



Name - INTP

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 decisions
- ☐ Ask what I "think", not how I "feel"
- ☐ Appeal to my sense of fairness
- ☐ Don't repeat yourself

What Energizes and Motivates Me:

- ☐ The freedom to work as long and intensively as I desire
- ☐ Concrete projects with tangible results
- ☐ Being respected for my expertise
- ☐ Being included and heard in important discussions and decisions
- ☐ Autonomy and independence

Frustrations Others Have With Me:

- ☐ "Stop being so theoretical!" Sometimes, I have a hard time moving to practical application.

Pitfalls I Am Working On:

- ☐ Coming across like an intellectual elitist or "smarter than others"
- ☐ Appearing cold or aloof
- ☐ Being too complex or abstract
- ☐ Forgetting commitments or responsibilities because I'm lost in thought

What Stresses Me:

- ☐ Working under strict rules and regulations
- ☐ Working with incompetent people
- ☐ Being responsible for or dependent on others' work results
- ☐ Anything illogical, unjust, or unfair
- ☐ Too little time alone
- ☐ Being confronted with strong emotions

Signs I Am Experiencing Chronic Stress:

- ☐ I become cutting and sarcastic with judgments towards others
- ☐ Slowness and distractedness replaces my normal sharp acuity
- ☐ I emphasize logic to the extreme
- ☐ I experience a profound sense of alienation and psychological distance from others
- ☐ I express passive-aggressiveness
- ☐ I fear losing control of my feelings

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Explain to me your perspective and reasoning, and then give me space and time to analyze
- ☐ Allow me to explain my own reasoning in return; be patient and please do not interrupt my flow of logic as I talk
- ☐ Be upfront with me; I may not pick up on subtlety
- ☐ Focus on logic and sensibility