



TYPEFINDER

INTP

FOR THE WORKPLACE

REPORT FOR

HOW THIS REPORT CAN HELP YOU

This report uses your results on the TypeFinder assessment to describe how you are likely to approach and deal with various situations in the workplace. The TypeFinder assessment is based on the theory of personality types developed by Katharine Cook Briggs and Isabel Briggs Myers, who were students of the work of psychologist Carl Jung.

Personality typing posits that many of the valuable differences between people that are observed in everyday behavior are the result of natural personality preferences. If these differences can be appreciated and understood, people can discover new ways to work and interact with others more effectively.

Specifically, this report will help you:

- Discover how your personality preferences guide you in the workplace
- Improve teamwork and communication as you gain awareness of those who may approach projects and decisions very differently to you
- Acquire more successful strategies for approaching and resolving conflict
- Explore the leadership style you use in a professional setting and how others might perceive and react to it
- Identify the most and least helpful ways for dealing with stressful situations
- Open up opportunities for development and growth

As you read this report, bear in mind that the TypeFinder assessment identifies your natural preferences, not learned skills or abilities. Regardless of your level of accomplishment in certain tasks, you will work better and be more satisfied if you are able to work in a way that complements your natural preferences. If you have to work outside your natural work style for long periods, you may find yourself becoming more anxious, and less productive as a result.



YOU'RE AN INTP

INTP stands for Introverted, Intuitive, Thinking, Perceiving. Each letter of your personality type describes a key aspect of who you are.

I

INTROVERSION

Your Energy Style

- Independent
- Cool
- Thoughtful
- Self-reliant

Your energy style is Introversion (in contrast with Extraversion). This dimension describes how you manage your energy.

Introverts are energized by being quiet, reflective, and calm. They maintain a distance from the outside world and prefer to conserve their energy rather than expend a lot of effort seeking excitement.

You enjoy:

- Contemplating ideas and experiences
- Being in calm surroundings
- Exploring a subject in depth
- Reflecting on thoughts or feelings
- Maintaining distance and privacy
- Quiet and solitude

N

INTUITIVE

Your Cognitive Style

- Innovative
- Unconventional
- Theoretical
- Complex

Your cognitive style is Intuition (in contrast with Sensing). This dimension describes how you process information.

Intuitives process information in an abstract, imaginative way. They focus on ideas and concepts that cannot be directly observed.

You like to focus on:

- Observing patterns and connections
- Interpreting meaning
- Imagining potential
- Ideas and concepts
- Innovation and creativity
- Possibilities for the future

T

THINKING

Your Values Style

- Analytical
- Objective
- Rational
- Unsentimental

Your values style is Thinking (in contrast with Feeling). This dimension describes your orientation to personal values.

Thinkers value logic, competence, and objectivity. They believe that every person has a responsibility to take care of him or herself.

You are concerned with:

- Using logical reasoning
- Being unbiased and impartial
- Considering costs and benefits
- Seeking consistency and justice
- Keeping a competitive edge
- Making objective decisions

P

PERCEIVING

Your Self-Management Style

- Tolerant
- Open-minded
- Changeable
- Unstructured

Your life style is Perceiving (in contrast with Judging). This dimension describes how you organize your life.

Perceivers like freedom and spontaneity. They have a carefree attitude towards life and would rather be flexible than structured.

You prefer to:

- Follow the whims of the moment
- Make the rules up as you go
- Have the freedom to be flexible
- Brainstorm options
- Do things when inspiration strikes
- Go with the flow and enjoy surprises



TRUITY

YOUR PERSONALITY AT WORK

As an INTP, you are conceptual, flexible, logical, systematic, independent and private. You are quick to see patterns within seemingly disconnected pieces of information and are motivated to understand these patterns and explain how things work. Creative and analytical, you are a talented problem solver with a strong aptitude for big-picture thinking. Routine feels confining to you, however, and you may become frustrated with rules and procedures that restrict your freedom to put your ideas into practice.

Key motivators

- Taking on new challenges
- Developing new and innovative solutions
- Acquiring knowledge
- Working hard to exceed your own high standards

Core values

- Reason
- Innovation
- Analysis
- Independence

Ideal work environment

- You work best when you have full autonomy and can complete your work by your own unorthodox methods
- While capable of multitasking, you are most productive when you can work on one stimulating project at a time
- You loathe highly structured environments and are generally not productive when asked to follow rules, precedents and procedure
- You work better alone in a private, almost solitary environment where you can strictly control access to your colleagues and other distractions

Preferred work tasks

- Looking for the theory or principle underlying a topic
- Evaluating current processes and making recommendations for their improvement
- Identifying new and future possibilities
- Solving complex problems in an original and innovative way

Things you contribute to the organization

- Seeing the big picture of a problem
- Challenging commonly held beliefs
- Finding the simplest way to complete a task
- Moving the organization toward a higher understanding of what is possible



WORKING WITH A TEAM

As an INTP, you prefer to work independently and see little need for teamwork unless it will lead to the creation of new and better ideas. Then, you expect your teammates to be as logical and respectful as you. You are happy to live and let live and are liberal and accepting of others as long as their choices make logical sense. Incompetence frustrates you, however, and you may become critical and dismissive of those who have not demonstrated their capabilities.

You help your team by...

- Challenging assumptions and refusing to take anything for granted
- Contributing fresh ideas and a long-term perspective
- Remaining laid-back and unbiased
- Being highly enthusiastic about new ideas and sharing that enthusiasm with trusted team members

You may irritate others by...

- Becoming irritated with co-workers who focus on irrelevant details, are not open to new ideas, are overly sensitive, or are perceived to be incompetent
- Focusing so much on abstract thinking that you miss the concrete data
- Appearing dreamy, quiet and withdrawn during meetings
- Getting so caught up in hair-splitting logic that you are slow to respond to emotional needs

Action steps for better teamwork

- Place more emphasis on building rapport with your team members so you do not come across as cold and uncaring about personal issues
- Develop patience for others since not everyone thinks or gains insights as quickly as you
- Prepare to say something at every team meeting to increase your visibility
- Learn to recognize the importance of emotional considerations and add this understanding to your decision making



COMMUNICATING WITH OTHERS

INTPs are relatively shy communicators who may struggle to talk to people they don't know. However, when you are comfortable with team members or knowledgeable about a topic, you can be very outgoing and demonstrative. When communicating, you strive to be respectful, straightforward and well thought out. Social niceties do not come naturally to you, however, and you may come across as detached and closed off. Others may find it hard to get to know you.

Key communication strengths

- You do not take things at face value but instead will question the perspectives of others through rigorous debate
- You get straight to the point with limited repetition
- You think before sharing information so your ideas are usually well thought out
- You strive for clarity and endeavor to communicate your ideas with expert precision

Areas of possible misunderstanding

- You are more enthusiastic about sharing the big picture and may become irritated with colleagues who focus on the irrelevant details
- You may struggle to explain what is in your head, becoming frustrated when others don't immediately grasp what you are saying
- You may annoy colleagues by skipping from one topic to another, seemingly at random
- You deliver the hard truth in ways that may unintentionally belittle your audience

Action steps for improving communication

- Be prepared to open up and share information about yourself and your feelings
- Consider how your words might affect people since others may not realize that your objectivity is not personal
- Be prepared to use language of tact and comfort when dealing with people who are inclined to openly express their feelings
- Understand that for some, having harmony in their workplace relationships is more important than receiving critique or engaging in an intellectual debate



MANAGING CONFLICT

INTPs do not place much value on traditional goals such as harmony and popularity and are not usually threatened by conflict situations. Your instinct is to stay calm and detached from the conflict unless it affects you directly, in which case you will attempt to solve the problem. Since you are task-oriented, you will respond to the situation with logic and reason. You are not naturally in tune with what others are feeling, however, and may miss the emotional nuances of a conflict.

You help others by...

- Bringing a new perspective to the conflict situation
- Listening to others without being overwhelmed by emotion
- Remaining logical and results-oriented, even when the situation is spiraling out of control
- Attempting to give everyone a comprehensive understanding of the issues; others may appreciate your rational approach and the clarity you bring to conflict

You may irritate others by...

- Appearing cool and uncaring about the impact of the conflict on others
- Believing that everyone should manage their own issues without emotional support from the team
- Causing further disharmony by focusing on the irrelevant aspects of the problem
- Becoming restless and temperamental if people are not willing to analyze the problem through the shield of rationality

Conflict may be triggered by...

- Challenges to your competency, dedication or independence
- People who you perceive as incompetent, stubborn or slow
- Dealing with emotional people and those who cannot separate work from personal issues
- Frustration with protocols and systems that inhibit your creativity

Action steps for conflict management

- Take additional time to develop rapport with the people involved in the conflict situation since this will help you to see the impact of your behavior on others
- Be prepared to show appreciation for others
- Acknowledge that some colleagues may need emotional support to guide them through the conflict situation
- Reflect on whether your desire to get to the truth is hurting anyone and consider ways to resolve conflict solutions that are both rational and meet the needs of others



TAKING THE LEAD

INTPs are inspired by contemplation and may be reluctant to take on any role that requires them to be in the spotlight. You take a passive approach to leadership and provide direction more out of necessity than any desire to steer the ship. Your biggest contribution as a leader is having a clear vision of the organization's potential based on a logical understanding of trends. In the long-term, your goal is to build a world-class organization known for its innovation, capability and flexibility.

How you inspire others

- You influence your team members with your depth of insight and ideas
- You empower team members to contribute and make the most of their abilities
- You strive to create a fair environment where competence is rewarded over a person's job title
- You have high standards for yourself and others and expect your team to be the best it can be

How you make things happen

- You prefer leading people who are capable of working independently
- You dislike the constraints of managing others and prefer to communicate the broader logic behind your vision, then let team members get on with the details for implementation
- You understand that there is more than one way of accomplishing a task and welcome different views from different people

Developing your leadership style

- Be wary of introducing too much change to your organization rather than leaving well-established, workable systems alone
- Be careful that you do not persist in advocating for a vision that cannot realistically be achieved
- Endeavor to clarify and prioritize tasks as some personality types will see the lack of specific instruction as a lack of direction
- Be careful that you do not force your own high work standards on others
- Make sure to give thanks and appreciation for a job well done



MAKING DECISIONS

INTPs have trouble making decisions since you are, above all, a thinker. To make a decision is to close off all other options when you may see the benefit of multiple courses of action. You prefer to gather as much information as possible before making a decision and will keep your options open until the very last minute, regardless of deadlines. This may frustrate colleagues who were counting on you to make a decision by a certain deadline.

Your decision-making strengths

- You crave breadth of knowledge and carefully explore all the possibilities before making a decision
- You focus on the big picture and make sure that decision making is applied to the right questions
- You are adept at making future predictions and will objectively weigh up the pros, cons and worst-case scenarios before making a decision
- You will not be rushed into making a poor decision if you feel that better information is on the way

Your decision-making challenges

- You focus on the global context and may neglect seemingly obvious details
- You may irritate others by delaying decisions while collecting more information
- You may focus so much on making the "best" decision that you ignore both the contributions and feelings of the people involved
- You have a tendency to remain so open to new information that you may never commit to making a decision at all

Action steps for improving decision making

- Prioritize and cut down on the long list of options you have generated to ensure that possibilities are viable and not merely possible
- Learn to explore the impact your ideas have on people's feelings and add this understanding to your decision making
- Acknowledge that a good solution may already exist and that sometimes, nothing else needs to be considered



GETTING THINGS DONE

INTPs are very open-minded and will happily take on projects that promise to deliver new and improved results. An in-the-moment thinker, you tend to focus on the big picture then tackle each step as it arises, letting the process unfold organically. You dislike practical matters, however, and quickly lose interest in the day-to-day implementation of a project, often leaving your colleagues to figure out the hard details.

You help others by...

- Evaluating the original problem the project was meant to solve and ensuring that every step taken is moving toward that end
- Explaining the vision and helping people understand what the project means in the grander scheme of things
- Taking large abstract concepts and translating them into concrete plans of action

You irritate others by...

- Failing to see the uninteresting details that are important to the project's success
- Struggling to complete routine tasks or remain organized
- Shunning rules and guidelines in ways that force others to constantly reinvent the wheel
- Becoming so consumed by one exciting project that you neglect other tasks
- Missing deadlines in your attempt to complete tasks to perfection

Action steps for improvement

- Use the proper organizational tools to map out a sequential blueprint for accomplishing a project, rather than relying on vague plans
- Make sure that you agree on the project priorities and are aware of your role and responsibilities ahead of time
- Decide how and when reminders of deadlines are delivered to ensure that you do not procrastinate or veer off into unnecessary directions
- Make sure that you display an eager attitude no matter how tedious the task



GROWTH AND DEVELOPMENT

INTPs are natural learners with a deep thirst for any type of knowledge that helps them to figure out how things work. In a learning environment, you focus on the "forest" rather than the "trees," often understanding material from numerous angles and beyond what is explicitly taught. The more in-depth and multi-faceted the material, the greater your engagement in the learning process.

Your learning is improved when...

- The information is laid out systematically, such that new information flows logically from information given earlier
- The material is delivered at a moderate pace, giving you plenty of time to delve deeper and make connections between different pieces of information
- You are encouraged to read around the subject and learn in an individualized way
- The material is complex and significantly expands your understanding of a topic

How you view change

- You dislike the status quo and will actively seek out better, more intuitive ways of doing things
- You actively will push for change when it is clear that current systems do not work or when evidence supports the possibility of improved results or efficiency
- You are most excited about change when you have seen the bigger picture and explored all the possible courses of action
- You adapt to change quickly, focusing on the long-term possibilities that change brings

Your learning is hindered when...

- The material is trivial and does not broaden your understanding
- The material focuses too much on the small details
- The material requires group work or is delivered at a fast pace

Opportunities for personal growth

Significant growth may be achieved by developing the traits and preferences that are underdeveloped in your personality type, such as:

- Working closely with people who can create structure around your ideas by providing the necessary systems for implementation
- Becoming more tolerant of other people's limitations
- Expanding your networking group
- Not implementing change for change's sake; appreciating the value of existing protocols that work well



COPING WITH STRESS

INTPs are unconventional and independent and are able to keep stress levels low when they are allowed to do things their own way. Excessive stress can cause certain aspects of your personality to become exaggerated. You may focus withdraw from others and resent team members who make demands upon you. You may become negative about everything, communicating through snide remarks and criticism. Or you may become extremely sensitive, responding through tears and angry outbursts.

You may not always be able to control the stresses in your work, but learning to deal with them constructively can help to minimize these adverse reactions.

Events that may trigger stress

- Having your capabilities questioned
- Working with people who you perceive to be incompetent or emotional
- Being told what to do and how to do things
- Not having enough time or freedom to put your ideas into practice

Best ways to respond to stress

- Clarifying your values and focusing on those
- Stepping back from the problem and assessing alternative possibilities
- Doing something physical
- Spending time alone to reenergize

Worst ways to respond to stress

- Paying attention to too many details at once
- Pushing yourself to achieve
- Obsessing about situations you have no control over

Others can help you by...

- Giving you the space to work through the stressful situation without distracting you
- Listening to you without being overly sympathetic
- Communicating that they take your perspective seriously, even if your take on the situation is unreasonable
- Offering help to relieve you of routine tasks

Others may make things worse by...

- Expressing disbelief at the way you are behaving and feeling
- Repeatedly asking, "What's wrong?"
- Giving you advice
- Reacting emotionally or imploring you to connect with your feelings



ACHIEVING SUCCESS

Reaching your potential in the workplace means maximizing your strengths while working to overcome your weaknesses.

Potential problems

- You struggle to maintain order in the external world and may come across as disorganized and lacking in time management skills
- You quickly grow bored by the details and may overlook the routine elements of a task
- You tend toward perfectionism and may become discouraged if you are not able to execute a task to your own high standards
- You may refuse opportunities where there is a high risk of failure

Do:

- Test out methods to organize your time so you follow through with a task, even if more interesting options come up along the way
- Pay attention to details
- Find ways to adequately honor deadlines and others' need for closure
- Be patient with people who think more literally than you do
- Relax and learn to balance your exhausting approach to work

Suggestions for development

- Have someone hold you responsible for meeting deadlines and finishing what you start
- Negotiate with managers how you can be accountable yet do the work in your own way
- Use performance indicators to understand when work is good enough, even if it does not meet your own lofty standards
- Be sure to take risks occasionally since this will help you to innovate

Don't:

- Ignore the needs and feelings of those who might need structure and stability over change and innovation
- Jump into a new project or idea immediately before considering the practicalities of how it can be done
- Refuse to take risks out of an irrational fear of failure
- Underestimate the benefits of being a team player
- Forget to show your personal side

