

Bud's Insights - INTJ

- As a CFO of multiple early stage companies
 - **I** vs. **E**: Fin Planning & Analysis was I, Board & Investor presentations were E (loved presenting my work)
 - **N** vs. **E**: Loved N - Fin Planning & Analysis, Did not enjoy E – monthly Measurements
 - **T** vs. **F**: T is definition of CFO, weaker on F but necessary to be a good manager, probably one reason didn't like sales
 - **J** vs. **P**: J is definition of CFO, needed more P in early stage companies
- As a founder and CEO of an early stage company
 - **I** vs. **E**: Was mainly an E (Extraversion) role but I could do it because this was my market/product idea and my company
 - **N** vs. **E**: N (Intuition) and focusing on big picture and future possibilities still worked great, they were now just broader subjects
 - **T** vs. **F**: I needed to incorporate more F (Feeling) into my behavior. I made shaping the culture of the company a major focus. But I found I had trouble with being brutally objective - T (Thinking) – with my own company like I was with other companies as a CFO.
 - **J** vs. **P**: Before I was brought in as CFO to provide some structure after the early stage company had gone through pure start-up phase. Now I needed more P (Perceiving), i.e. being flexible because this was a true start-up. I did it because it was the only way to survive.

Bud's Insights

-Preference Clarity Index

- **I** vs. E (very Moderate): while I am an I it is true in both my CFO and Founder/CEO roles I could/would switch to E when needed, but I is more natural
- **N** vs. S: (clear): being N served me well in both CFO and Founder/CEO roles
- **T** vs. F (moderate, almost clear): values are very important to me, but I have more trouble with reading people and being sensitive to their needs.
- **J** vs. P (very very clear): as a CFO this served me well. As Founder/CEO I had to do both. Am J at home as well

-Career Insights

- Career Choice: their reco's fit what I have done
- Career Exploration: their observations fit me perfectly, their challenges are also ones I face
- Career Development: same as above

Career Choice

What is natural to an INTJ

Preferred Work Tasks

- Analyzing complex problems
- Devising technical solutions to problems
- Applying creativity to improve processes or products
- Organizing resources to achieve lofty goals
- Devising complex systems to implement a vision
- Thinking strategically

Preferred Work Environment

- Offers opportunities to work with people who are experts in their field
- Is on the cutting edge or innovative
- Provides opportunities to work on complex problems
- Is hard driving and achievement oriented
- Challenges people intellectually

Career Exploration

How an INTJ explores a new career

Your type strengths will help you:

- Determine your long-range goal
 - Develop a plan to achieve your goal
- Logically analyze the pros and cons of your career options
 - Focus on the big picture
- Use technology effectively in your career exploration

Challenges

- You may come across as impersonal during job interviews.

- You may decide too quickly.

- You may focus on the big picture and neglect the details of the current position.

- You may miss opportunities because you are reluctant to do the necessary networking.

Suggested Strategies

- Take time to establish a personal connection with interviewers.

- Make sure you have collected all the facts about the job and plan for a “cooling off” period before you make a decision.

- Prepare a fact sheet of specific questions to ask about the current job.

- Start with close friends, then gradually expand your networking list; remember, people will enjoy helping you.

Career Development

How an INTJ develops once in a career

Your style has probably helped you develop strengths in:

- Defining a compelling, long-range vision
- Devising innovative solutions to complex problems
- Applying technical expertise to solve problems
- Thinking strategically and seeing the big picture
- Looking beyond the symptoms and solving problems at the systems level

Challenges	Suggested Strategies
<ul style="list-style-type: none">• You may appear cold or distant to others as you focus exclusively on the task at hand.	<ul style="list-style-type: none">• Take some time to ask your coworkers personal questions and listen to their answers.• Celebrate accomplishments and anniversaries.
<ul style="list-style-type: none">• You may neglect to consider the needs of the people who must implement your plans.	<ul style="list-style-type: none">• When you make a decision, ask yourself how it may be perceived by those you must count on to implement it.• Better yet, ask one of those people how his or her reaction will affect implementation; then revisit your decision and factor in this additional information.
<ul style="list-style-type: none">• You may neglect to recognize and appreciate the contributions of others.	<ul style="list-style-type: none">• Make a written note of a person's contributions in a meeting or during a project and then follow up with an acknowledgment.• Set a goal to give a certain number of "appreciations" per day.