



PERSONALITY
CENTRAL



INTJ

CAREER REPORT

Discover your Ideal Career Path
with Personality Type

ETHAN LIN

3rd Edition

INTJ CAREER REPORT

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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 grey ink that reads "Ethan Lin". The script is cursive and fluid, 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 INTJ personality with their natural strengths:

STRENGTHS

- **Clear and Concise**

They want to take charge and be in positions of authority.

Because of that, they gravitate naturally to leadership in most jobs.

- **Great Visionaries**

They are global thinkers and long-range planners who can think about the big picture.

- **Creative Problem Solvers**

They readily spot flaws and loopholes in situations and will often have innovative solutions to improve them.

- **Rational and Logical**

They use objective, impersonal analysis when looking at situations, and are therefore good at anything that requires logical reasoning.

They will challenge another person's statements and behaviours, expecting others to defend themselves as they believe such interactions lead to mutual learning.

BLIND SPOTS

- **Expect a lot from themselves and others**

They can have very high expectations of themselves, and while this is good, it can work against them if they fall short of these high expectations.

- **May miss details**

With the INTJ's global thinking and big visions comes the likelihood of missing out on details and impatience with people who are concerned with the nitty-gritty.

- **May try to do it all alone**

Due to high standards they expect of themselves and others, it may cause them to become a solitary worker for their goals because they may feel others cannot meet up to their standards.

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 INTJ:

BUSINESS AND FINANCE

INTJs will thrive in the arena of business and finance.

Their insight into macro-trends and the industry will give them the wisdom to make good decisions, whether it is to make crucial strategic business decisions or to predict a macroeconomic trend.

Some of the roles that may be attractive to them are:

- Economist
- Management consultant
- Private banker
- Financial analyst
- Financial controller
- Investment Banker
- Investment Adviser
- Business Development Manager
- Business Analyst
- Foreign Exchange Trader
- Management Consultant
- Engineer
- Manager
- Credit Analyst
- Treasurer

TECHNOLOGY

INTJs enjoy design and creation and aspire to see their global and innovative ideas come to fruition through the use of cutting-edge technology.

The following jobs may appeal to them as they design, create or improve technologies:

- Technician
- Database administrator
- Webmaster
- Website Developer
- Design Engineer
- Broadcast engineer
- Operations research analyst
- Software engineer
- Inventor
- Chief Technology Officer
- IT Executive
- Software Programmer
- Biomedical engineer

HEALTHCARE

In the area of healthcare, they enjoy being engaged in roles that require them to analyse health data and derive hypotheses from it.

They prefer not to directly deal with patients as they do not like to deal with people's emotions.

Some of the jobs in healthcare that they will enjoy are:

- Psychiatrist
- Neurologist
- Biomedical researcher
- Pathologist
- Cardiologist
- Dentist
- Surgeon
- Psychologist

- Pharmacist
- Nutritionist
- Gynaecologist
- Veterinarian

POLITICS AND LAW

INTJs will enjoy the field of law and politics.

The competitive, tough-minded and challenging intellectual environments will greatly stimulate them as they have to interpret current laws and build or state cases for judgment.

The crime scene specialist role will also engage their mind as they attempt to connect the dots with regards to a case.

Jobs they can consider are:

- Attorney
- Judge
- Intelligence specialist
- Crime scene specialist
- Political Scientist
- Campaign Organiser
- Politician

CREATIVE AND SPECIALIZED CRAFTS

INTJs have a creative streak in them as well and can conceptualise great art pieces whether be it music, poetry, literature or films.

They may be attracted to some of the jobs from the arts listed below:

- Writer
- Artist
- Magazine Editor
- Movie Producer
- Media Planner
- TV Commentator
- Architect

- Graphic Designer
- Architect

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:

- **Innovative and Different**

INTJs enjoy being part of organisations that are constantly changing, innovating, pioneering, especially those that have a potential to be a leader in their field.

Through some internet research and word-of-mouth, you should be able to determine if the company has a drive and desire to become industry leaders.

- **Achievement oriented people**

INTJs like to be surrounded by achievers and task-oriented people who seek to accomplish more.

The drive for success from co-workers will energise the INTJ to be productive and effective at their work.

It is not easy to find such companies as they are usually leading their industries or pioneering something revolutionary.

- **Intellectual challenging**

INTJs enjoy a work environment that is intellectually stimulating and challenging; one that requires them to use their minds to conceptualise solutions, solve complex problems and have colleagues who will challenge and critique their ideas as well.

Look out for prospective employers who are not satisfied with surface answers and expect more from you during the interviews; these organisations are more likely an intellectually challenging environment.

STRESSORS

- **Incompetent Manager**

INTJs respect managers that are as competent, objective and organised as they are.

They may not respect or may even be contemptuous of the manager if the manager is disorganised and indecisive. INTJs will find it hard to work with them.

- **Resistant to change**

INTJs enjoy the constant change and pioneering efforts of their organisation.

If however, their organisation is stagnant and resistant to change the environment, INTJs get frustrated because they

can see the long-term implications of the organisation resisting the change.

- **No intellectual challenge**

If the work environment offers little or no challenge to them, with too much routine, INTJs become restless and frustrated.

They may become critical of their co-workers or the organisation and may end up seeking a challenge elsewhere.

JOB SEEKING



The job search process is unique to each personality.

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

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

STEP 1: THE CAREER EXPLORATION PROCESS

The INTJ's career exploration process usually consists of:

- **Considering long-term idealistic goals**
INTJs think big and think far.

You may have already designed a plan to achieve your long-term career goals before you even started exploring the possible options.

- **Having an action plan to reach goals**

INTJs often have well-thought-out plans to achieve their career goals.

They will have considered most, if not all grounds for each career option.

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

INTJs search for job opportunities that will challenge them, so jobs that will prove a stretch to their current abilities will appeal to them.

INTJs may have blind spots in these areas:

- **Missing unexpected opportunities**

Because INTJs have already designed a plan in their head, they may overlook career opportunities that are unexpected or do not fit into their mental picture.

Keep yourself fully open to any opportunity that comes by and also keeps on brainstorming for any entirely new jobs that you would never otherwise consider; you might stumble upon some jobs that are even better than the ones you are considering.

- **Not considering job realities**

INTJs are excited about job possibilities and as a result, may not consider job realities.

Consider the work hours, work location, organisational culture and salary before you accept the job.

Imagine your daily routine as you embark on this job; this will bring your expectations closer to reality.

STEP 2: CHOOSING A CAREER

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

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

- **Logical Analysis of Alternatives**

INTJs conduct a logical analysis of the alternatives with an objective cost-benefit analysis.

It's an impersonal decision-making process by looking at the pros and cons of their career options.

However, INTJs should also consider these:

- **Personal Values**

Before they decide on their careers, INTJs should also consider what is important to them as well such as their personal interests, principles or relationships and also how their choice of careers will affect these.

- **Take Some Time**

INTJs are naturally decisive and want to conclude as soon as possible.

As a result, they might make hasty decisions even when it comes to a big decision like their careers.

Give yourself some time before you make a decision.

That extra time will help you obtain more information or consider a few other factors that did not initially occur to you.

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.

- **Impress others with your competence**

One of your greatest strengths is in your success in whatever you commit yourself to.

You should talk about your past achievements and successes to show your competence.

- **Share your insights about the industry**

INTJs are very insightful individuals who have interesting or original nuggets of information about the industry.

If you get the opportunity, share your thoughts and your analysis on the industry of the organisation you are applying for.

If you have done proper research, your insights should impress the interviewers.

- **Emphasize your potential and ability to learn quickly**

Because of their critical, big thinking nature, INTJs can learn and adapt to new roles very quickly.

You can talk about this during your interview and give examples of how you've done so in the past.

With these three strengths, you should be able to ace your interview.

Here are three tips to make your interview even better.

- **Speak up and sell strong points**

INTJs 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.

- **Emphasize on how you can make an immediate impact**

Because INTJs get excited about possibilities, they miss out talking about current realities.

So as you are talking about possibilities for the organisation, also emphasise on the immediate impact you can make once you get the job.

- **Establish personal contact with interviewers**

It may not come naturally to an INTJ to build a personal relationship with the interviewers, but remember that a short chat or a little small talk about common interests like sports can be effective in giving the interviewers a good impression of you.

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

- **Easily see possibilities and implications**

INTJs easily spot possibilities in situations and make unconscious connections to understand implications of events.

This makes them effective in helping any organisation improve.

- **Creative problem solvers**

INTJs often have unique and creative solutions to existing problems because of their ability to make connections with seemingly unrelated issues.

- **Logical and analytical skills**

While others may take a personal stand regarding organisational issues, INTJs take a very logical and analytical view toward most situations, making them effective in evaluating them for the organisation's benefit.

- **High standards and a strong desire to be excellent**

INTJs have a strong desire to be the best at what they do, and they set high standards for themselves in their work.

Whatever they put their hands to, INTJs will ensure it is done well.

- **Decisive and strong organisational skills**

In organisations where many decisions have to be made on a daily basis, INTJs thrive.

Also, they possess an ability to organise resources effectively to achieve the organisational goal.

WEAKNESSES

- **Impatience with others who are not as quick as you**

Being competent and efficient in the execution of their

responsibilities, INTJs may find it hard to comprehend the more methodical and thorough approach to work and hence become impatient with those who do so.

- **Lack of tact that might lead to relationship breakdowns**

INTJs are critical thinkers, and their frank comments may offend colleagues in the workplace.

INTJs expect their colleagues to challenge the INTJs' statements if they disagree, but often their colleagues choose avoidance because they do not like conflict.

This, however, leads to a breakdown in the relationship.

- **May be too theoretical at times**

The decisive nature of the INTJ might work against them.

Consider waiting or requesting for more information before coming to a conclusion or a decision.

- **Lack of interest in details**

INTJs, being global thinkers, tend to dislike working with details in their projects or work.

Hence, they tend to have careless errors in their reports, presentations or planning, which may reflect poorly on them.

- **Inflexibility about your ideas**

INTJs are spurred by challenges and are not as motivated by encouragement.

Hence, they tend not to give much-required encouragement to their peers or subordinates.

As a result, they can come across as demanding and hard to please.

PROFESSIONAL DEVELOPMENT

- **Learn to delegate and allow others to share ideas**

You may be resistant to delegating work because you may think others are not as competent and will not meet your standards.

Learn to allow people to share their ideas even though you may have already thought about it and concluded it was not feasible.

Even though others may not meet your standards, delegate work to them and accept a lower standard, while stretching them gently to push them to be better.

- **Be open to hearing other points of views**

Learn to accept differing views on the same matter and agree to disagree when possible.

Most decisions made for organisations are based on unspoken assumptions which may mean that there is no clear-cut answer so while you may have a clear basis for your decisions, others may have their criteria in reaching their decisions.

Consider listening to other points of views; you might come up with a better final solution.

- **Study what makes people tick in organisations**

Your insights and analytical skills are usually used for observing macro-trends and events, but you're usually not as good with people.

Use your insights and analytical skills to research and study what makes people motivated and empowered in organisations and you will become a better leader as you understand what makes people tick.

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 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:

- **Invite more creative input from your direct reports**
Try to organise a few more brainstorming meetings where you can hear more inputs from your direct reports and receive more creative exchange from them.
- **Develop systems and get them to work in your organisation**

Create and implement a better system to improve your current organisation.

You probably would have already noticed flaws in the current system; volunteer to make it better.

- **Seek professional development opportunities regularly**

Growth is an important part of the INTJ's career, and you would need development opportunities such as courses or seminars that keep you learning and growing.

Most organisations have a budget for staff training, so purposefully maximise that budget and arrange suitable training.

- **Find a group of friends to critique each other's ideas**

You seek growth through intellectual debates and challenging ideas. However not everyone is interested in one.

Seek a group of friends or peers who are willing to challenge and debate new ideas with you.

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.