

INFJ Essentials

Foreseer Developer™

Introverting • iNtuiting • Feeling • Judging



Core Themes

INFJs focus on personal growth. They have a talent for foreseeing. A flash of insight comes and they know what will happen. They can sustain a vision while honoring the gifts of others. They need a sense of purpose and take a creative approach to life. INFJs can get into exploring issues to bridge differences and connect people and ideas. They can get analytical when problem solving. Living an idealistic life often presents them with a great deal of stress and a need to withdraw.

Unpack the Stack: INFJs...

Lead with “Keen Foreseeing” (Ni)

Focus on a vision of the future, and on insights and realizations from the inner hidden world of the unconscious.

Support by “Friendly Hosting” (Fe)

Tend relationships, social norms, and people’s needs and values as they organize and make thoughtful decisions.

Struggle at “Skillful Sleuthing” (Ti)

Analyze situations, solve problems, and apply leverage according to universal logical principles.

Aspire to “Active Adapting” (Se)

Enjoy the external world using their five senses and take concrete actions based on options before them.



Let’s explore...

this type from various angles including 4 developmental variants. As you read, consider what fits for you (or others), what has remained the same or changed over time, and options for where to go from here.

How INFJs Lead with Heroism

Chart the Process

Reflect on data and perceptions. Often appear focused and preoccupied. Attend to reference points.

Keen Foreseeing

Transform with a meta-perspective.

Introverted Intuiting (Ni)

Withdraw from the world and tap your whole mind to receive an insight. Can enter a brief trance to respond to a challenge, foresee the future, or answer a philosophical issue. Avoid specializing and rely instead on timely “ah-ha” moments or a holistic “zen state” to tackle novel tasks, which may look like creative expertise. Manage your own mental processes and stay aware of where you are in an open-ended task. May use an action or symbol to focus. Sensitive to the unknown. Ruminate on ways to improve. Look for synergy. Might try out a realization to transform yourself or how you think. May over-rely on the unconscious.

What flavor of Keen Foreseeing?

INFJs can express this process in two ways. They likely develop a bias for one way early in life and may develop the other later.

“Visionary” Ni

***Analytic/Yang Style:** active,
focused, fixed, outward,
top down*

Stick to a singular vision of the future to improve self and society. Be certain of a few compelling insights. Don’t let go or water down. Turn realizations into principles. Apply many complex concepts. Act as a guiding spirit.

“Oracle” Ni

***Holistic/Yin Style:** receptive,
diffuse, flexible, inward,
bottom up*

Hold lightly many interrelated insights. Connect to the many facets of the archetypal world. Open to transformation. Respond to others’ questions, and innovate for the group. Cultivate an aesthetic or spiritual practice.

How INFJs Give Flexible Support

Expedite Decision Making

Proactively meet goals. Often appear sure and confident.
Organize and fix to get positive results soon.

Friendly Hosting

Nurture trust in giving relationships.

Extraverted Feeling (Fe)

Evaluate and communicate values to build trust and enhance relationships. Like to promote social/interpersonal cohesion. Attend keenly to how others judge you. Quickly adjust your behavior for social harmony. Often rely on a favorite way to reason, with an emphasis on words. Prefer to stay positive, supportive, and optimistic. Empathically respond to others' needs and feelings, and may take on others' needs as your own. Need respect and trust. Easily embarrassed. Like using adjectives to convey values. Enjoy hosting. May hold back the true degree of your emotional response about morals/ethics, regarding talk as more effective. May try too hard to please.

What flavor of Friendly Hosting?

INFJs can express this process in two ways. They likely develop a bias for one way early in life and may develop the other later.

“Shepherd” Fe

Analytic/Yang Style: active,
focused, fixed, outward,
top down

Announce values and prescribe best behaviors. Corral outliers and encourage them to join the group. Actively work to fix relationships. Inspire as an orator. Make sacrifices, and ask others to sacrifice, in a push to meet needs.

“Host” Fe

Holistic/Yin Style: receptive,
diffuse, flexible, inward,
bottom up

Enjoy supporting your community, family, and friends. Value harmony with others over being right. Sensitive to negative feedback. Accommodate people's many differences. Can be self-sacrificing as you even help foes.

INFJ Self-Portrait

From Conversations*: *What's it like to be you?*



The quest for more knowledge, the meaning of life, the philosophical questions—my mind is always occupied, and what's exciting is when I get to follow through with an insight and do something. I am an abstract future thinker, looking at things from different perspectives. I'm about the relationships and possibilities and enjoy anything with deeper meaning that leaves me wondering, with more questions to ask and things to untangle. Connecting for me means being able to intuitively ask questions of people to get them to go deeper into the things they are talking about.

Inspiring others, helping them find their purpose or meaning, being a different kind of leader from what's traditional—that's really gratifying. I just do that naturally. The challenge is opening up people's minds to have their own original thoughts. I'm a listener and guide.

I think I am a mystery to people. They never really understand me and part of me enjoys that. More often though, I long to be understood.

I tend to approach my day with a structured way of getting things accomplished. People see me as organized, thorough, and easy to get along with, pulling my own weight and eager to help out when called upon. But I'm not as outgoing or as critical as I may sometimes appear. I need a balance between people contact and working on creative projects and will break away from interactions when I get tired out. If I don't have some long-term goals, then what's the point?

I tend to intuitively read people very quickly, but I have to be cautious not to make assumptions. I'm an observer. I get a feeling when people are interesting, and I watch from a distance, make some assessments about the situation, and then approach them and engage in conversation. I put a little bit out and a little more and see how that goes. Do I trust and like them, are they who they say? I have a few deep friendships. A friendship comes best when it is worked to develop that investment. I quickly pick up on sincerity and withdraw if the person is superficial

* Reprinted from *16 Personality Types: Descriptions for Self-Discovery*

or obviously doesn't care. When I see people who abuse their power or won't stand behind what they say, that ticks me off. It's about integrity. I feel other people's feelings, and taking on that burden can make me too intense and serious, where I can't be spontaneous and fun loving.

I like whatever gets us to think beyond the box, where people can function better because they are not afraid to say things they really feel. I have a lot of imagination and by and large can amuse myself. I love independent projects and reading and writing. I do my best thinking alone, and I like getting out in nature, being alone to go inside and center myself. I have always been drawn to the spiritual. Everywhere, I see life in symbols. Symbols give me focus. Sometimes the connections and perceptions in my mind are so abstract there are no words to explain. A lot of times I just know something and can't explain it—a premonition that's hard to articulate. If it's strong I usually say something or explore where it's coming from, but I will keep it to myself if people don't seem to understand. Informed decisions require lots of information and looking at a situation from as many different points of view as possible. I find it amusing, the absurdity in everyday situations.

It is painful when there is conflict or when I offer advice and someone chooses not to take it. For me, I have to prepare myself for what is going to happen so I can either support people in a positive way or get away and wait out the inevitable heavy duty stuff before returning to fix things. How will it impact me and the people in my life? Will it put me in another place or another level where I can grow more? Not knowing the right thing to say and do is stressful.

Everything revolves around growth. Caring is about the ability to help others grow. What I bring is caring about people, not things. If we spent more time trying to understand each other's point of view, to communicate more effectively, we would grow. In an honest, open, sincere relationship, I can accomplish anything. My challenge is to create those kinds of relationships. I respect most the person who is willing to come forth and be an individual—to make the world a better place, or make a difference in a person's life, where we reach each other's hearts.

INFJ Reminders* for Growth and Success

- ☐ Own your ability to reframe a situation or interaction as one of your greatest gifts.
- ☐ Find an arena where your foresight is valued.
- ☐ Allow time to enjoy talking for fun with people whose interests and visions lie in the future.
- ☐ To live in the moment, remember to share what you and others are hearing, seeing, and feeling right now.
- ☐ Have a safety net (time and space) to retreat to when overwhelmed by stress and the physical world.
- ☐ Remember that theories are nice tools to further exploration.
- ☐ If your understanding of something doesn't suggest how change or growth is possible, then add more depth and experience to that understanding.
- ☐ Balance what is supportive, friendly, and safe with what challenges the thinking behind your opinions.
- ☐ Have outlets, ideally creative ones, to express life's many layers and levels.
- ☐ Try to imagine sometimes that you are like everyone else.
- ☐ After a period of personal growth, check for external evidence of change.
- ☐ Keep in mind that learning "how" to think is more useful than "what" to think.
- ☐ Consider, you can manifest what most others can only imagine.

* Adapted from *Quick Guide to the 16 Personality Types in Organizations*



What Now?

Now that you've explored INFJ:

1. How do the strengths and challenges of this type show up in your life?
2. What's an insight or goal you can act on today in some way?
3. See the later chapters to leverage your subtype, neurotic zone, energy, and aspirations.