



Name - INFJ

INSTRUCTIONS: As you can see below, there are 7 sections. In each section, the goal is to have 3 characteristics that best describe you. In some sections, like "Strategies For Working Successfully With Me," there are more than 3 characteristics typical of your personality type. With sections such as "Frustrations Others Have With Me," there are less than 3 characteristics. Please add, alter, or omit characteristics to get to 3 items per section that are most true of you. Remember that this document will be shared with your team. If everyone is real, your team will move to the next level. Once you are done please let the person who sent this to you so they can review it. Thanks!

Strategies For Working Successfully With Me:

- ☐ Acknowledge what is fresh, new, and unusual about the present problem
- ☐ Before a discussion or debate, first mention points of agreement
- ☐ Recognize feelings and values as legitimate decision-making criteria
- ☐ Talk about "people" concerns and factor those equally with more objective criteria
- ☐ Do a stakeholder analysis, determining what is important to those involved
- ☐ Talk about the "big picture" and its implications
- ☐ Talk about and brainstorm possibilities and alternatives

What Energizes and Motivates Me:

- ☐ Having a flexible schedule with control over my work methods and results
- ☐ Maximum autonomy
- ☐ Clear definition of my role
- ☐ An organized, structured, and predictable environment
- ☐ Honest and direct communication
- ☐ Closure on tasks and projects

Frustrations Others Have With Me:

- ☐ "Stop staring off into space!" I can get lost in my head.

Pitfalls I Am Working On:

- ☐ Failing to share my ideas soon enough
- ☐ Being too optimistic or future-oriented
- ☐ Lacking political savvy or assertiveness
- ☐ Being too sure of what is best for others without letting them learn from their own mistakes

What Stresses Me:

- ☐ Dealing with details
- ☐ Working under ignorant, irrational, or illogical people
- ☐ Not enough alone time
- ☐ Being asked to violate personal standards or principles or being asked to tolerate deceit
- ☐ Lack of follow-through or poor performance by my coworkers

Signs I Am Experiencing Chronic Stress:

- ☐ I obsessively focus on facts and details
- ☐ I show an unrelenting effort to control everything in my vicinity
- ☐ I overindulge in sensual pleasure (eating, physical activity, etc) and then berate myself for uncontrolled and destructive behavior
- ☐ I experience intense anger, irritability, and fatigue
- ☐ I lose or struggle to sleep as I persistently review my problems

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Stay emotionally level with me
- ☐ Highlight areas of agreement and harmony between us
- ☐ Take ownership of your part of the conflict, as I will likely take ownership of my part of the conflict
- ☐ Prompt me to share my thoughts and feelings; silence does not mean agreement