

MYERS-BRIGGS TYPE INDICATOR (MBTI®)

INTJ

(Introversion, Intuition, Thinking, Judging)

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

The above four letters are known as a 'type' and are based on the Myers-Briggs Type Indicator® (MBTI®). If you have not already completed an assessment to find out your type, [click here](#) to take the MBTI®. After completing the assessment, sign up for a **workshop** to learn more about the MBTI® and receive your results.

Note: The MBTI® is available to U of S students and alumni and an NSID is required to sign in and complete the assessment.

The following information has been compiled from numerous MBTI® resources. It is intended to be an overview and shows how type can apply to many aspects of life. It is not, however, a complete description. Please see the attached works cited list for additional information.



► 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.



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▶ INTJ and School

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.



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► INTJ and 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

Careers to Consider

The following is a list of suggested occupations that fit the qualities of an INTJ or are careers that other INTJs have found to be satisfying. Use this list as a starting point for further investigation but do not limit your options to only this list.

- | | | | |
|---|---|--|--|
| <ul style="list-style-type: none"> • Architect • Artist • Designer • Inventor • Scientist/Scientific Researcher • Scientist: Life & Physical • Astronomer • Attorney: Litigator/Commercial • Judge | <ul style="list-style-type: none"> • Manager • Writer/Editor • News Writer • News Analyst • Administrator • Investment/Business Analyst • Human Resource Planners • Management Consultant • Research Workers | <ul style="list-style-type: none"> • Strategic Planner • Psychologist • Psychiatrist • Neurologist • Cardiologist • Pharmacologist • Social Service Worker • Computer Professional • Computer Systems Analyst | <ul style="list-style-type: none"> • Computer Programmer • Technician: Electrical • Engineer • Environmental Planner • University Teacher • Biomedical Engineer • Design Engineer |
|---|---|--|--|

For information on a specific career, check out www.saskjobfutures.ca or www.alis.gov.ab.ca



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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

► INTJ and Work

At work, the INTJ will often...

- Be organized, confident, productive, and committed
- Look at the big picture and see how things are connected
- Be focused on the task and understand what can be accomplished
- Have a vision for the organizations potential
- Set long-term goals and determine the process to meet those goals
- Enjoy challenging, theoretical, or conceptual work
- Have high standards for all involved in a project
- Objectively examine issues and create workplace systems
- Make future predictions and evaluate the overall impact of their ideas
- Prefer autonomy in their work and find set procedures too restricting
- Work best in an independent environment that is void of interruptions
- Tolerate interruptions from competent colleagues they respect
- Want to be respected by their colleagues



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At work, the INTJ should be aware that they may...

- Be unmotivated to complete a project after finishing the creative component
- Experience difficulty changing their ideas, reevaluating their decisions, or considering opposing viewpoints
- Miss the practical requirements necessary to ensure the success of their plans
- Spend time making unnecessary improvements to projects or workplace systems
- Become impatient with those who do not meet their standards
- Need to intentionally appreciate others and realize the importance of feelings
- Have limited patience for slow learning coworkers and niceties
- Have a tendency to lack tact when they are in a hurry
- Need to include other peoples ideas throughout a project's duration
- Have ideas that people find difficult to comprehend
- May excessively gather details without reason or alternatively may neglect all details

Teamwork

On a team, the INTJ will often...

- Contribute a fresh perspective
- Ask the tough questions
- Organize information and schedule tasks to ensure they are completed
- Persist in advocating for their ideas and visions
- Prefer to work with individuals they perceive to be knowledgeable

On a team, the INTJ should be aware that they may...

- Place their own high work standards on others
- Refrain from sharing their feelings and prefer other members to not share this type of information
- Need to intentionally elicit the input of others
- Find it difficult to delegate tasks
- Become frustrated with team members who do not finish their assigned jobs, are not open to questions, focus on irrelevant details, require immediate answers, waste peoples time, and are deemed incompetent

Leadership

An INTJ often has a natural inclination towards leadership and will often seek out these types of positions. As a leader, the INTJ will often...

- Create necessary paths to ensure that the ideas become reality
- Motivate themselves and others to meet their goals
- Ensure that everyone is kept on task
- Do particularly well when required to redefine an organizations focus
- Influence their team members with their depth of insight, ideas, and dedication
- Need to remember to consider and recognize the accomplishments of others
- Need to focus on providing clear communication



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▶ INTJ and Life

Communication

The INTJ will often...

- Prefer direct and honest communication
- Communicate their decisions, opinions, and plans but rarely discuss their personal insights
- Use a task-orientated approach that focuses on their big-picture ideas
- Have a tendency to point out flaws or be critical
- Become impatient with others when their ideas are not understood

The INTJ should be aware that they may need to...

- Incorporate concrete facts and details in order to paint a clear and tangible picture for their audience
- Consider how their words affect or impact people
- Accept feedback from people
- Listening to the peoples personal sharing and respond without being unfriendly or impersonal
- Communicate their own feelings that relate to a situation

Decision Making

When it comes to decision making, the INTJ will often...

- Be logical and objective
- Thoroughly analyze and assess the situation or problem
- Need to consider specific details when evaluating their options
- Make a decision without consulting an outside source
- Need to consider the impact their decisions have on people

Playing

The INTJ may have a difficult time setting aside their work in order to relax. They have a tendency to focus on work while away from their job and this can negatively affect their home life. Their high performance standard transfers to their play world and their extracurricular activities often include lectures, dramas, and music. The INTJ postsecondary student reports that they are not overly interested in small talk and when dating, they prefer in-depth conversations.



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Stress

An INTJ will often experience stress when...

- Required to alter their plans or are given limited time to adjust to variations
- Achieving less than desirable results
- Encountering details that contradict logic
- Working with people they do not perceive to be competent, rational, or logical
- Surrounded by a disorganized work environment
- Pressured to breach policies or accept deception in their workplace

When affected by stress, an INTJ will often...

- Use card playing, excessive eating, watching tv reruns, or focusing on detail-orientated activities as a mechanism to avoid reality
- Gather details to support their self-destructive behavior and attack their self image
- Become preoccupied with the cause of their stress and have trouble focusing their energy on work
- Mentally review issues which lead to sleepless nights
- With chronic stress, become irritable, tired, tense, or angry

An INTJ can reduce stress by...

- Realigning their perspective by completing a task
- Taking time to reflect and potentially reduce their commitments
- Getting involved in a physical activity with friends
- Allowing other people to help by delegating some responsibilities
- Learning that relaxing does not require pushing themselves to achieve
- Learning how to connect with people



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► What's Next?

Wondering where to go from here? Use any of the following suggestions to help guide you.

Are you wanting to:

Suggested Options:

Determine your MBTI® Type?

Take the **online assessment** and sign up for a **workshop**

Find out more about the MBTI®?

Sign out any of the Student Employment and Career Centre's **MBTI resources** or check out the following websites: **www.personalitypage.com**, **www.typelogic.com**, or **www.personalitypathways.com**

Discover more about yourself?

Return to the '**Discover Who I Am**' section and complete additional assessments or exercises

Learn about planning your career?

Explore additional sections of the '**Plan My Career**' website

Discuss your career questions with the friendly, helpful, and knowledgeable Student Employment and Career Centre staff?

Drop in to a **CareerChat** or schedule an appointment with a **career counselor**

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