**INTP Career Profile**

INTPs 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 adaptability. INTPs are very often found in academic, theoretical, and technical positions, many of which require prolonged periods of solitary concentration and tough-minded analysis. Their concern with ideas and their natural curiosity about the under­ lying principles and explanations for events often draw them to careers where an in-depth understanding of some abstract subject is required. Their abilities to become absorbed in an idea, to concentrate to the exclusion of all distractions, and to be objectively critical and creative often lead to their gaining a remarkable under­ standing of some complex problem, issue, or subject matter.

INTPs are drawn to careers in which problem analysis and creative solutions are required, and they may have exceptional skills in finding inconsistencies, critiquing a situation and offering remedies. These skills apply to whatever field they have chosen, whether it is computer programming, market analysis, science, writing/editing, or law. INTPs are also often found in settings where ideas and inspiration are primary, hence they are often drawn to the academic setting, both as students and teachers. They enjoy being around those who share their own drive to understand, and as teachers, they are more inclined to work with advanced students. INTPs often have strong needs for freedom, autonomy and variety, and what is often first observed in them is their easy adaptability and creative lifestyle. INTPs tend to resist a great deal of structure and rules in their work environment, and need private time for the introspective analysis that is their hallmark.

These characteristics of INTPs are also relevant to the other careers in which they are often found, careers where theory development is important, where the manipulation of abstract ideas or information is necessary, and that require a more objective or analytic approach to people or things. INTPs report being attracted to careers where there is a stream of new problems or situations to challenge them; careers that allow time for alone time, thinking, and imagining; and careers that allow for more independence and creativity. They prefer to focus their attention on the problem-solving process rather than on end products or the realistic application of their ideas. They are less inclined to super­ vise or organize others, and if they do work with others, they prefer working with persons they see as skilled and competent.

For INTPs the job search is an opportunity to use their analytical skills, their creativity and their adapt­ ability. They can conceive of a variety of job opportunities, see the long term consequences of decisions, and be innovative both in their job search and in their selling of themselves. Their critical thinking skills, ingenuity and flexibility will usually be communicated to others in the job search. Potential drawbacks for INTPs in the job search include unrealistic expectations for a job or the job search, inaction, failure to establish rapport with others or to attend to the interpersonal requirements of the job search, and reluctance to make a decision. Under stress, INTPs can feel overwhelmed as they engage in this process, and can benefit from allowing their insight to provide them with a new idea or a new perspective on the situation. They may also find it useful to determine what is important to them, and to be sure to act and follow through on the important details of the job search. They can also benefit from considering what is truly of value to them, which will give them the drive to persevere and follow through on all parts of the job search.

Examples of careers often chosen by INTPs include physical and life sciences, computer science, social sciences, architecture, law, careers in the arts and entertainment, photography, writing and journalism, engineering and medicine. Other careers in which INTPs are often found are listed in the next section of this report.

Careers in which INTPs are found much less often tend to be highly structured and detail-oriented, or require living in a highly routinized environment, such as in military or corrections work. INTPs are also found much less often in careers that involve a great deal of direct human service work or careers that require ongoing attention to people's emotional lives or daily needs, including for example the religious professions, nursing or teaching young people. Careers in which INTPs are less often found are also listed in the next section of this report.

## • Careers in which INTPs 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 INTP. The specific occupations listed below are occupations in the CAPT databank that have the highest and lowest percentages of INTPs.

All of the careers in the databank can be ranked from highest to lowest, based on the percentage of INTPs found in that career. Careers at the top of the ranking are

the careers in which there are a greater than average number of INTPs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of INTPs. 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 INTPs, 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 INTPs

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

1. Scientist: Chemistry
2. Computer Professional
3. Architect
4. Research Assistant
5. Fine Artist
6. Computer Programmer, Systems Analyst, or Support Representative
7. Lawyer
8. Food Service Worker
9. Surveyor
10. Manager: Federal Executive
11. Social Scientist
12. Electronic Technician
13. Scientist: Biology
14. Writer or journalist
15. Photographer
16. Psychologist
17. Scientist: Life or Physical
18. Actor
19. Computer Operations or Systems Researcher
20. Pharmacist
21. Respiratory Therapist
22. Editor
23. judge
24. Business: General, Self-Employed
25. Physician: Pathology
26. Suicide or Crisis Counselor
27. Legal Secretary
28. Engineering or Science Technician
29. Engineer: All Categories
30. Counselor: Runaway Youth
31. Allied Health or Health Practitioner
32. Storekeeper
33. Attorney: Administrator, Non-Practicing
34. Dentist
35. Physician: Psychiatry
36. Physician: All Specialties
37. Factory or Site Supervisor
38. Electrician
39. Management Consultant
40. Public Relations Worker or Publicity Writer
41. Engineer: Electrical or Electronic
42. Engineer: Aeronautical
43. Teacher: University
44. City Works Technician
45. Laboratory Technologist or Technician
46. Machine Operator
47. Occupational Therapist
48. Artist or Entertainer
49. Administrator: College or Technical Institute
50. Electrical or Electronic Engineering Technician

## • Careers least often selected by INTPs

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

1. Director of Religious Education
2. Consultant: Education
3. Home Management Advisor or Home Economist
4. Dental Hygienist
5. Manager: Fire
6. Cleaning Service Worker
7. Military Officer or Enlistee
8. Religious Educator: All Denominations
9. Corrections Officer
10. Typist
11. Small Business Manager
12. Teacher Aide
13. Priest
14. Hairdresser or Cosmetologist
15. Teacher: Reading
16. School Principal
17. Health Education Practitioner
18. Library Attendant
19. Sales Manager
20. Marketing Professional

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

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

INTPs 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 INTPs. 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 INTPs 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 INTPs, 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 INTPs? Do you have an accurate picture of what is involved in that career? You may find it helpful to talk to a friend, per­ sons 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 INTPs. 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 less preferred by INTPs. 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 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 perceiving type you may be inclined to believe that you continually need more information, and you may benefit from making some judgments about the wealth of information you have already collected.

## • 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 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 perceiving (I-P) are often described as reflective and adaptable. IP types are often able to make themselves comfortable in a variety of work environments, adapting themselves to careers that have varying degrees of fit for them, yet on the inside they often say that they have very high standards for what makes a career acceptable. They also report feeling undecided for long periods of time, even once they are in a career. If this description fits for you, it may be important for you to be aware that very high standards may slow your decision-making process and your willingness to commit yourself to one career. Remember, making a tentative commitment to a career doesn't mean you have closed off your options forever.

## • 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 diffi­ culty 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 perceiving may show in a tendency to:

* be able to adjust plans and redefine goals as you go along.
* be able to see options that others do not.
* be open to seize opportunities as they come along.
* •appear flexible, spontaneous, and adaptable in interviews.

Possible blindspots may be that you spend too much time gathering information, and you may have difficulty acting or committing. Other potential blind­ spots may be that you do not set realistic time frames or deadlines for achieving goals. You may also be in danger of appearing too flexible and not goal-directed enough in interviews.