



Myers – Briggs Type Indicator® Career Report

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QAMAR CONSULTING
Discovering Potential & Optimizing Performance

Report prepared for

INTJ

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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 |

INTJ Snapshot

INTJs are independent, individualistic, single-minded, and determined individuals who trust their vision of possibilities regardless of universal skepticism. They enjoy working by themselves on projects that are complex. Although the descriptors below generally describe INTJs, some may not fit you exactly due to individual differences within each type.

| | | |
|----------------|-------------|-------------|
| Analytical | Autonomous | Determined |
| Firm | Global | Independent |
| Organized | Original | Private |
| Systems-minded | Theoretical | Visionary |

INTJ Overview

INTJs are often insightful, future-focused, rational, firm-minded, and calm. They are driven to succeed, have high standards, value continuous improvement and are often seen as perfectionists. The INTJ is often logical and decisive and uses an objective approach to analyzing situations. In a social situation, the INTJ may find it difficult to participate in discussions and may be perceived as hard to get to know. For an INTJ, small talk is often viewed as dull or boring. The INTJ is also generally creative and prefers originality in their work.

The INTJ has a tendency to create and internally evaluate a wealth of new possibilities, ideas and processes. They have their eye on the big-picture and see future possibilities. For an INTJ, their focus tends to be on taking their overall ideas and bringing them to fruition. They usually see the general concept and then gather the specific details and integrate the necessary information. They tend to rely heavily on their inner thoughts for guidance and may experience difficulty with balancing the value they place on these insights. The INTJ is generally confident and will act on their perceived possibilities regardless of their practicality or the caution of others. The INTJ usually enjoys a challenge and is eager to work with theoretical and abstract data.

An INTJ generally has an organized approach to structuring tasks in order to meet the overall objectives and goals. They usually have a dislike for inefficiency or disorder and are often looking for new ways to do things. The INTJ often prefers their independence, are good with time management, and may be seen as single-minded. They are challenged to achieve and accomplish and often expect those around them to be knowledgeable and competent. The INTJ tends to focus first on the task and secondarily on people. They may value their own thoughts over the opinions of others and when necessary, can be tough. They prefer to remain in control of their behaviors and emotions and may see the contrary as a weakness. The INTJ may have a tendency to be critical and need to separate their criticism from the person or idea.

LEARNING

The INTJ student will often...

- Be interested in learning about new abstract or theoretical models
- Look for the theory or principle underlying a topic
- Want to create a connection between their learning and the larger picture
- Challenge popular opinion
- At times, resist changing or accepting a different method of learning
- Most effectively study in an independent environment
- Experience stress when they try to gain knowledge in all subjects of interest

WRITING

An INTJ is often drawn towards big picture concepts in their writing and projects. They are usually quick writers who often challenge commonly held assumptions or ideas. The INTJ is often focused on the conclusion of a project and when starting their writing, they likely know how it will be finished. Due to this natural writing tendency, the INTJ is most effective in writing reports that are centered on answers or results. Overall, the INTJ's writing is well organized and tends to reflect their confidence.

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

- Take time to reflect before starting
- Become preoccupied with the organizing stage and inadvertently miss completing their work
- Spend a lot of time on either determining the end or working towards the final conclusion
- Incorporate visuals into their projects
- Need to incorporate additional details to support their big picture concepts
- Need to soften their otherwise firm statements
- Have difficulty in receiving critical feedback
- Complete work on or before the deadline

PROCRASTINATION

The INTJ often procrastinates when they find projects to be uninteresting. They may also delay their work when they are reviewing and debating possible ideas. It can be difficult for the INTJ to start writing out their thoughts when they are unsure of where to begin. This is exceptionally frustrating because they intend to complete the task. Essentially, one side of the INTJ 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 learning their type and understanding the root cause of their frustration and tension. It may also be beneficial for an INTJ to discuss their ideas in order to find a starting point to begin their project or writing.

WORK RELATED STRENGTHS

- Ability to focus and concentrate deeply on issues
- Ability to see possibilities and implications
- Enjoyment of complex theoretical and intellectual challenges
- Aptitude for creative problem solving; ability to examine issues objectively
- Single-minded determination to reach your goals even in face of opposition
- Confidence and commitment to your vision
- Strong motivation to be competent and excel
- Ability to work well alone; independent and self-directed
- High standards and strong work ethic
- Ability to create systems and models to achieve your objectives
- Comfort with technology
- Logical and analytical decision-making skills
- Decisiveness and strong organizational skills

WORK RELATED WEAKNESSES

- Loss of interest in projects after creative process has been completed
- Tendency to drive others as hard as you drive yourself
- Impatience with others who are not as quick as you are
- Difficulty working with or for others you consider less competent
- Brusqueness and lack of tact and diplomacy, especially when you are rushed
- Lack of interest in mundane details
- Inflexibility about your ideas
- Tendency to want to improve things that don't need improving
- Tendency to be too theoretical and not consider practical realities
- Tendency to not adequately appreciate and praise employees, colleagues, and others
- Reluctance to reexamine issues already decided
- Propensity to overemphasize work life to the detriment of home life
- Impatience with "social niceties" required of some jobs

CAREER SATISFACTION FOR INTJ

Doing work that

- Lets me create and develop original and innovative solutions to problems to improve existing systems
- Lets me focus my energy on the implementation of my good ideas, working in a logical and orderly way, and in a setting that rewards my perseverance.
- Lets me work with other conscientious people whose expertise, intelligence, and competence I respect
- Gives me credit for my original ideas and lets me maintain authorship and control over their execution
- Allows me to work independently but with periodic interaction with a small group of intellectual people within a smooth running environment free from interpersonal squabbles
- Exposes me to a steady stream of new information, providing me with new ways to increase my proficiency and competence
- Lets me produce a product that meets with my own high standards of quality rather than with the personal likes or dislikes of others
- Does not require the repetitive execution of factual and detail oriented tasks
- Provides me with a high degree of autonomy and control, with the freedom to effect change and develop people and systems
- Is judged by uniform and fair standards for all, where performance evaluations are based on established criteria rather than on personality contests and that compensates me fairly for my contributions.

CAREER EXPLORATION

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

- Involves analysis, creativity, knowledge, and focus
- Challenges their intellect
- Encourages innovative thinking and revolutionary ideas
- Gives the time and freedom to put their ideas into practice
- Provides an opportunity for continuous learning and creative problem solving
- Ensures full control over completing a project to meet their high standards
- Allows them to create change that promotes system and people efficiency
- Provides an opportunity to work with intelligent and competent colleagues
- Involves a limited amount of routine
- Provides compensation that is based on what they have done and their diligence in completing the task

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

- Set various long-term career goals and create an action plan
- Create or design their own career
- Need to be open to tailoring their plan if obstacles arise or alternative plans are required
- Research jobs and their future outlook but may neglect considering specific aspects of a career
- Use an objective approach to evaluate the pros and cons of each potential career

JOB SEARCH

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

- Develop a creative job search plan that sets them apart from the competition
- Compile information on the industry or company and tailor their personal application to these trends
- When appropriate or necessary, design their own job
- Need to remember to pay attention to the uninteresting details of their job search
- Benefit from expanding their networking group
- Need to maintain their energy and motivation throughout the job search
- Need to remember to stay open to job offers and potentially negotiate the unappealing aspects of a position
- Need to look at all aspects of a job and consider their personal values when making a decision

During an interview, an INTJ will often...

- Display confidence but should be cautious not to appear arrogant
- Have a tendency to undersell their abilities and appear impersonal or distant
- Need to remember to present their immediate contributions to the organizations in addition to their potential contributions
- Need to be open to discussing their ideas and accepting criticism
- Need to ensure they display an eager attitude for the job

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.

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POPULAR OCCUPATIONS FOR INTJ'S

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

- Architect
- Computer Professional
- Consultant : Management
- Research Worker
- Human Resources
- Engineer
- Social Services Worker
- Lawyer or Judge
- Scientist: Life or Physical
- Manager Executive

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

- Arts and Entertainment: actor, musician
- Engineering: Nuclear, Electrical
- Multimedia Arts and Design
- Human Resources
- Law; Lawyer, Judge
- Management Consulting
- Medicine
- Executive and Manager: Sciences, Legal, Architecture
- Photography
- Physical Life and Social Scientist
- Psychology: Clinical, Industrial
- Research
- Social Services
- Teaching
- Urban Planning
- Writing , Journalism

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

- Actor
- Auditor
- Biologist
- Business Analyst
- Chemist
- Composer
- Computer Programmer
- Computer System Analyst
- Consultant
- Credit Investigator
- Curriculum designer
- Dentist
- Economist
- Editor
- Electrical or Electronic Technician
- Engineer
- Entertainer
- Environmental Planner
- Financial planner
- Information service specialist
- Inventor
- Investment Banker
- Journalist
- Judge
- Management consultant
- Manager - Executive, Human Resource, Sales
- Mathematician
- Musician
- Photographer
- Reporter
- Strategic Planner
- Telecommunication Expert

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

- Manager
- Cardiovascular technician
- Economist
- Pharmaceutical researcher
- Personal financial adviser
- Investment banker
- International banker
- Credit analyst
- Financial analyst
- Strategic planner
- Budget Analyst
- Treasurer /Controller
- Private sector executive
- Real estate appraiser
- Telecommunication Security
- Scientist
- Network Systems
- Technician
- Design engineer
- Astronomer
- Computer programmer
- Environmental planner
- Biomedical researcher
- Desktop Publishing Specialist
- Intellectual Property Attorney
- Webmaster
- Database Administrator
- Computer animator
- Network Administrator
- Computer Software engineer
- Psychologist
- Java programmer
- Web developer
- Business analyst
- Application architect
- Broad cast Engineer
- Teacher
- Academic curriculum Designer
- Mathematician
- Anthropologist
- Curator
- Archivist
- Professional
- Operations Research Analyst
- Management Consultant
- Strategic Planner
- Network Integration Specialist
- Judge
- Writer
- Metallurgical Engineer
- Attorney: Litigator
- Civil Engineer
- Attorney
- Aerospace Engineer
- Nuclear Engineer
- Architect
- Environmental Scientist
- Intelligence Specialist
- Psychiatrist
- Pilot
- Information Service Developer
- Neurologist
- Cardiologist
- Investment Analyst
- Pathologist
- Pharmacologist
- Geneticist
- Surgeon
- Computer Information Services

[\(PAUL D. TIEGER AND BARBARA BARRON - DO WHAT YOU ARE\)](#)

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 INTJ 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, INTJs 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 INTJ

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with INTJ preferences are, however, less often attracted to careers and occupations in sales, office administration, personal care and services, health-care support, food preparation and service, and construction. They are also typically found less often in careers characterized by a great deal of nurturing work; relationship-oriented work; work that requires practical, routine production or delivery of services; or careers that depend predominantly on hands-on work, attention to detail, and/or adherence to structures imposed by others.