



PERSONALITY
CENTRAL



INFJ

CAREER REPORT

Discover your Ideal Career Path
with Personality Type

ETHAN LIN

3rd Edition

INFJ 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 ink, reading "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 INFJ personality with their natural strengths:

STRENGTHS

- **Insightful**
INFJs are insightful individuals who have a good grasp of the complexities and implications of issues.
- **Idealistic**
They have deeply held values that they desire to be displayed in their world.

As a result, they may come across as idealistic.

- **Committed to their values**
INFJs are deeply committed to the values they hold dear and will stand firm to fight for what they believe in.
- **Empathetic**
They are caring and empathetic people who look out for the well-being of those around them.

- **Loyal**

They are committed to their loved ones and those close to them and will go out of their way to support and protect them.

BLIND SPOTS

- **Neglect routine tasks**

INFJs may be too idealistic and imaginative that they often neglect tasks that are routine.

- **May take criticism too personally**

INFJs sometimes may take criticism of their work or performance personally and take offence where none was intended.

- **Resistant to change**

INFJs may find it hard to make changes in their lives as they want things to be stable and unchanging.

After settling on something, they like to stick to their plans.

- **Miss out on details**

With their big picture ideas and visions, they often miss out details in everyday tasks, leading to small errors in their work or project.

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 INFJ:

EDUCATION AND SOCIAL SERVICE

INFJs see potential in the people they meet, and they enjoy bringing out this potential through education or social service.

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

Also, INFJs are insightful about people's needs and motivations, making them excellent counsellors.

These are some careers that will appeal to them:

- Career counsellor
- Teacher
- Early Childhood Educator
- Special Needs Teacher
- Librarian
- Welfare Officer
- Developmental psychologist
- Social worker
- Community Service Executive
- Educational curriculum developer
- Political Scientist
- Sociologist

CREATIVE ARTS, WRITING AND DESIGN

INFJs enjoy the creative arts.

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

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

Some careers include:

- Artist
- Dramatist
- Author
- Media Planner
- Movie Producer
- Editor
- Exhibit designer
- Interior Designer
- Multimedia producer
- Food Writer
- Magazine Writer
- Blogger
- Graphic Designer
- Animator

RELIGION AND SPIRITUALITY

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

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

Their organised nature will ensure that they can adhere to certain spiritual disciplines as well.

They will be attracted to the following roles:

- Priest
- Monk or Nun

- Pastor or Minister
- Church worker
- Missionary
- Religious Teacher

HEALTHCARE

The natural compassion of the INFJ 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 INFJ to pay close attention to the details of their patients all the time.

The following roles may appeal to them more:

- Health care executive
- Massage therapist
- Mental health counsellor
- Holistic health practitioner
- Nutritionist
- Psychiatrist
- Chiropractor
- Physiotherapist
- Veterinarian
- Gynaecologist
- Pharmacist
- Surgeon

BUSINESS

In the organisational setting, INFJs 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 INFJ.

Other roles may include:

- Job analyst
- Management consultant
- Business Development consultant
- Corporate/team trainer
- Marketer
- Preferred Sales Representative
- Outplacement consultant
- Staff Welfare Officer
- Life coach
- Recruiter
- Project Manager
- Employee Engagement Executive
- Public Relations Officer
- Corporate Communications Executive

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:

- **Having a humanitarian vision**

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

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

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

- **Have a good reputation for integrity**

INFJs look for organisations that have a good reputation for integrity; both externally and internally.

This means that the management delivers on what they promise to both customers and staff and does the ethically right thing when it comes to business decisions.

Essentially, it is a business with a soul.

Speaking to employees within the business will give you a good sense of the integrity of the company.

- **Focuses on learning and development**

INFJs see potential in others and themselves.

They are therefore growth oriented.

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

INFJs 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 places special focus on this will be able to answer you readily.

STRESSORS

- **Dispassionate Manager**

INFJs respect managers that are passionate about the organisation's cause as much as they are.

If the manager does not show such passion and treat his role as merely a job, the manager will lose the trust and respect of the INFJ and the INFJ will have a hard time working well under such a person.

- **Does not follow through**

INFJs dislike organisations who overpromise and under deliver.

Whatever is promised, the INFJ believes that the organisation should follow through and deliver.

If the organisation does not follow through, it causes the INFJ to develop a distrust for the organisation, and this likely leads to work frustration.

- **Only cares about the bottom line**

INFJs find it hard to work for organisations that merely care for the bottom line.

To them, their work must have meaning and purpose and one that only talks profit and loss is not sufficient for them.

When they are compelled to make decisions based on that criterion instead of through their deeply held beliefs, expect work stress and frustration.

JOB SEEKING



The job search process is unique to each personality.

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

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

STEP 1: THE CAREER EXPLORATION PROCESS

The INFJ's career exploration process usually consists of:

- **Having multiple long-term idealistic goals**
INFJs are idealistic individuals and have several big goals and dreams they want to achieve at any time.

- **Having action plans to reach goals**

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

They will have considered most, if not all grounds with regards to each career option.

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

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

INFJs may have blind spots in these areas:

- **May overlook important facts about a job**

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

They may even consider scenarios that they could do two jobs or pursue two goals at the same time but will, 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 INFJs will usually do when it comes to making the decision:

- **Considering values**

INFJs 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**

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

However, INFJs should also consider these:

- **Do not discount uncomfortable facts**

INFJs 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 the job.

Is it something you can accept?

This will bring your expectations closer to reality.

- **Give yourself time**

INFJs tend to want to conclude as soon as possible.

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

Give yourself some time before you decide on your career.

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

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**

INFJs 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**

INFJs 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

- **Integrity**
INFJs are known to be people of integrity and honesty and will very seldom do anything against their deeply held values for money or otherwise.
- **Ability to focus on a single issue in depth**
INFJs 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.
- **A deep commitment to work they believe in**
Deeply passionate and intense about work they believe in, INFJs are very committed to producing work of the best quality, often bordering even on perfectionism.
- **Productive**
INFJs are efficient and productive workers who can produce a solid piece of work or complete a task in a short time.
- **Insightful for macro trends**
They can provide insights into complex and macro issues related to their industry and can spot long-term trends and implications to prepare the organisation for them.
- **Insightful into people's motivation**
INFJs 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.

WEAKNESSES

- **Inflexibility**
INFJs, once having something settled, can be very resistant to changes later on, even though the situation may call for it. This could even be a point of conflict between them and their co-workers.

- **May be judgemental**

INFJs, especially under stress, may become judgmental and condemning against those whom they perceive do not have the same values as they do.

- **Unrealistic sense of how long things will take**

INFJs 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.

- **Difficulty dealing with conflict**

INFJs find it hard to engage in conflict, even if the conflict is for a better working relationship or the betterment of the project.

They may choose avoidance and allow resentment to brew instead.

- **Trouble giving negative feedback that is objective and firm**

Even though necessary, INFJs will struggle when it comes to giving others negative feedback, and even if they do, they may come across as too emotional or biased in their analysis.

PROFESSIONAL DEVELOPMENT

- **Project what your vision should be like**

Use the power of your imagination to visualise what the future of your life or your organisation's life should be like.

Set priorities according to this vision and work towards this today in the here and now; speak to a few more people to understand what work is required to bring you to that vision.

- **Focus on the specifics of each situation**

When assessing situations, don't look at the big picture implications but learn to look at the specifics of each situation.

Observe the reactions of people, the hard data and the current observations about the environment; you might just come up with deeper insight than what you otherwise have.

- **Share your ideas early**

INFJs 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:

- **Volunteer for committees and offer your creative input**
You need a place to express your creativity and if your job doesn't allow you to do so, volunteer for a committee that allows you to brainstorm and come up with creative solutions to existing challenges.

- **Strike a balance between work and personal life**

You tend to overwork yourself in the pursuit of your objectives or if there are a lot of expectations for you to work overtime.

Learn to create a clear divide between your work and personal life so that you will have more balance in the long term.

- **Find quiet time for reflection and thought**

The corporate world that is full of bustling activity may become draining for you after a while.

No matter where you work, find some quiet time for your reflection and thought constantly.

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

INFJs are natural coaches or trainers.

Whatever your expertise is in, consider becoming a trainer or a coach in that area and you will find fulfilment and satisfaction in your job.

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.