



Name - INTJ

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:

- ☐ Talk about the "big picture" and its implications
- ☐ Recognize it is natural when the conversation or meeting takes a turn from the original agenda
- ☐ Talk about and brainstorm possibilities and alternatives
- ☐ Use analogies and metaphors
- ☐ Avoid arguing about specifics
- ☐ Don't overwhelm me with the details
- ☐ Be organized and logical
- ☐ Create frameworks and decision-making criteria
- ☐ Draw attention to cause-and-effect relationships
- ☐ Supply data to support your decisions
- ☐ Ask what I "think", not how I "feel"
- ☐ Appeal to my sense of fairness
- ☐ Don't repeat yourself

What Energizes and Motivates Me:

- ☐ A flexible schedule with control over work methods and results
- ☐ Maximum autonomy
- ☐ Clarity of my role's definition
- ☐ An organized, structured, and predictable environment

- ☐ Honest, direct communication
- ☐ Closure on tasks and projects

Frustrations Others Have With Me:

- ☐ "Stop being so stubborn!" I can dig in my heels hard if I think or know I'm right.
- ☐
- ☐

Pitfalls I Am Working On:

- ☐ Being impatient with people I think are inefficient or slow
- ☐ Developing ideas without input from others
- ☐ Detaching from interpersonal relationships
- ☐ Being too challenging and skeptical

What Stresses Me:

- ☐ Dealing with details
- ☐ Working with people I think are ignorant, irrational, or illogical
- ☐ Not enough alone time
- ☐ Being asked to violate my standards or principles, or to tolerate deceit
- ☐ A lack of follow-through or poor performance by coworkers

Signs I Am Experiencing Chronic Stress:

- ☐ I can get an obsessive focus on facts and details
- ☐ I show unrelenting effort to control everything in my vicinity
- ☐ I overindulge my body (e.g. eating, physical activity, etc), and then berate myself for my uncontrolled, destructive behavior
- ☐ I feel intense anger, irritability, and fatigue
- ☐ I lose sleep from persistently reviewing my problems

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Simply let me know what the problem is and what I can do to help; I will help where I can
- ☐ Avoid emotionally venting to me in the conflict
- ☐ Avoid emotional manipulation tactics (e.g. passive-aggression, the cold shoulder, etc.)
- ☐ Prompt me to share my thoughts and feelings; silence does not mean agreement

