



## Myers – Briggs Type Indicator® Career Report

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Report prepared for  
**INFP**

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

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

### INFP Snapshot

INFP's are open minded, idealistic, insightful, and flexible individuals who want their work to contribute to something that matters. They enjoy working by themselves or in small groups where they can be creative. Although the descriptors below generally describe INFPs, some may not fit you exactly due to individual differences within each type.

<b>Adaptable</b>	<b>Committed</b>	<b>Curious</b>
<b>Deep</b>	<b>Devoted</b>	<b>Empathetic</b>
<b>Gentle</b>	<b>Idealistic</b>	<b>Imaginative</b>
<b>Intimate</b>	<b>Loyal</b>	<b>Reticent</b>

## INFP Overview

INFPs are generally flexible, thoughtful, considerate, and faithful. They are often quite private, reserved, and share their inner thoughts with carefully selected people. The INFP is guided by their inner values, morals and ideals. They evaluate their options and make decisions that are consistent with their values in order to maintain an inner harmony. The INFP often remains fairly adaptable unless one of their values is challenged. INFPs also tend to be very idealistic and will personally invest themselves in anything they do. They generally set high standards but may not acknowledge their achievement of these standards. This can result in a reduced sense of personal worth and lead to internal conflict.

The INFP generally has a deep and genuine interest in people. They are often looking to contribute to the betterment of others and will use their insight to help people personally develop. The high value they place on relationships generally makes them a good friend. They also possess the ability to motivate people and tend to focus on feelings. The INFP often prefers one-on-one communication and interaction. They also tend to avoid conflict and confrontations and will deal with these types of situations by first spending time on their own. The INFP also generally dislikes competitions because they pose an opportunity for conflict and threaten their desire for harmony.

An INFP is often creative and uses their imagination to see new ways of accomplishing tasks. They focus on details and gathering data when it relates to a specific project that they value. However, they generally pay minimal attention to the details pertaining to other aspects of life. They have the ability to see the underlying meaning of things and often require time on their own to facilitate their reflections. The INFP will generally prefer to work in the background to accomplish their personal purpose in life. Nonetheless, they can do well with public speaking when drawing their audience into their personally held views and opinions. The INFP is often a perfectionist and may have difficulty completing tasks on time because they want to make continual changes and improvements.

## LEARNING

### The INFP student will often...

- Be interested in topics pertaining to possibilities and positive change
- Want the larger picture presented and if possible, tied to a human element
- Be interested in conceptually difficult material
- See the connection between seemingly unrelated topics
- Choose to spend their free time reading
- Prefer their instructors to inspire a desire for learning

## WRITING

The INFP is often a talented writer that infuses their personality into their writing. They tend to use their imaginations and inspirations to clearly portray a situation or experience to the reader. For an INFP, writing is a comfortable outlet that does not require the awkwardness sometimes felt when making presentations. As well, they tend to enjoy writing poetry and dislike technical writing.

### In the writing process, the INFP will often...

- Begin by reflecting on the information or topic
- Use an imaginative writing style
- Need to consciously include examples or facts
- Experience difficulty when writing the introduction and conclusion
- Have a natural ability to connect ideas
- Require a quiet work area
- Need to maintain a focused approach throughout their writing

## PROCRASTINATION

The INFP will often procrastinate as a result of their perfectionism and high standards. They tend to gather a wealth of information and become overwhelmed with knowing where to begin or when to end their research. This can lead the INFP to become critical of themselves and further delay the project's progress. The INFP also has a tendency to become consumed in one project which can then lead to the procrastination of other necessary tasks.

The INFP may find it beneficial to set multiple deadlines throughout a project's duration in order to keep them on task. It may also help to start writing in the middle and leave the introduction and conclusion until the end. They may also find it helpful to discuss their expectations for a project in order to determine whether they are realistic.

## **WORK RELATED STRENGTHS**

- Thoughtfulness and the ability to focus on one issue or idea in depth
- Eagerness to “think outside the box” and consider new possibilities
- Deep commitment to work you believe in
- Ability to work well alone if necessary
- Natural curiosity and skill for getting the information you need
- Ability to see the big picture and to see implication of actions and ideas
- Perceptiveness about people’s needs and motivations
- Adaptability; you can shift gears and change directions quickly
- Ability to work extremely well with people one on one

## **WORK RELATED WEAKNESSES**

- Need to control projects or you may lose interest
- Tendency toward disorganization and difficulty setting priorities
- Difficulty working on projects that conflict with your values
- Reluctance to follow traditional ways of doing things
- Natural idealism, which may prevent you from having realistic expectations
- Dislike of doing things in traditional or routine ways
- Difficulty working in competitive or tension filled environments
- Lack of discipline about attending to and following through on important details
- Impatience working with structures or people who are too rigid
- Tendency to be unrealistic about how long things take
- Reluctance to discipline direct reports and criticize others

## **CAREER SATISFACTION FOR INFP**

### **Doing work that**

- Is in harmony with my own personal values and beliefs and allows me to express my vision through my work
- Gives me time to develop substantial depth to my ideas and maintain control over the process and product
- Is done autonomously, with a private work space and plenty of uninterrupted time, but with periodic opportunities to bounce my ideas off people I feel respect me
- Is done within a flexible structure, with a minimum of rules or regulations, letting me work on projects when I feel inspired
- Is done with other creative and caring individuals in a cooperative environment free from tension and interpersonal strife
- Lets me express my originality and in which personal growth is encouraged and rewarded
- Does not require me to present my work frequently in front of groups of people or be called upon to share before it is completed to my satisfaction
- Allows me to help others grow and develop and realize their full potential
- Involves understanding people and discovering what makes them tick; allows me to develop deep one to one relationships with others
- Allows me to work toward fulfilling my ideals and not be limited by political, financial, or other obstacles

## **CAREER EXPLORATION**

### **An INFP tends to find career satisfaction with careers that have the following characteristics:**

- Captures their core interests and values
- Involves the completion of inspirational projects
- Includes a social component or pursuit of their ideals
- Acknowledges their contributions
- Fosters and supports original thought and creativity
- Supports personal and professional development of all employees
- Allows for control over both the process and end product
- Provides adequate time to complete projects

### **When exploring career options, an INFP will often...**

- Consider multiple career options
- Naturally explore future career possibilities but should remember to consider specific job-related details
- Need to intentionally expand their networking to include more than just friends
- Integrate their values into making a career decision
- Benefit from selecting a decision deadline

## **JOB SEARCH**

### **During their job search, an INFP will often...**

- Start by setting their job search goals
- Visualize and create possible job opportunities that are not readily apparent
- Effectively write documents that convey their personal warmth
- Network with people they know
- Benefit from realistically viewing the requirements of a job search
- Require additional energy to maintain their job search
- Need to be cautious not to become discouraged by rejection
- Need to ensure that they remain organized in order to meet deadlines
- Rely on their personal feelings and need to include a logical analysis of each option

### **During an interview, an INFP will often...**

- Convey their dedication to work that they value
- Potentially present themselves as uninterested due to a quiet disposition
- Benefit from practicing how to discuss their abilities
- Need to identify their current benefit to the organization and monitor the amount they reference future possibilities

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 INFP'S

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

- Artist or Entertainer
- Child care worker
- Counselor, psychologist
- Dental Hygienist
- Designer
- Physician: Family
- Psychiatrist
- Research assistant
- Social Scientist
- Writer or editor

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

- Architecture
- Counseling, Social Work
- Educational Consulting
- Fine Artist
- Interior design
- Journalism and publishing
- Medicine Psychiatry
- Musician, Singer
- Performing Arts and Entertainment
- Psychologist: Clinical
- Public Health
- Religious Professions
- Research
- Social and Life Sciences
- Personal Care and Services
- Teaching: Art, Drama, Special Education
- Visual Arts, Graphic Design
- Writing, Editing

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

- Actor
- Architect
- Artist
- Composer
- Counseling and Teaching
- Counselor
- Editor
- Educational Consultant
- Entertainer
- Fine Artist
- Human Resource Specialist
- Journalist
- Librarian
- Musician
- Psychiatrist
- Psychologist
- Religious Worker
- Reporter
- Research and Communication
- Researcher
- Social Worker
- Writer

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

- Actor
- Architect
- Artist
- Bilingual education teacher
- Career counselor
- Child welfare counselor
- Church worker
- Clinical psychologist
- Coach
- College professor
- Composer
- Consultant: Team Building/Conflict Resolution
- Corporate/team trainer
- Counselor
- Curator
- Customer relations manager
- Desktop publisher
- Dietitian
- Diversity manager
- Educational consultant
- Editor
- Educational Software Developer
- Employee Assistance Counselor
- Religion
- Entertainer
- Ethicist
- Film editor
- Geneticist
- Grant coordinator
- Graphic designer
- Holistic health practitioner
- Home Health Social Worker
- Human Resources Development Trainer
- Human Resource Recruiter
- Interior Designer
- Journalist
- labor relations specialist
- Legal Mediator
- Legal Mediator
- Librarian
- Manual arts therapist
- Massage therapist
- Minister Priest
- Missionary
- Musician
- Occupational therapist
- Organizational Development
- Philanthropic consultant
- Physical Therapist
- Planned giving officer
- Pre-School Teacher
- Project manager
- Public Health Educator
- Employment Development Specialist
- Religious educator
- Researcher
- Set designer
- Social scientist
- Social worker
- Special education teacher
- Technology
- Translator. Interpreter
- Writer: Poet, Novelist

*(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 INFP 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, INFPs 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 INFP**

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with INFP preferences are, however, less often attracted to careers and occupations in management, business, the military, factory work, and other fields requiring attention to detail, systematic tough minded analysis, or highly structured work. They are also found much less often in careers that require a great deal of interpersonal competition, or careers that involve a significant amount of hands-on, manual, or mechanical work, such as protective services, construction, and engineering.