**INFJ Career Profile**

INFJs are most likely to find interesting and satisfying those careers that make use of their depth of concentration, their grasp of possibilities, their warmth and sympathy (i.e., their emphasis on interpersonal values), and their ability to organize. INFJs are very often found in careers where creativity and tending to human development are primary activities. Their orientation to people, their confidence in their insights into the nature of things and people, and their fertile imagination often draw them to careers where they can draw out the possibilities in others. These same qualities can also lead to exceptional empathic abilities, which may seem to border on the psychic.

Their intense inner vision, ability to establish harmonious relationships with others, and their skills in written and oral communication can often draw others into supporting their goals. As a result, INFJs are often called on to provide leadership in areas that involve attending to the physical, emotional and/or spiritual needs of others. INFJs are full of idealism and lofty goals, and though not always apparent, they are intensely individualistic and private persons. They are also particularly attracted to careers that provide opportunities for philosophical reflection, and are attracted to careers where they have the opportunity to grow as well.

These characteristics of INFJs are also relevant to the other careers in which they are often found, careers where human contact and comfort with abstraction, symbols and the imagination are required. They also tend to be found in careers in which spirituality or artistic expression form a part. INFJs report being attracted to careers where they can work with people to empower them and facilitate growth, where they can be creative and innovative, where they feel they are doing something consistent with their values, and where they can be independent and autonomous. In addition they enjoy challenges, and value the opportunity to express themselves and see the results of their vision. Although they value harmonious relations with others and they are oriented to helping people develop, INFJs definitely need a significant amount of alone time in their work that allows them to focus on the inner world of ideas and images.

For INFJs the job search can be an opportunity to use their creativity as well as their organizational and rapport-building skills. They can envision job possibilities easily, and can pursue them both through their ability to connect with others and through their potential ability to be task-oriented. Their interpersonal orientation, persuasiveness and insight are usually communicated to others during the job search. Potential drawbacks for INFJs in the job search include unrealistic expectations for a job, inaction, painful feelings that the job search is grueling or cheapening, and inattention to details of jobs or of the job search. Under stress, INFJs may develop a potentially adversarial attitude toward the world of work, and may get caught up in less relevant details. They may find it helpful to maintain a sense of humor as they view events from a broader, more meaningful perspective and as they develop more realistic job expectations and flexibility in dealing with the details of the job search.

Examples of careers often chosen by INFJs include all positions within all denominations of the ministry, education (including religious, foreign language and the arts), architecture, medicine, psychology, media and marketing work, counseling and fine arts. Other careers in which INFJs are often found are listed in the next section of this report.

INFJs are found much less often in careers that are characterized by a great deal of technical work, attention to detail, work that requires realistic precision or production, or work that requires more business and bureaucratic management abilities. They are also found much less often in careers that require more practical hands-on or mechanical work, or careers that may involve a significant amount of interpersonal conflict. Careers in which INFJs are less often found are also listed in the next section of this report.

## • Careers in which INFJs are most and least often found

In the previous type description you have read about some of the general career patterns that are often associated with being an INF]. The specific occupations listed below are occupations in the CAPT data­ bank that have the highest and lowest percentages of INFJs.

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All of the careers in the databank can be ranked from highest to lowest, based on the percentage of INFJs found in that career. Careers at the top of the ranking are the careers in which there are a greater than average number of INFJs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of INF]s. It is important to remember that not all careers or classes of careers are represented in these lists.

The careers listed are intended to suggest patterns of interest for INFJs, and to provide you with specific career ideas you may not have yet considered. They are not intended to be a list of careers that would absolutely be "right" for you. In fact, a wide variety of types are found in all careers and in any given career.

## • Careers most often selected by INFJs

The careers in this list are the careers in CAPT's databank that have the highest percentage of INFJs. The list begins with the careers that have the highest percentages.

1. Director of Religious Education
2. Fine Artist
3. Priest or Monk
4. Consultant: Education
5. Psychodrama Therapist
6. Minister
7. Clergy
8. Physician: Pathology
9. Rabbi
10. Teacher: English
11. Architect
12. Priest
13. Suicide or Crisis Counselor
14. Media Specialist
15. Teacher: Art, Drama, or Music
16. Religious Order: Lay Member
17. Teacher: Foreign Language in junior or Senior High School
18. Religious Educator
19. Physician: Psychiatry
20. Doctor of Osteopathy
21. Social Worker
22. Teacher: High School
23. Teacher: University
24. Research Assistant
25. Marketing Professional
26. Social Scientist
27. Librarian
28. Administrator: College or Technical Institute
29. Scientist: Biology
30. Teacher: Pre-School
31. Psychologist
32. Teacher: Special Education
33. Administrator: Health
34. Physician: All Specialties
35. Home Management Advisor or Home Economist
36. Public Relations Worker or Publicity Writer
37. Consultant: Management Analyst
38. Dental Hygienist
39. Speech Pathologist
40. Physician: Family Practice and General Practice
41. Medical Assistant
42. Teacher: All Categories
43. Occupational Therapist
44. Counselor
45. Storekeeper
46. Nursing: Educator
47. Medical Secretary
48. Teacher: Health
49. Pharmacist
50. Personnel or Labor Relations Worker

## • Careers least often selected by INFJs

The careers in this list are the careers in CAPT's databank that have the lowest percentage of INFJs. The list begins with the careers that have the lowest percentages.

1. Factory or Site Supervisor
2. Surveyor
3. Childcare Worker
4. Electrical or Electronic Engineering Technician
5. Manager: Fire
6. Corrections Officer or Probation Officer
7. Farmer
8. Sales Manager
9. Manager: Retail Store
10. Steelworker
11. Police Officer: Manager
12. Police Officer
13. Manager: City, County, or State Government
14. Credit Investigator or Mortgage Broker
15. Manager: Corporate Executive
16. School Bus Driver
17. Machine Operator
18. Administrator: Social Services
19. Coal Miner
20. Manager: Financial or Bank Officer

In looking at these lists and related data we find that INFJs tend to be drawn to those careers that appear to make use of their natural preferences. That is, the careers on the "most often selected" list are the careers to which we would expect INFJs to be drawn, based on what we know about their type. The careers on the "least often selected" list are also what we would expect based on what we know about INFJs.

INFJs who work in careers that make use of their natural type preferences will more likely be satisfied and energized than INFJs who work in careers that require them to make constant use of their nonpreferred functions. Working in a career that makes use of your natural preferences is more likely to be stimulating and enjoyable, and you are more likely to meet people of "like mind."

INFJs who enter a career in which their type is more rarely found may find that they are less often working with people of "like mind." This may present you with some disadvantages as well as advantages. You may, for example, have difficulty understanding or being understood by your coworkers. In addition, ongoing use of your nonpreferred functions may lead you to feel stressed or fatigued. On the other hand, you may bring a unique and exceptionally valuable perspective to your work, one that your coworkers will not have considered. You may also carve out a path or choose a specialty within that career that is particularly suited to INFJs. Alternatively, you may need to find a way out­ side of your career to satisfy your natural type preferences. As we noted earlier, there is much more to an individual than their type preferences, and all types tend to be found in all careers.

It is a fact that INFJs are found in many of the careers on the "less often selected" list, but it is equally true that they are not found in very high numbers. If you are considering a career less often selected by INFJs, you may also want to clarify the different factors influencing your career decisions. Is this a career that you feel a call to pursue? Are your family, friends, or environment pushing you to be in a particular career, one that may be less satisfying to INFJs? Do you have an accurate picture of what is involved in that career? You may find it helpful to talk to a friend, persons in those careers, or counselor about some of these issues, in order to make more informed decisions.

*Gathering Career Information, Making Decisions, Planning and Taking Action*

You now have some sense of the patterns of career choice among INFJs. This section of the report will address how your type preferences may influence three activities often involved in career exploration: gathering information, making decisions, and taking action. As you read this section of the report, keep in mind the following question: What do you need to do to make use of your strengths and to minimize the potential blindspots of your type as you go about these activities?

## • Gathering information

An important step in career exploration is finding out more about yourself and the careers you are considering, and there are a variety of ways to do that. You can, for example, call and meet with people, read biographies or reference materials, talk with a counselor, take career instruments, or do volunteer work.

Gathering information about yourself and about careers is an ongoing process in career exploration. It is important not only to take advantage of your natural strengths, but to be sure you don't miss some forms of information-gathering that may be Jess preferred by INFJs. For example:

As an introvert you may be more likely or more inclined to engage in information-gathering activities that involve more alone-time and time for reflection.

Examples include reading, and working through self­ assessment exercises. You may want to be sure that you also take time to gather information in ways that require interacting with others and gaining direct experience. Examples include networking, interviewing, volunteering, or interning.

As an intuitive type you may be more inclined to look at patterns in the information that you have, in the careers to which you are attracted, and to look for the meaning in those patterns. You may also be more willing to trust your "hunches" in your career exploration. You may tend to pay attention to possibilities and become excited by distant future goals inherent in a career. You may want to be sure that you attend to factual material and information about careers (e.g., jobs available, salaries, location), and be sure to gather some first-hand experience.

As a feeling type you may be inclined to trust and make use of information gathered from others you respect and about whom you care. You may also be more inclined to make use of formal or informal counseling for career issues, particularly if you like and trust the counselor. In your pursuit of personal forms of information, you may overlook the wide range of information available elsewhere in more objective forms (e.g., job analyses and reference materials). You may also want to consider the importance of an objective analysis of your career situation, and the importance of attending to the long-range consequences of some of your decisions.

As a judging type you may be inclined to come to closure prematurely, and you may benefit from continuing to gather information, even if the information seems inconsistent with your initial direction.

## • Making decisions

Even though it may feel as though there must be one big decision in your career exploration, in fact you are making decisions all along the way. You have probably already made some tentative decisions about your type preferences, and you have probably already decided against some career options even as you have considered others.

The purpose of this section of the report is to help you see what may be the strengths and potential blindspots for your type as you go about making career decisions.

Effective decision-making depends on having both good information (using sensing or intuition) and a reliable method for weighing that information (using thinking or feeling). The two middle letters of your type formula tell you which information-gathering function and which decision-making function you prefer to use.

As someone who prefers intuition, you may be most inclined to:

* trust the kind of career information that opens up new possibilities for your imagination.
* pay attention to meanings and/or patterns in the career information you have, and put it in the context of your life and future.
* be concerned with the potential for growth or change in a career, and be concerned with where you want to be several months or years down the road.
* consider a variety of career options, whether or not they fit with your past.

For a more thorough assessment of your career situation, it may be important for you to pay attention to pragmatic and factual kinds of career information as you assess yourself, such as education, skills, and work history. You may also benefit from attending to facts about jobs and the job market, such as job avail­ ability, location, and salaries available.

As someone who prefers feeling, you may also be inclined to:

* approach your decision-making in a more personal manner, giving weight to the impact of decisions on yourself and others about whom you care.
* look at how much you care about the outcomes of the various choices you have available to you, and how the outcomes affect what is important to you.
* make decisions that are based on values that are of long-term importance to you.
* make personal decisions based on a sense of right and wrong, or good and bad, regardless of whether the choices are logical or not.

For a more thorough evaluation of your career situ­ ation, you may want to consider not only how much you care, but also what are the logical consequences, good and bad, of acting on each career option. You may also want to consider, objectively, how well you would fit in a career given what you know of yourself and that career option, regardless of how your decision might affect others.

There is another factor associated with your type that may have an effect on how quickly you make decisions, and how comfortable you are with those decisions.

Persons with your combination of introversion and judging (1-J) are often described-as reflective and difficult to dissuade from a direction they have chosen. IJ types often say that they feel open to options on the inside, while their outside behavior tends to appear very decisive and directed. If this description fits for you, it may be important for you to allow yourself the discomfort of not making a decision immediately, though you may feel the need to do so. It may be valuable for you to hold off on an immediate decision so that you can give yourself time to actively explore your environment for other options that may be available.

## • Making plans and taking action

Once you have made some decisions, you need to make plans and take action. Planning may include such things as setting career goals and breaking those goals down into short term tasks to be accomplished. Career goals may include settling on a first career, planning to make changes within a career you already have, or changing careers entirely. Short term tasks may include plans for getting further training or education, making business contacts, going on information interviews, and/or (re-)writing your resume. Taking action means moving from the planning to the doing phase and acting on the goals and tasks you have set for yourself.

The purpose of this section of the report is to make you aware of some of the strengths and potential blindspots your type may bring to these planning and action steps.

Your preference for introversion may show in a tendency to:

* plan and set goals well.
* prepare well for interviews.
* appear thoughtful and answer questions with care in interviews.
* represent yourself well in writing or on the resume.

Possible blindspots may be that you spend too much time thinking, reflecting and planning and not enough time doing. You may also isolate yourself and not seek input from others or use networks. Other potential blindspots may be that you appear under­ energetic and pensive in interviews, or that you may not respond as well to parts of the interview that are unexpected.

Your preference for intuition may show in a tendency to:

* be very good at setting up long term goals and envisioning steps for getting there.
* be good at seeing alternatives to traditional career search and development paths.
* represent yourself in an optimistic way in inter­ views and be very convincing (especially if extraverted as well).
* see possibilities for employment where others do not.

Possible blindspots may be that you see too many possibilities and have difficulty focusing or have difficulty acting on the possibilities. Other potential blindspots may be that you have difficulty following through once goals and plans are made, or that you underestimate or leave out important pragmatic steps in setting and achieving goals. It is also possible that you may not respond as well to interview questions asking for specific details.

Your preference for feeling may show in a tendency to:

* be willing and able to make use of networks and relationships, and information interviews.
* communicate a warm, personable and pleasant image in interviews.
* be able to read the expectations and needs of the interviewer.
* communicate in an interview your sensitivity to people issues.

Possible blindspots may be that you expect personal contacts alone to win a job, or that you take tough interviews or job rejections personally. Other potential blindspots may be that you present in an interview as too warm and not as someone who is task­ oriented, or that you may give more personal informa­ tion than is needed in interviews.

Your preference for judging may show in a tendency to:

* be good at developing a series of steps for reaching goals and planning actions.
* be good at meeting deadlines and achieving goals set, and be more willing to act once a decision is made.
* communicate a task-orientation in interviews.
* communicate a willingness to take on responsibility.

Possible blindspots may be that you are impatient with the gathering of information and move to premature closure. You may also have difficulty staying open to new information as it presents itself if it does not fit your plan, or you may be rigid about career goals. Other potential blindspots may be that you appear inflexible in interviews, or that you mistake efficiency for effectiveness in planning and acting.