6. Exposes you to a steady stream of new information, providing you with new ways to increase your proficiency and competence
7. Lets you produce a product or service that meets with your own high standards of quality rather than with the personal likes or dislikes of others
8. Does not require the repetitive execution of factual and detail-oriented tasks
9. Provides you with a high degree of autonomy and control, with the freedom to effect change and develop people and systems
10. Is judged by uniform and fair standards for all, where performance evaluations are based on established criteria rather than on personality contests and that compensates you fairly for your contributions

### Some satisfying career fields and jobs for INTJs:



*“There are many fields and careers within those fields where INTJs can find satisfaction and success. You will find your greatest satisfaction from choosing a field/career that not only makes good use of your natural personality type preferences, but is also something you are personally interested in. Presented below are some examples of careers which many INTJs find satisfying.”*

### Business/Finance

- CEO, CFO, COO
- Telecommunications security
- Management consultant: computer/information services, marketing, reorganization



- Economist
- Pharmaceutical researcher (R&D)
- Personal financial advisor
- Investment banker
- International banker
- Credit analyst
- Financial analyst
- Strategic planner
- Budget analyst
- Treasurer or controller
- Private sector executive
- Real estate appraiser

### Education

- Teacher: university, computer, science, math
- Academic curriculum designer
- Administrator
- Mathematician
- Anthropologist
- Curator
- Archivist

### Health Care/Medicine

- Psychiatrist
- Psychologist
- Neurologist
- Biomedical researcher/engineer
- Cardiologist
- Pharmacologist
- Pharmaceutical researcher
- Coroner
- Pathologist



- Microbiologist
- Geneticist
- Surgeon

### Technology

- Scientist/scientific researcher
- Network systems and data communications analyst
- Technician: electrical/electronic
- Design engineer
- Astronomer
- Computer programmer
- Environmental planner
- Biomedical researcher/engineer
- Operations research analyst
- Information services developer
- Information services-new business developer
- Network integration specialist (telecommunications)
- Webmaster
- Database administrator
- Computer animator
- Network and computer systems administrator
- Computer software engineer, systems software
- Computer software engineer, applications
- Desktop publishing specialist
- Java programmer/analyst
- Web developer
- Business analyst
- Application architect
- Computer security specialist
- Broadcast engineer



## Professional

- Attorney: administrative/litigator
- Management consultant
- Strategic planner
- Investment/business analyst
- Manager
- Judge
- News analyst/writer
- Engineer
- Metallurgical engineer
- Intellectual properties attorney
- Civil engineer
- Aerospace engineer
- Nuclear engineer
- Architect
- Environmental scientist
- Intelligence specialist
- Psychiatrist
- Criminalist and ballistics expert
- Pilot

## Creative

- Writer/editorial writer
- Artist
- Inventor
- Graphic designer
- Architect
- Universal design architect
- Informational design architect
- Informational graphics designer
- Freelance media planner

- Editor/art director (magazine)
- Columnist, critic, and commentator
- Exhibit designer and builder

### How to use your personality type strengths to conduct a successful job search



*“Conducting a job search can be challenging for all types. However, you can increase your chances of success and reduce your stress during the process by building your unique abilities to:”*

- Anticipate trends, forecast future needs
- Synthesize information
- Create your own career options, design your own job
- Develop an innovative career plan
- Make decisions



*“However, we all have blind spots. Knowing yours may help you avoid some common pitfalls commonly experienced by INTJs:”*

- Attend to all necessary and relevant facts, not just the new and novel ones
- Use tact and diplomacy in getting others to buy your ideas
- Avoid appearing arrogant and condescending to potential employers
- Try to remain flexible and open-minded when making decisions

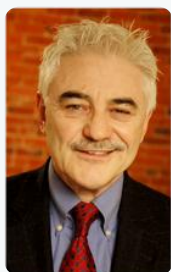
## If you plan to stay in your current position... (at least for now)



*“For a variety of reasons, you may have decided it makes sense (if perhaps only temporarily) to remain in your present job or with your current employer. The information in this report can also be very helpful in “customizing” your current job to make it a better fit with your personality type, and hence a more satisfying experience. Specifically, here are several actions to consider:”*

- Try to get appointed to strategic planning committees
- Develop systems and work to get them implemented at your organization
- Make sure you have enough uninterrupted time to think and work on projects that interest you
- Develop a “critical friends group” (people that help critique each other’s ideas)
- Seek professional development opportunities
- Sign up for advanced training (or a degree) in your area of specialty
- Publish research and articles in your field
- Invite more input from direct-reports

## The Secret to Success...



Understand that using your strengths is easy. The *secret to success* for an INTJ is learning to:

*“Consider practical realities, recognize the value of input from others, and balance your work and personal life.”*

## ABOUT THE AUTHOR

Paul D. Tieger is an internationally recognized expert in Personality Type. The Founder and first Director of The New England Type Institute, Paul has personally trained thousands of managers, team leaders, HR professionals, career consultants, psychologists, attorneys, and educators.

Over the past 20 years, Paul has consulted with dozens of insurance companies, financial institutions, law firms, colleges, utility companies, governmental offices, hospitals, and a variety of other types of businesses. He has developed innovative programs in such areas as team-building, management and sales training, career development, succession planning, conflict resolution, and communication enhancement.

Paul pioneered the application of Personality Type as a tool to assist trial attorneys in selecting and communicating with jurors, and has worked on dozens of high-profile civil and criminal cases, including the first physician-assisted suicide trial of Dr. Jack Kevorkian.

Paul has appeared on scores of radio and television programs, including Geraldo Live and CNN's Business Unusual, and has been profiled in The New York Times. As a result of his jury consulting experiences, Paul wrote *The Art of SpeedReading People* – a system for helping all people quickly size others up and speak their language.

Paul holds degrees in Psychology and Organizational Behavior.

