



PALADIN ASSOCIATES, INC.

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Through our newsletters we are covering some of the characteristics of the sixteen personality types. Last month we discussed the ISTJ type. This month we are featuring the INTJ personality type. We are trying to cover the TJs in our first four newsletters. The TJs represent about 75% of the upper and middle managers in the country. This is understandable, since, most organizations rely on objective decision-making and ability to reach closure quickly. These are traits common to the TJs; however, the differences in approach between the four TJs are quite dramatic. The INTJ type is pictorially represented on our tee shirts by the following characterization.



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INTJ: Conceptualizer Director
Temperament-Utilitarian Rational
Interaction Style “Chart the Course”

Frequently Occurring Characteristics:

1. Concerned with theirs and others competency.
2. Trust their own insight regardless of authority or popular opinion.
3. Rational, detached, and objectively critical.
4. Have clear vision of future possibilities and have the drive to implement them.
5. Accept authority only if it is perceived as being competent.
6. Theory oriented.
7. See things from a global perspective.
8. Follow standard operating procedures only if they are perceived to make sense.

9. Represent about 1-2% of the population.
10. Are very change oriented and will to make significant changes where deemed necessary.
11. This type is comprised of a significant number of scientists, engineers, mathematicians and attorneys.
12. Can appear stubborn at times.

Dynamics:

Dominant Function- Introverted-Intuition Ni: Inferior Function- Extraverted Sensing Se.

Those preferring intuition like to take in information by seeing the “big picture”, focusing on the relationships and connections between facts. They want to grasp patterns and are especially good at seeing new possibilities and different ways of doing things. They often seem able to see into the future, to predict trends and events in advance of everyone else. Under great stress INTJs can overindulge in sensing activities-watching TV reruns, playing cards, overeating-or become overly focused on specific details in their environment that they normally do not notice or usually see as unimportant (housekeeping etc.).

They value:

- Being calm.
- Trusting reason.
- Yearning for achievement.
- Seeking knowledge (at times just for the sake of it).
- Prizing deference.
- Aspiring to be a wizard.

Areas of Concern:

If INTJs have not developed their thinking, they may not have reliable ways to translate their valuable insights into achievable results. If they have not developed their intuition, they may not take in enough information or take in only that information that fits their insights. Then they make ill-founded decisions based on limited idiosyncratic information.

In the work place, if they are not able to function in their preferred manner, they may become frustrated and may:

1. Become aloof and abrupt, not giving enough information about their internal processing.
2. Be critical of those who do not see their vision quickly.
3. Become single-minded and unyielding in pursuing it.

Possible INTJs:

1. Dwight Eisenhower
2. Howard Hughes
3. Carl Jung
4. Thomas Jefferson