# INTJ Career Profile

INTJs are most likely to find interesting and satisfying those careers that make use of their depth of concentration, their grasp of possibilities, their use of logic and analysis, and their ability to organize. INTJs are very often found in academic, scientific, theoretical, and technical positions that require prolonged periods of solitary concentration and tough-minded analysis. Their task orientation, powers of abstraction, perseverance, and willingness to look at situations or systems in creative ways often draws them to careers where they can pursue the implementation of their inner vision. Their trust in their own insights, their faith that they see into the true meaning behind events, and their willingness to bring their insights into practical real­ world application often communicate to others an impression of confidence and competence, even drivenness. Though these qualities often lead to their being placed in executive and management positions, INTJs are intensely individualistic and resist being bound to routine.

Autonomy and individual achievement are extremely important to INTJs and they are not easily deflected from a task or goal on which they have set their minds. They prefer challenge and appreciate opportunities to apply their creativity and intuitive insights, as well as chances to expand their repertoire of skills. Their intuition may also find expression in artistic endeavors or even in careers in the arts. Though not always seen, INTJs experience a strong need to engage in quiet, even philosophical reflection, prior to engaging the external tasks of their chosen field of work.

These characteristics of INTJs are also relevant to the other careers in which they are often found, careers

where creativity and/or technical know-how are required. INTJs also tend to be found in careers where planning, revising, or designing for the future are involved. INTJs report being attracted to careers where they can be independent and creative, think systemically, feel challenged and feel that their work makes a difference. They pursue competence and mastery, and often will move quickly to something else once they feel they have gained a sufficient level of some skill or knowledge. Consequently, whatever career they choose must have opportunities for learning. INTJs need time to work alone, and when they work with others, they hope and expect those persons will be skilled and competent as well.

For INTJs the job search is an opportunity to use their creativity, their skills in synthesizing information, and their ability to approach the market in an organized and strategic fashion. They can usually envision many career possibilities, and can selectively target and pursue job options with their potential ability to be task-oriented. Their competence, analytical skills and insight are usually communicated to others during the job search. Potential drawbacks for INTJs in the job search include unrealistic expectations for a job, inaction, failure to communicate warmth or diplomacy in interactions with others, and inattention to details of jobs or of the job search. Under stress, INTJs 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 analyze their experience objectively as they see the need to be more realistic in their expectations about jobs and to be more flexible in dealing with the details of the job search.

Examples of careers often chosen by INTJs include law, engineering, architecture, physical and life sciences, psychology and social science, computer science, writing/editing, careers in the arts and consulting. Other careers in which INTJs are often found are listed in the next section of this report.

Careers in which INTJs are found much less often tend to be characterized by a great deal of nurturing work, relationship-oriented work, or work that requires practical, routinized production or delivery of services. They are also found much less often in careers that depend predominantly on hands-on work, attention to detail, and/or adherence to structures imposed by others. Careers in which INTJs are found much less often are also listed in the next section of this report.

## • Careers in which INTJs 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 INTJ. The specific occupations listed below are occupations in the CAPT data­ bank that have the highest and lowest percentages of INTJs.

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All of the careers in the databank can be ranked from highest to lowest, based on the percentage of INTJs found in that career. Careers at the top of the ranking are the careers in which there are a greater than average number of INTJs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of INTJs. 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 INTJs, 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 INTJs

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

1. Architect
2. Attorney: Administrator, Non-Practicing
3. Computer Professional
4. Lawyer: Practicing
5. Manager: Federal Executive
6. Management Consultant
7. Human Resources Manager
8. Scientist: Chemistry
9. Research Worker
10. Social Services Worker
11. Engineer: Electrical or Electronic
12. Scientist: Life or Physical
13. Computer Systems Analyst, Support Representative, or Programmer
14. Lawyer or judge
15. Photographer
16. Engineer: Chemical
17. Manager: Corporate Executive
18. Teacher: University
19. Psychologist
20. Social Scientist
21. Electrical or Electronic Engineering Technician
22. Actor
23. Sales Manager
24. Artist or Entertainer
25. Auditor
26. Musician or Composer
27. Scientist: Biology
28. School Principal
29. Administrator: College or Technical Institute
30. Writer or journalist
31. Physician: Pathology
32. Credit Investigator or Mortgage Broker
33. Editor
34. Administrator: Student Personnel
35. Engineer: All Categories
36. Teacher: Health
37. Employment Development Specialist
38. Physician: All Specialties
39. Research Assistant
40. Engineer: Aeronautical
41. Consultant: Education
42. Manager: City, County, or State Government
43. Designer
44. Nursing: Educator
45. Dentist
46. Fine Artist
47. Teacher: Junior College
48. Rabbi
49. Administrator: General
50. Military Officer or Enlistee

## • Careers least often selected by INTJs

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

1. Food Service Worker
2. Cleaning Service Worker
3. Storekeeper
4. Receptionist
5. Cashier
6. Teacher Aide
7. Corrections Officer
8. Nursing Aide
9. Physical Therapist
10. School Bus Driver
11. Police Officer
12. Typist
13. Purchasing Agent
14. Medical Assistant
15. Teacher: Speech Pathology or Therapy
16. Electrician
17. Construction Worker
18. Health Service Worker
19. Teacher: Foreign Language in Junior or Senior High School
20. Licensed Practical Nurse

In looking at these lists and related data we find that INTJs 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 INTJs 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 INTJs.

INTJs who work in careers that make use of their natural type preferences will more likely be satisfied and energized than INTJs 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."

INTJs 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 INTJs. Alternatively, you may need to find a way outside 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 INTJs 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 Jess often selected by INTJs, 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 INTJs? 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 INTJs. 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 blind spots 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 INT]s. 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, inter­ viewing, 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 thinking type you may be inclined to pursue and trust information you consider to be the most objective. Thus, you may be inclined to make use of reference materials and job analyses. You may also be more inclined to work through various exercises and analyses of your interests, skills, and other relevant information. In your pursuit of objective information you may miss information available from significant others or people you trust. You may also want to trust that you care about something, even if it seems illogical.

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 availability, location, and salaries available. As someone who prefers thinking, you may also be inclined to:

* approach your decision-making in a more critical and impersonal manner, attempting to weigh all of the information objectively, including information about yourself.
* look at all of the consequences, both good and bad, of the various choices you have available to you.
* analyze your degree of fit with a career based on what you know of yourself and of your career options.
* make objective decisions which involve ideas or people you care about.

For a more thorough evaluation of your career situation, you may want to consider not only what is logical, but also how much you personally care about the various career options and whether a given career would be good or bad for your well-being. You may also want to consider the impact the choices may have for your long-term values, and on those about whom you care.

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. INTJ 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 underenergetic 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 *thinking* may show in a tendency to:

* establish a strategy for the job search, and move logically from step to step.
* be good at doing objective research on a career or employer.
* be good at communicating competencies on paper or in interviews.
* be good at standing your ground in a tough interview.

Possible blindspots may be that you expect the process to proceed more logically than real life usually does, or that you may be too rigid in your use of a particular strategy. Other potential blindspots may be that you ignore useful information if the interviewer does not meet your expectations of competence, or that you appear too task-oriented in the interview and not sensitive to any interpersonal concerns involved in the position. 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.