



PERSONALITY
CENTRAL



INFP

CAREER REPORT

Discover your Ideal Career Path
with Personality Type

ETHAN LIN

3rd Edition

INFP CAREER REPORT

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CONTENT PAGE

Message from the Author	4
Overview	6
Career Suggestions	8
Organisational Culture	13
Job Seeking	18
Work-Related Strengths and Weaknesses	20
Finding Job Satisfaction	25
Reflection Exercise	27
Last Words	28

MESSAGE FROM THE AUTHOR

Choosing a career can be a daunting thing for people of any age.

How are we supposed to choose a career anyway?

The way society looks at careers feels so.... Final.

As if once the career is chosen, your life path is forever set and you'll either be happy or sad for the rest of life.

Feels like the same pressure you have to marry the right person!

The truth, as with most things, is somewhere in the middle.

There are indeed people who have resigned from finding a life of passion, fulfilment and joy that comes from choosing the right career.

They've given up.

Just settling for a routine life that pays the bills.

And yet there are those who chose the wrong career at the start, but yet eventually found the right one through exploration and research.

I was the latter.

I (INFP) studied accounts in university because I happen to be good in Math, only to find out midway that I HATED numbers.

I wanted to quit halfway, but because I was on scholarship, I persisted through but vowed never do to accounts in my life.

I went on to pursue my passion for understanding Type.

So here I am today.

The journey took several years, but I think I'm beginning to find my way.

Personality Type does not explain everything in life but knowing it is a big plus. Knowing it early, because you even choose your first field of study or job is even better.

I wished I learned this earlier in my life.

I wrote this because I know it will help you make a better decision in your professional life and I hope it will bless you tremendously and give you insights into yourself.

To your success!

Best Regards,

A handwritten signature in dark ink that reads "Ethan Lin". The script is fluid and cursive, with the first name "Ethan" and last name "Lin" clearly distinguishable.

Ethan Lin
Founder,
Personality-Central.Com

OVERVIEW



We will begin an overview of the INFP personality with their natural strengths:

STRENGTHS

- **Sensitive and Caring**

INFPs are sensitive and caring people who are concerned about the well-being of their family and peers.

- **Idealistic and Values-driven**

INFPs have deeply held values that they want to see displayed in their world.

As a result, they may come across as idealistic.

- **Creative**

INFPs often think outside the box, not being bound by the status quo.

This makes them very creative people.

- **Great focus when engaged in a project**

INFPs are focused and single-minded when they are engaged in a project they are passionate about.

They will become perfectionists and demand excellence from themselves.

BLIND SPOTS

- **May overlook another point of view**

INFPs may sometimes be too focused and set in their ideals that they overlook other legitimate or realistic points of views.

- **Taking criticism personally**

INFPs may take criticism of their work or performance personally; taking offence where none was intended.

- **Find it hard to go against popular opinion**

INFPs value harmony in their relationships and they may find it hard to stand up against popular opinion, despite feeling strongly about it.

- **May become overly emotional**

When dealing with tasks that are important to them, INFPs may become emotional and illogical, even in the face of contradicting evidence or facts.

CAREER SUGGESTIONS



I must stress that all personality types exist in all occupations.

Due to other factors involved such as interests, geography, salary and working hours, most people do not end up in occupations that ideally fit their personality.

However, if you are in a job or career that is not ideal for your type:

- You may experience difficulty communicating or agreeing with your co-workers. Because everyone else speaks a different language from you, you may find communication issues arising in the course of your work.

- What you deem to be important in a job may not be in sync with your colleagues; hence, the use of your personalities' strengths in the course of your work may not lead to promotion or reward.
- Because you do not feel your work is valued, you may experience stress, dissatisfaction, burnout and lack of productivity.

It doesn't mean you have to quit your job right now.

As you will learn later on in this guide, you can find satisfaction in your current job with some simple strategies.

With that, let's look at some possible careers for the INFP:

CREATIVE ARTS, WRITING AND DESIGN

INFPs enjoy the creative arts.

They appreciate the arts, music, dance, musicals, and literature; they may even be talented in it.

They will enjoy a career that allows them to either display these talents.

Some careers include:

- Artist
- Architecture
- Musician
- Novelist
- Journalist
- Interior designer
- Comedian
- Actor
- Editor
- Graphics designer
- Magazine Writer
- Blogger
- Song Composer
- Director

EDUCATION AND SOCIAL WORK

INFPs see potential in the people they meet, and they enjoy bringing out this potential through education.

They desire to empower individuals to become the best they can be, and so any role that involves this will appeal to them.

Also, INFPs are insightful about people's needs and motivations which make them excellent counsellors.

These are some careers that will appeal to them:

- College professor
- Teacher (Secondary School and above)
- Language Teacher
- Early Childhood Education Teacher
- Psychologist
- Counsellor
- Researcher
- Social worker
- Community Service Worker
- Librarian
- Educational consultant
- Translator/interpreter
- Career counsellor
- Curriculum Developer
- Corporate Social Responsibility Manager
- Social scientist

RELIGION AND SPIRITUALITY

As mentioned above, INFPs see potential in people and seek to bring out the best in them.

A career in the religious service will appeal to INFPs as their role is to help people become better individuals through the deeper understanding of their faith.

They will be attracted to the following roles:

- Priest/Nun

- Religious Teacher
- Church worker
- Pastor
- Missionary

HEALTHCARE

The natural compassion of the INFP will make them good health care workers as well.

It will be ideal if they are also passionate to help people realise their potential through healthy living.

The traditional roles of doctor and nurse may not be as ideal due to the need for the INFP to pay close attention to the details of their patients all the time.

The following roles may appeal to them more:

- Speech-language pathologist
- Alternative Medicine Practitioner
- Dietitian/nutritionist
- Physical therapist
- Health Coach
- Geneticist
- Psychiatrist

HUMAN RESOURCE AND ORGANISATIONAL DEVELOPMENT

In the organisational setting, INFPs find themselves most comfortable in the human resources and organisational development department, where their primary role is to aid employees' growth and development.

Any role that involves training and coaching will appeal to the INFP.

Other roles may include:

- Staff Development Executive
- Human Resources Development trainer
- Management Consultant
- Industrial-organisational psychologist

- Staff advocate
- Business Coach
- Customer relations manager
- Staff Welfare Officer
- Recruiter/Headhunter
- Corporate Trainer

Remember that this list only seeks to be a guide for what you can do and is not exhaustive.

There are hundreds of career choices out there that you can consider.

What you should take away from this section is to understand why certain jobs appeal to you and apply it to possible career paths in your consideration.

ORGANISATIONAL CULTURE



Even though you're in the right job, it is the culture or environment of the organisation that will ultimately determine your job satisfaction.

There are work environments that will support your development, and there are those that simply frustrate and stress you out.

When you are applying or considering a new job, consider looking for organisations that are known to have:

- **In line with your values**

INFPs enjoy being part of organisations that share the same values and beliefs as them.

Whether it is a social, environmental or a spiritual cause, INFPs will perform at their best if they believe deeply in the organisational vision.

Consider joining organisations that have a clear purpose and mission which is something you align yourself with; looking at the organisation's mission statement over the internet should give you a clear picture of this.

- **Emphasize relationships over results**

INFPs are attracted to organisations that emphasise the importance of relationships over results, especially those which focus on encouraging and building up the individual and building unity rather than achieving top results.

It may include organisations that are family friendly with childcare services or moderate working hours.

Consider speaking to someone already working within the organisation to see whether the organisational culture is to your liking.

- **Focuses on learning and development**

INFPs see potential in others and themselves and are therefore growth oriented.

They like organisations that also see the importance of growth and development in their employees.

INFPs see the need for continual learning and growth as they perform their jobs, if not they will feel stagnant and frustrated as a result.

During your interview, ask about the learning opportunities in your role.

An organisation that does focus on these factors will be able to provide you with a ready answer.

STRESSORS

- **Rigid manager**

INFPs respect managers that are creative, adaptable and flexible to changes like them.

However, if their manager is rigid in sticking to organisational procedures and practices; INFPs may feel stifled and frustrated.

- **Too much social interaction**

INFPs are very comfortable working alone for long periods of time because it helps them to focus.

If they are required to socialise all the time, they will lose their effectiveness in their work as the social interaction drains them.

Look at your potential workspace; is an open work area or a closed one?

A closed work area will give less social interaction in the course of your work.

- **Clashes with their deeply held values**

INFPs find it extremely hard to do work that is contrary to their most deeply held values.

They could range from issues like ethical selling or work that could cause environmental harm.

If they observe such practices on their job, they may choose to withdraw or even choose to leave their job.

JOB SEEKING



The job search process is unique to each personality.

In this section, you will learn about strengths and weaknesses inherent to the INFP's personality during the job search process.

This includes exploring careers, choosing one, and the interview process.

STEP 1: THE CAREER EXPLORATION PROCESS

The INFP's career exploration process usually consists of:

- **Having multiple long-term idealistic goals**
INFPs are idealistic individuals and have several big goals and dreams they want to achieve at any time.
- **Taking advantage of unexpected opportunities**
INFPs are flexible and adaptable individuals, and will always

notice and take advantage of unexpected opportunities that come along the way in their job search.

- **Search for environments for growth and learning**

INFPs will look for organisations or environments where there is potential for them to learn and develop as individuals, both personally and professionally.

INFPs may have blind spots in these areas:

- **May be overwhelmed by possibilities**

Because INFPs have so many idealistic goals, they may be overwhelmed by all the possibilities that they are considering.

They may even consider scenarios where they aim to do two jobs or pursue two goals at the same time, but as a result, end up overcommitting.

You should list down all your possible choices so that you have a better perspective of what is available for you.

STEP 2: CHOOSING A CAREER

After looking at all your options, you will decide your choice.

Here are some things INFPs will usually do when it comes to making the decision:

- **Considering values**

INFPs consider what is important to them when they are choosing careers.

Their values and beliefs which are subjective will determine what job they will ultimately choose.

- **People-centred approach**

INFPs also consider their relationships when they make a decision.

This could refer to their relationship with family (i.e leisure hours with them) or their relationship with their potential employers.

If the INFP knows the employer personally, it is very likely they will end up choosing the job.

However, INFPs should also consider these:

- **Systematically considering alternatives**

Before they make any decision, INFPs should also look at the logical consequences of each of their choices.

Systematically look at the pros and cons of each decision and talk to peers about their perspective; often you will find more factors that you did not consider in the first place.

- **Set deadlines for decision**

Because of all the possibilities they are considering, INFPs may be reluctant to decide for their career choice.

Set deadlines for your decision and ensure that you stick to them; possibly find someone that you can be accountable to.

STEP 3: GETTING THE JOB

After you choose a few possible alternatives and sending your resume, the next step is to ace the interview.

In this section, you will understand your strengths in the interview process and some blind spots you have to watch out for.

- **Emphasize your ability to learn quickly**

One of your greatest strengths is your ability to learn quickly.

You can observe how things are done and catch on extremely fast.

This ability will ensure you will get into your role seamlessly.

During your interview, give your prospective employers some past examples of how you've done this.

- **Come across as a team player**

INFPs are excellent team players; they value relationships and harmony in the team, and at the same time they bring in original and unique insights.

They are sensitive to human interactions and can sieve out people's needs and motivations instinctively.

Talk about this with your interviewers and impress them with your past experiences in teams.

- **Emphasize on immediate contributions**

Because of your idealistic nature, you may talk about the big picture such as where you see the organisation and yourself in 5-10 years' time.

However, you should also emphasise on how you can make an immediate impact on the organisation and on how your skills, experiences and abilities will add value to them instantly.

- **Speak up during interviews**

INFPs tend to be a little shy and soft-spoken, and this could work against them during the interviews.

Because of their demeanour, interviewers may under-rate their abilities and skills, impressive as it may be.

Learn to be vocal and sell yourself confidently during the interview; employers do value an individual who is willing to speak up.

WORK RELATED STRENGTHS AND WEAKNESSES



Getting the job is only the beginning of your journey.

Along the way, you will still face challenges in your workplace.

Ultimately, the way to excel in your workplace is to take up roles that take advantage of your personality strengths and minimise the use of your weaknesses.

In this section, I have included your personality strengths, weaknesses, and some tips for professional development.

STRENGTHS

- **Thinking outside the box**
INFPs are excellent at thinking outside the box, coming up with innovative solutions and creative methods that challenge the status quo.
- **Ability to focus on a single issue in depth**
INFPs are independent and focused workers who can focus on a single project or task in depth for long hours, especially on something they're passionate about.
- **Deep commitment to work they believe in**
Deeply passionate and intense about work they believe in, INFPs are very committed to producing work of the best quality, often bordering even on perfectionism.
- **Ability to work alone**
INFPs are comfortable working alone for long periods of time, not needing social stimulation, which they may consider as a distraction from their work.
- **Adaptable to uncertain situations**
They are adaptable in uncertain situations and are flexible enough to adjust themselves whenever the situation calls for it.
- **Insightful into people's motivation**
INFPs are very insightful about people's needs and motivations and can understand the gist of what is being communicated quickly as well as read the subtle non-verbal hints.
- **Able to see the big picture**
INFPs are conceptual people and are easily able to grasp the big picture easily during moments such as vision sharing or goal setting.

Having understood the big picture, they can align themselves quickly and easily.

WEAKNESSES

- **Disorganised with priority setting issues**

INFPs, unless well-trained, are likely to be disorganised in their administration work and are not very good at prioritising their tasks.

They prefer to work on tasks that interest them the most at the moment and thereby may neglect other more important ones.

- **Discomfort with traditional organisational processes**

INFPs feel restricted by traditional organisational processes and more often than not will try to work around them.

Hence, they are more likely to break standard operating procedures or other organisational processes.

- **Difficulty working in competitive environments**

INFPs prefer a friendly, cordial and cooperative environment where all individuals are working together for a common goal.

They find it difficult to work in environments where competition is used as a motivator for performance.

- **Lack of follow through**

INFPs are full of bright, innovative ideas.

However, they may lack the ability to follow through on what they have started out and instead might find themselves being distracted by another novelty.

- **May be unrealistic in projections**

INFPs are idealists and hence often think of the best-case scenario for their ideas or vision.

However, this may make them unrealistic in projecting the future.

They should also consider worse case scenarios and probable scenarios in their thought process.

PROFESSIONAL DEVELOPMENT

- **Set clear priorities for yourself**

As mentioned, INFPs may have a challenge when it comes to prioritising their tasks.

Setting aside time to think about which tasks reflect your values and are the most important is crucial, rather than doing something that others want you to do.

Follow through on your tasks until completion and stay away from distraction.

- **Generate alternatives when making decisions**

When making important decisions, do not be impulsive to choose the one that you feel the most passionate about at the moment.

Learn to generate logical alternatives and consider their consequences before coming to a decision.

Consider talking to more people and asking yourself what reflects your values before you come to one.

- **Develop systems to help yourself with schedules, deadlines and commitments**

INFPs are not good with details and keeping up with schedules, deadlines and commitments.

Find a mobile application or software that can help you keep track of them.

Managing your tasks well will project a more professional, dependable image to those around you.

FINDING JOB SATISFACTION



You may not always get the job you want, or even if you do, you might find that the things you do on a daily basis do not use your personality strengths.

This is just reality; most people do not get perfect fits for their jobs.

However, by altering your job scope, you can put yourself in a position where your personal strengths are used, and you become a recognised and valued individual in the organisation.

Here are some tips for altering your job scope to your personality:

- **Draft a mission statement for your department or organisation**

It is important for you to see meaning and purpose in your tasks and as an INFP, this helps you perform far better.

Volunteer to head a committee to draft a mission statement so that everyone can see the common purpose in their tasks.

- **Consider becoming a trainer or coach in your field of expertise**

You are a natural inspirer to people around you and can coach others effectively.

If you possess a specialised set of skills, you can consider going into the training and development department to teach others these particular set of skills.

- **Arrange more flexible working hours**

Flexibility on the job is important for you; INFPs don't see a need for fixed working hours as they believe they should leave as and when the task is complete.

Consider speaking to your manager about some flexible work arrangements.

- **Delegate routine or work requiring detail**

INFPs can be extremely impatient and careless with detail or routine work.

Consider delegating these tasks so that you can focus on strategising or conceptualising work.

REFLECTION EXERCISE

Describe what you want from your ideal job.

Don't list out the type of jobs that you want, but rather the nature of activities you prefer to be involved in.

e.g. Instead of writing that you would like to be a manager, write out that you would enjoy people management, organising and strategising.

List out at least three occupations or careers that will allow you to use your preferred skills as stated above.

Write out some weaknesses or blind spots you can start developing today to help you succeed in your chosen career.

LAST WORDS



Finding an ideal career is a challenging task, and even with the guidelines and advice given in this report, you still may not end up in your ideal career.

The truth is we live in a world where many other factors come into consideration: salary required to support our families, working hours, travelling time, personal interests, economic conditions, availability of jobs.

Nonetheless, this report will help you to understand more about yourself and which jobs will appeal to you.

Whichever career you are in, you can take these insights with you and use them to your advantage.

Most importantly, understand that your personality is unique.

Sometimes, we can be very discouraged and second guess ourselves on the job, especially when we are in a career that does not support our personality preferences.

Granted, to be successful in certain careers require you to act and behave in some ways, but you must come to a point where you understand the difference between who you are and what you do.

While you can adapt what you do and how you behave in certain situations, you must always live with the understanding of who you are and not be apologetic about it.

When you fully accept yourself, you will find happiness, confidence and courage to be the best you can be.

Here at Personality Central, we hope to bring out the best in you through the insights with personality type.

For more information, please visit www.personality-central.com.