



Myers – Briggs Type Indicator® Career Report

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QAMAR CONSULTING
Discovering Potential & Optimizing Performance

Report prepared for

INFJ

June 23, 2022

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Introduction

This report is prepared to help you understand your results on the **Myers-Briggs Type Indicator®** (MBTI®) instrument and how they can be applied in the organizational settings.

The MBTI assessment is a self awareness tool based on the theories of Swiss psychologist **Carl Gustav Jung** and the work of an American mother-and-daughter team, **Katherine Briggs** and **Isabel Myers**. With more than sixty years of research and development supporting its reliability and validity, the MBTI tool has helped millions worldwide develop a deeper understanding of themselves and others.

The MBTI Assessment is nonjudgmental and helps people learn about themselves through an investigation of what they prefer, or their preferences. The MBTI assessment sorts individuals in terms of four pairs of preferences, or dichotomies, that reflect

Source of Energy

Mode of Taking in Information

Mode of Evaluating Information

Lifestyle

Extraversion-Introversion (E-I)

Sensing – iNtuition (S-N)

Thinking – Feeling (T-F)

Judging – Perceiving (J-P)

In understanding your MBTI results, remember that the MBTI tool

- Describes rather than prescribes, and therefore is used to open possibilities, not to limit options
- Identifies preferences, not skills, abilities, or competencies
- Assumes that all preferences are equally important and can be used by every person
- Is well documented with thousands of scientific studies conducted during a sixty-year period
- Is supported by ongoing research

How Your MBTI® Career Report for Students is Organized

- **Summary of your MBTI® Results**
- **Overview**
- **Learning**
- **Writing**
- **Procrastination**
- **Work Related Strengths**
- **Work Related Weaknesses**
- **Career Satisfaction**
- **Career Exploration**
- **Job Search**
- **Conclusion**

Summary of Your MBTI® Results

This report is based on your results (best fit type) you have mentioned in the self scorable MBTI answer sheets after type verification process during the feedback session.

Best Fit Type				
Where you focus their attention	E	Extraversion Preferences for drawing energy from the outside world of people, activities, and things	I	Introversion Preferences for drawing energy from one's inner world of ideas, emotions, and impressions
The way you take in information	S	Sensing Preferences for taking in information through the five senses and noticing what is actual	N	Intuition Preferences for taking in information through a "sixth sense" and noticing what might be
The way you make decisions	T	Thinking Preferences for organizing and structuring information to decide in a logical, objective	F	Feeling Preferences for organizing and structuring information to decide in a personal, values-based way
How you deal with the outer world	J	Judging Preferences for living a planned and organized life	P	Perceiving Preferences for living a spontaneous and flexible life

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

INFJ Snapshot

INFJs trust their visions, are compassionate and insightful, and quietly exert influence. They enjoy working alone or in compatible small groups using their inspirations for people's growth and development. Although the descriptors below generally describe INFJs, some may not fit you exactly due to individual differences within each type.

Accommodating	Detailed	Devoted
Loyal	Meticulous	Organized
Patient	Practical	Protective
Quiet	Responsible	Traditional

INFJ Overview

INFJs are generally compassionate, creative, helpful, and are often known for their integrity. They tend to focus their energy inward and reenergize through spending time on their own. INFJs are typically private and generally share their thoughts and feelings with people they know. The INFJ may also have a high commitment to their strong value system. They are often guided by their convictions and may become assertive and persistent if these values are violated. An INFJ will often reflect on their intuitions and may be seen as deep and at times complex. They may get a feeling about something and although they experience difficulty in describing these feelings, they are often motivated to act based on these inner thoughts, ideas, visions and hunches. They may not share these intuitive feelings with others because they want to avoid scrutiny.

INFJs generally focus on people and look for ways to contribute to the betterment of others. They are usually caring and will often use their creativity and problem solving abilities to help people. The INFJ tends to have an intuitive understanding of people and issues and has the ability to present their ideas in a manner that inspires others. The information that an INFJ gathers will often reflect their people-focused approach. The INFJ may also have a difficult time confronting people and are often adversely affected by conflict.

The INFJ generally sees the long-term, big picture possibilities. They can be idealistic and often look for new ways to do things through generating ideas. They do not usually rely on specifics unless these details can be incorporated into their grander vision. The INFJ will often mull over their insights, are perceptive to the underlying meaning, and tend to express their inner thoughts through metaphors. The INFJ also believes that the most effective change occurs over time. They generally have a focus on continuous improvement and may question whether they are in the right place in their lives or whether they are living up to their potential. The INFJ is also able to see what needs to be done and will work hard to accomplish these tasks. They are generally organized in their work but may be more flexible and unplanned in their personal lives.

LEARNING

The INFJ student will often...

- Require an independent work environment for studying and reflection
- Focus on theoretical concepts and relationships
- Be comfortable with challenging professors
- Use writing to express their creativity
- Prefer instructors who enthusiastically facilitate learning
- Use their time management and organizational skills to excel in academia
- Complete the required reading

WRITING

An INFJ excels at writing on topics that they are passionate about and will often infuse their values and ideas into their writing. Many INFJs do well at writing novels and also excel at writing nonfiction that appeals to the feelings of their audience. They are usually drawn to personal topics and may experience difficulty in writing on other areas. They are generally sensitive to how people react to their writing and need to be cautious not to take feedback too personally. An INFJ may also potentially designate part of their day for writing. The INFJ is the most likely of all the MBTI® types to have their writing published.

In the writing process, the INFJ will often...

- Be original, speculate, and look for the big picture
- Need to organize their writing to allow time for reflection
- Put a lot of thought into writing in order to impact their reader
- Gain additional writing knowledge through reading books
- Need to remember to include a logical analysis of information
- Benefit from seeking feedback from a close friend or colleague
- Need to review final draft to ensure their writing matches guidelines

PROCRASTINATION

The INFJ may delay their work when they are reviewing and debating possible ideas. It can be difficult for the INFJ to start writing out their thoughts when they are unsure of where to begin. This can be exceptionally frustrating because their intent is to complete the task. Essentially, one side of the INFJ wants to explore the possibilities and the other is looking for closure. This may result in feelings of pressure and frustration.

Students can benefit from understanding their type and subsequently learning the root cause of their frustration and tension. It may also be beneficial for an INFJ to discuss their ideas in order to find a starting point to begin their project or writing.

WORK RELATED STRENGTHS

- Integrity that inspires people to value your ideas
- Focus and single-mindedness about projects that are important to you
- Decisiveness and strong organizational skills
- Creative and ability to come up with original solutions
- Empathy and ability to anticipate others' needs
- Perspective to see the big picture and the future implications of actions and ideas
- Ability to understand complex concepts
- Genuine interest in others and talent for helping others grow and develop
- Independent streak and strong personal convictions
- Drive to be productive and reach your goals
- Deep commitment to work you believe in

WORK RELATED WEAKNESSES

- Single-mindedness that can result in inflexibility
- Unrealistic sense of how long things take
- Difficulty working on projects that conflict with your values
- Tendency to be impractical about viability and/or feasibility of some ideas
- Difficulty working in competitive or tension filled environments
- Reluctance to revisit or reverse decisions once they've been made
- Difficulty dealing with conflict and tendency to ignore unpleasantness
- Trouble disciplining subordinates with objectivity and directness
- Difficulty changing plans or directions quickly
- Difficulty communicating complex ideas simply
- Tendency to be judgmental

CAREER SATISFACTION FOR INFJ

Doing work that

- Lets me consider and create new ideas and/or approaches to a variety of problems, mostly those that help others to grow and develop
- Lets me produce a product or service that I believe in and am proud of
- Recognizes my authorship and ownership and my unique contributions
- Lets me express myself and see the results of my vision
- Lets me implement my ideas for the good people or in the service of others; lets me work with others on a one to one basis
- Is done in a friendly and tension free environment where my ideas are seriously considered and where I am psychologically supported for my efforts
- Can be done independently but with the opportunity to share frequently with others in an environment that is friendly and free of interpersonal conflict
- Lets me organize my own time and work environment and exert significant control over both the process and product
- Gives me adequate time to formulate and process my ideas so they are thoroughly prepared
- Is in harmony with my personal values and beliefs and lets me maintain a high degree of personal and professional integrity

CAREER EXPLORATION

An INFJ tends to find career satisfaction with careers that have the following characteristics:

- Fosters the continual use of creativity and imagination
- Helps people through creative and solution focused programs and services
- Produces a product or service that evokes pride
- Allows for the unique expression of their interests and abilities
- Provides an opportunity for one-on-one interaction
- Supports their ideas, efforts, and skill development
- Ensures a feeling of control over organizing and carrying out the processes of their job
- Mirrors their personal values and upholds their integrity

When exploring career options, an INFJ will often...

- Set idealistic long-term goals
- Create a plan to meet their goals
- Research information on possible future career opportunities
- Need to consider the specific details of potential careers
- Incorporate their values and trust their intuition when making a career decision
- Need to be cautious that their career choice is not overly influenced by others opinions

JOB SEARCH

During their job search, an INFJ will often...

- Create and organize a thorough job search plan
- Creatively present themselves
- Find job opportunities through people they know
- Develop a job that meets the employer's projected needs
- Need to ensure they pay attention to the details
- Naturally make decisions based on their feelings but should also incorporate objective information
- Use creative problem solving to overcome job search obstacles
- Need to ensure they maintain realistic expectations

During an interview, an INFJ will often...

- Use their natural ability to develop rapport
- Be future focused but should ensure they relate their abilities to the employer's current needs
- Come across as quiet and may need to focus on communicating their strong qualities
- Benefit from interview practice that focuses on discussing their skills
- Need to learn how their people skills can be tied to the 'bottom line' and be able to market this to a company.

For more than 60 years, the MBTI tool has helped millions of people throughout the world gain a deeper understanding of themselves and how they interact with others, helping them improve how they communicate, work, and learn.

REFERENCES

Tieger, P. D., & Barron, B. (2007). *Do What You Are "Discover the Perfect Career for You Through the Secrets of Personality Type"* (4th ed.). Park Avenue, New York: Hachete Book Group, USA.

Students Employment & Career Centre. (n.d.). Retrieved 12 1, 2012, from University of Saskatchewan: <http://www.usask.ca/secc/>

POPULAR OCCUPATIONS FOR INFJ'S

People with INFJ preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

- Architect
- Marketing professional
- Religiously Oriented Occupation
- Consultant: Education
- Fine artist
- Research Assistant
- Medicine
- Psychiatrist
- Counselor Psychologist
- Teacher

(ALLEN L. HAMMER - INTRODUCTION TO TYPE AND CAREERS)

- Architecture
- Counseling and Psycho Therapy
- Dental Hygiene
- Educational Consulting
- Engineering: Biomedical, Petroleum
- Environmental Sciences
- Fine arts
- Interior Design
- Librarian
- Marketing
- Medicine: Family practice, Surgery
- Occupational Therapy
- Performing arts
- Physician's Assistant
- Psychology
- Religious Professions
- Research
- Social Sciences
- Teaching: Middle, High schools
- Vocational education

(CHARLES R. MARTIN. PHD - LOOKING AT YOUR TYPE "YOUR CAREER")

- Audiologist
- Corporate Trainer
- Counselor
- Dental Hygienist
- Educational Consultant
- Health and Wellness
- Human Resource Management
- Interpreter
- Librarian
- Management Consultant
- Marketing professionals
- Massage therapist
- Media Specialist
- Mediator
- Medical Assistant
- Nutritionist
- Occupational Therapist
- Pharmacist
- Public Relation Specialist
- Publicist
- Religious Worker
- Speech - Language Pathologist
- Teacher: Arts, Drama , English

(DONNA DUNNING - WHAT'S YOUR TYPE OF CAREER)

- Adult Day Care Coordinator
- Artist
- Developmental Physiologist
- Career Counselor
- Child Welfare counselor
- Chiropractor
- Director, Social Service Agency
- Corrective Therapist
- Costume Attendant
- Curator
- Desktop Publisher/Editor
- Employee Assistance Counselor
- Dietitian/Nutritionist
- Director of Religious Education
- Legislative assistant
- Documentary Film Maker
- Corporate Trainer
- Editor, Art Director
- Editor/Art Director (Web sites)
- Educational Consultant
- Special Education Teacher
- Educational Program Director
- Bilingual Education Teacher
- Interpreter
- Environmental Lawyer
- Exhibit Designer
- Film Editor
- Freelance Media Planner
- Genealogist (Family Tree Researcher)
- Grant Coordinator
- Health Care Administrator
- Holistic health Practitioner
- Human Resource Manager
- Informational-Graphic Designer
- Interior Designer
- Employee Assistant Program Coordinator
- Legal Mediator
- Job Analyst
- Librarian
- Literary Agent
- Educational Software Developer
- Massage Therapist
- Mental Health Counselor
- Speech-Language Pathologist/ Audiologist
- Sociologist
- Merchandise Planner
- Multimedia Producer
- Museum Research Worker
- Novelist
- Occupational Therapist
- Organizational Development Consultant
- Outplacement Consultant
- Poet
- Religious Worker
- Play Wright
- Parenting Instructor, Child Development Course
- Priest
- Social worker (Elderly and Child Day Care Issues)
- Set Designer
- Social scientist
- Public Health Educator
- Mediator/ Conflict Resolver
- Teacher: High School, English and Arts
- Substance Abuse and Behavioral Disorder Counselor
- Merchandise Designer and Displayer

(PAUL D. TIEGER AND BARBARA BARRON - DO WHAT YOU ARE)

However, there are successful people of all types in all occupations. The key to getting where one wants to go involves firstly identifying what one really wants, something that comes from a more individual place than type. Individuals with INFJ preferences then need to use knowledge of their type to gain insight into how they might approach the different activities in planning a career. In other words, INFJs need to build on the strengths of their type and address potential obstacles that may come along with their style as they explore options, connect with others, make decisions, and manage their careers.

LESS POPULAR CAREERS FOR INFJ

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with INFJ preferences are, however, less often attracted to careers and occupations in the military, corrections and protective services, construction and production, and finance/accounting. They are also typically found less often in careers characterized by a great deal of technical work, attention to detail, work that requires realistic precision or production, mechanical work, work that requires more bureaucratic management abilities, or work that may involve a significant amount of interpersonal conflict.