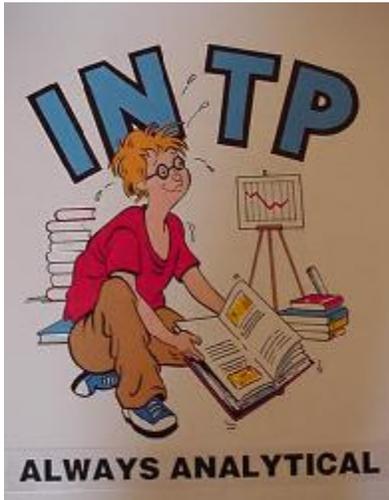




PALADIN ASSOCIATES, INC.  
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## Portrait of an INTP



### *INTP*

#### *Introverted/ iNtuitive /Thinking /Perceiving*

*Introverted (I) .....Direct energy towards own internal world of ideas*

*iNtuitive (N)..... See endless possibilities in relationships between facts*

*Thinking (T)..... Impersonal , objective decision makers*

*Perceiving (P).....Delay decision making in order to continue to take in data*

INTPs constitute approximately 1% of the general U.S. population. They are highly skilled at analyzing the inner dynamics of complex ideas and finding unorthodox solutions to problems.

For INTPs the world exists to be analyzed, understood, and explained.

INTPs place great value on personal competence and impose constantly intensifying high standards upon themselves. They project a quiet, calm, detached demeanor; trust in reason above all else; and care little if others understand or accept the ideas and theories they envision.

Masterful at searching out flaws, inconsistencies, and illogic in theoretical systems they feel compelled to constantly take apart and rework ideas.

Independent and confident they challenge that which others regard as undisputed truth.

INTPs need large amounts of time alone to reflect and contemplate. Their own inner world of thoughts, theories, and possibilities tends to be more enjoyable to them than the company of others.

They seek out opportunities, which enable them to learn and master new skills. For INTPs logical change is found to be stimulating and challenging. However, they often become impatient and perplexed when non-logical factors such as politics, emotions, and tradition enter in to the change process.

They are superb strategists who possess the ability to grasp multiple points of view simultaneously.

Their leadership style is that of a thought provoking catalyst for ideas and change. They stress independence and autonomy; provide information as opposed to issuing directives; and have little regard for hierarchy and chain of command. They relate to their followers based upon individual level of expertise not position or status. They concentrate on long-range big picture issues and prefer not to concern themselves with routine day-to-day operations.

INTPs do not like working on conventional or routine projects. They work best at understanding and creating complex systems.

The ideal work environment for INTPs is loosely structured, quiet, and affords them the opportunity to work independently while associating with other individuals whose abilities they esteem.

They put long tremendous effort into and take immense pleasure in creative problem solving. They work diligently at projects, which enable them to develop unique solutions to extraordinary problems.

They like taking in information, resist closure, decide slowly, and have a greater interest in the process of solving a problem than the end result. However, they lack interest in working out the details necessary to bring their ideas to fruition.

They prefer, and their talents are best served, when the ideas they conceive are turned over to others for implication.

INTPs interact with others objectively and intellectually rather than emotionally and interpersonally. They favor a calm atmosphere and tend to avoid conflict. Although they tend to avoid it, when embroiled in conflict, INTPs are devastating opponents in any form of adversarial debate.

Others often find the aloof, intellectually astute, confident demeanor INTPs project to be intimidating or condescending. While others may at times be made to feel ill at ease by the demeanor INTPs project, men with a preference for INTP, due in part to the rarity of their type, are perceived to be unique and others, more often than not do not, consider their demeanor to be unacceptable. By contrast, women with a preference for INTP often face the dilemma of feeling isolated and unaccepted.

In order to maximize their effectiveness when interacting with others, especially those with preferences for Sensing (S) and Feeling (F), INTPs should attempt to be:

- Less complex and overly theoretical when conveying ideas and concepts to others
- More open to the fact that others may value things which are “not logical”
- Understand that logical critical analysis may be taken personally by others
- Look beyond theoretical explanations and focus on specifics and detail

*\*INTPs tend to pursue degrees in technology and the sciences.*

*Famous INTPs include:*

*Albert Einstein*

*Marie Curie*

*Benjamin Franklin*

*Kathleen Kennedy Townsend*

*Charles Darwin*

*Sir Isaac Newton*

*Meryl Streep*

*Fictional INTPs include:*

*Lilith ("Cheers")*

*Susan Lewis ("ER")*

*Linus ("Peanuts")*

Paladin Associates, Inc. is a certified administrator of: The MBTI, The STRONG INTEREST INVENTORY, and The MURPHY-MEISGEIER TYPE INDICATOR FOR CHILDREN.

We are also consulting through the Perth Leadership Institute utilizing a new concept in financial leadership, The Perth Leadership Outcome Model (PLOM).

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