

CenterMark Type : INFP

CenterMark Type Map Introduction

CenterMark is based on eight variables, with four pairs of preferences. In each preference pair, you fall more on one side of the scale or the other. Everyone has a natural preference for one of the two opposites on each of the four scales, but everyone uses each of the preferences to some degree. The differences in people result from our preference for:

Extraversion or Introversion (E – I) - Where they prefer to focus their attention and energies.

Extraversion Characteristics.

Those who choose Extraversion derive satisfaction from their involvement with people and their surroundings. They are energized by their affiliation with others and are easily engaged by friends and strangers alike. Extraverts prefer to explore ideas through conversation. They act-think-act.

Introversion Characteristics.

Those who choose Introversion want less interaction with others. They are energized by reflection and solitude. They prefer to voice their opinions after they have ample time to process the issue. They think-act-think.

Sensing or Intuition (S – N) - The way they prefer to take in information, the kinds of information they want and give weight to, and usually how they communicate information. The S and N preference seems to have the most influence on occupational choice.

Sensing Characteristics.

Those who choose Sensing tend to take in tangible information; this means they focus on present reality, count their practical experience, trust facts, and like full, detailed, and verifiable information. They are described as left-brain and identify with efficiency, standardization, cost benefits, precision and quick response.

Intuition Characteristics.

Those who prefer Intuition, on the other hand, tend to take in information as a kind of snapshot; they notice present reality but are quickly drawn toward connections, finding patterns in data and seeing possibilities in the future. Intuitors are described as right brain. They prefer to focus on possible innovations, new markets and products, and adding value.

Thinking or Feeling (T – F) - The way they prefer to make decisions and the different ways of prioritizing and organizing information and coming to conclusions.

Thinking Characteristics.

Those who choose Thinking take a detached approach. They step back to analyze the situation, assess the pros and cons, and choose the rationale alternative. They question and critique before making decisions. For them, a good decision is one that is based on objective reasoning

Feeling Characteristics.

Those who choose Feeling put themselves into the decision-making situation to assess how it will affect everyone involved: They will ask, Does it fit with my values? How does it affect people? For them, a good decision is one that "feels good."

Judging or Perceiving (J – P) - How people prefer to arrange their external lives. The J-P preference can be the source of the greatest amount of interpersonal tension.

Judging Characteristics.

Those who choose Judging plan ahead and work toward closure. They want structure and schedules, and like to come to decisions and move on. Judgers are annoyed by interruptions and surprises. For Judgers there is usually a "right way" and a "wrong way" to do anything.

Perceiving Characteristics.

Those who choose Perceiving like to have an open, fluid calendar with loosely defined plans. They find structure and schedules inhibiting, and trust their ability to respond resourcefully and energetically to changing environments and final deadlines. Perceivers enjoy the process and options. They handle surprises and interruptions well.

General Characteristics of CenterMark™ Sixteen Types

Below are thumbnail descriptions of each of the sixteen types. There is no right or wrong type, the workplace needs them all. Self-knowledge is validating and strengthening. An in depth description of each of the sixteen types is accessible on the type map.

Sensing Types		Intuitive Types	
with Thinking	with Feeling	with Feeling	with Thinking
ISTJ - 11-14% Overseer, Inspector Depth of concentration Detailed, Systematic Reliance on facts Super dependable Conservative Logic and analysis Task-oriented	ISFJ - 9-14% Provider Protector Depth of concentration Painstakingly systematic Facts and details Warmth and sympathy Stable, Dependable Organized	INFJ - 1-3% Prescient Developer Innovator of ideas Quietly forceful Grasp of possibilities Determined People-oriented Organized	INTJ - 2-4% Director, Strategist High achiever Logical Critical Decisive Innovator of ideas Independent, Determined Often stubborn
ISTP - 4-6% Practical analyzer Values exactness Cool and curious Observer, Reflective More interested in organizing data than situations or people	ISFP - 5-9% Sympathetic manager of facts and details People-oriented Dependable Systematic Concerned with systems and organization	INFP - 4-5% Proponent, Messenger Imaginative, Independent Reflective Inquisitive Empathic Perfectionist Possibilities vs Practicalities	INTP - 3-5% Inquisitive analyzer Creative ideas Definer Reflective, Curious Independent Logic and analysis Adaptable
ESTP - 4-5% Promoter, Realistic Adapter in the world of material things Practical Tolerant Detail-oriented	ESFP - 4-9% Performer, Entertainer Ease with environment Natural negotiator Observant Sociable	ENFP - 6-8% Planner of change Grasp of possibilities Communicator Integrator Understands others Energetic, Flexible	ENTP - 2-5% Planner of change Inventive Analytical Resourceful, Enthusiastic Offers solutions Alert and outspoken
ESTJ - 8-12% Executive type Industrious Decisive Fact-minded Aggressive Gets the job done Practical organizer	ESFJ - 9-13% Provider, Guardian, Harmonizer, Sociable Involved Realistic, Fact-oriented Opinionated Tuned to here and now Organized	ENFJ - 2-5% Teacher Imaginative, harmonizer Expressive, Opinionated Conscientious Persuasive Ideas and possibilities Organized	ENTJ - 2-5% Commander Innovative Organizer Aggressive, Forceful Analytic, Systematic Frank, Decisive New ideas and possibilities

The range of percentages given demonstrates distribution of types in the U.S. population at large.

Remember, the assessment is not a measure of your abilities in any area. It is designed to help you become aware of your particular personality and to understand and appreciate the ways in which people differ. Each type and each individual has special gifts. There is no right or wrong type. Each person is unique.

Your results on CenterMark suggest your probable type based on your choices, however you should decide if this fits your personal perceptions of your personality type. We suggest that you explore the descriptions of all the types to verify your results.

INFP Introduction

Peacekeepers, Perfectionists, Team Players

- Curious, open to possibilities and new ideas
- Persuasive about their ideals
- Keen insight into the motivations and abilities of others and how they can contribute to the organization's goals

INFP

Male 3-5%
Female 4-7%

Percent of
US Population

INFPs are eager to try creative approaches to solving problem that will improve interpersonal relationships and reduce conflict.

The theme of INFPs is supporting. They support anything that allows the unfolding of the person, encouraging growth and development with a quiet enthusiasm. They become the advocates and champions of causes, caring deeply about their goals and aspirations, and they naturally tend to relate to and dedicate themselves to a few special people.

INFP Characteristics

"Realities" for INFPs are anchored in process. Quietly and unassumingly influencing a constructive cause can be very satisfying to INFPs.

Patient with complicated situations, INFPs are capable of intense concentration and dedication to achieving significant and important results.

INFPs are loyal; their loyalties, however, seem more directed toward the people in the organization, not the systems, procedures and mechanics of keeping an organization going.

INFPs are skilled at anything having to do with people—listening to them, facilitating them, deploying them, training them, motivating them, recruiting them, and counseling them—even though they seem to keep a certain psychological distance.

INFPs' ability to perceive nuances in relationships is highly developed, enabling them to register significant variations in terms of both deterioration and improvements. These kinds of insights are unique and not readily available to other types.

Can appear disorganized, but in their disorganization, new and intriguing twists are waiting to be discovered.

INFP Learning Style

INFPs enjoy learning if the subject interests them.

Learn best in flexible environments where they can use imagination and creativity.

Get the best results from lectures and written work, not rote methods.

Are interested in how information will affect the future.

Enjoy abstractions and the world of ideas and concepts; easily see relationships between and within course subjects.

Learn best with instructors or trainers who are personally interested in them.

Seek to become competent about a subject they find interesting; will meet deadlines if the subject is enjoyable.

Global learners. May need help in organizing.

Enjoy reading, and listening.

Like autonomy.

Prefer open-ended questions.

Need harmony in group work.

INFP On a Team

INFPs will work doggedly for what is important to them.

They are very aware of and sensitive to “process issues.” In addition, emphasize cooperation, sharing of information, and building trust.

Bring good, but quiet, humor to the group.

Always offer lots of encouragement and acknowledgement.

Provide vision and a focus on ideals and values.

Inspire and move people to go beyond the usual.

Orchestrate unity and harmony.

Deeply and intently listen to members.

Provide provocative ideas and a big-picture viewpoint.

Annoy other members by their perfectionist tendencies.

Periodically become too attached to a non-shared value.

Focus on future possibilities, not what is today.

Irritated by overly serious team members.

Annoyed by others not open to new ideas, possibilities and different opinions.

Frustrated by others who pretend they understand an idea, ignore overall goals, and are blind to different opinions.

INFPs can influence team members by focusing on common ideals and underlying issues.

INFP Contributions to an Organization

INFPs are very industrious. They concentrate intensely and commit to their meaningful projects.

They like solitude, becoming quietly absorbed in projects.

INFPs are pledged to the growth and development of the people surrounding them. Within the organization, their energy will typically be directed toward change, which results in a better place for individuals to work.

Tend toward perfectionism.

They are conceptually oriented in accomplishing work; always push for values.

Seek support for ideas.

Enjoy variety and have patience with complex circumstances.

Care deeply about others and want them to find a good fit in the organization.

Are very flexible, adaptable, and comfortable with ambiguity.

Idea-oriented, always seeking new possibilities.

Enjoy cooperative environments.

Are more project-driven than deadline-driven.

Creative and see the big picture.

Take on the role of peacekeepers and are supportive of people.

Desire freedom from structure and rules to respond quickly to situations.

Can be extremely loyal, particularly to the people of an organization.

Suggestions when coaching INFPs:

- Build a relationship of friendliness and trust.
- Acknowledge INFPs' uniqueness-allow opportunity for personal growth.
- Demonstrate a caring for people.
- Help INFPs practice sticking to timelines and schedules.
- Develop systems so that you can keep track of all those things INFPs may lose or forget.
- Capitalize on their creativity, not sticking to schedules.
- Make sure you or others follow through with INFPs' ideas.

INFP Approaches to Problem Solving and Decision Making

INFPs will consider how people will react to the various outcomes.

Seek to understand what the facts imply for current and future situations.

Usually do not bother with making decisions by standard rules and procedures.

Consider prior situations similar to the current problem.

Know that things will change so adapt solutions to current circumstances.

Map out the alternative solutions to the problem.

Ask what the potential problems and solutions are beyond the obvious.

Question what values are involved for each alternative solution.

Identify who is committed to following through.

Consider people first, secondly study the big picture, next ponder the facts, and finally apply logic.

INFP Change Management

Individuals in organizations deal with changes and challenges differently. Some are excited and stimulated. Some are fearful and cautious. Some feel overwhelmed, depressed, and unmotivated.

At the extremes, one person finds change stimulating and exciting, responding energetically and creatively to new challenges; another feels depressed and stuck, unable to let go of the past and ineffective in adjusting to new realities. A number of factors influence how individuals respond to organizational change: personal history and past experiences, family, education, and cultural values. Still another factor that affects how we respond to change is our personality type.

In change situations, INFPs need some time to process and evaluate, at which point they will give their support, if—and only if—it fits with their value system. When it does, they are creative and inspiring leaders and colleagues, working with energy and enthusiasm to find solutions and to support others through the change. If the changes do not promise opportunities for human growth, or are otherwise opposed to their value system, INFPs will become the conscience of the group, uncannily identifying underlying motives, missing pieces, and confused values.

Needs:

Time to collect and process information, time to see how change fits values. Change to be "people-friendly."

Not to be pushed.

When needs are not met:

Withdraw energy, procrastinate—can become paralyzed.

Become a vocal critic.

Contributions:

Once convinced, persuade and inspire others.

INFP Management Style

INFPs are subtle, indirect, gentle, and inclusive in persuading others. Because of their passion, they excel at gathering dedicated people around a shared vision.

Affirm individual contributions and promote group undertakings.

Accomplish results in their own way, even if they have to wait out others.

INFPs are very persistent in working towards their goals. They strive for consensus and the long term.

Promote a positive climate; always invite colleagues to consider new possibilities.

Enjoy challenges and finding solutions.

Unafraid of taking risks. Manage crises, paying careful attention to the people involved.

Expect loyalty and support, and people to carry out and accomplish their tasks.

Support others in acting on their inspirations and values.

Pay attention to people's common ideals and any underlying currents.

Have a vision for the organization and work independently towards it.

Believe that power and authority come through superior performance, not rank.

Suggestions when persuading INFPs:

- Do not give a lot of details unless asked to do so.
- Concentrate on appealing to INFPs' help values.
- They may not articulate their values or express their conclusions.
- Be ready to ask.

INFP Conflict Resolution

INFPs tend to ignore conflicts, taking them to heart when they occur, and viewing them as a personal failing.

They intently focus on building harmonious relationships and environments to minimize conflict.

Use confrontation as a last resort.

Believe intense feelings are OK as long as their expression is beneficial.

Under extreme stress, or fatigue, INFPs may:

- Work alone if possible.
- Contribute creative ideas, but overlook current realities.
- Fail to consider the cost implications.
- Be very critical and find fault with almost everything.
- Become bossy or domineering and ignore others' feelings.
- Become pedantic about unimportant details.

INFP Careers

Because of their combination preferences, INFPs are naturally drawn to a wide variety of occupations. In listing occupations that are popular among INFPs, it is important to note that there are successful people of all types in all occupations. However, the following are careers INFPs may find particularly satisfying. This is by no means represents a comprehensive listing. It is included to suggest possibilities the INFPs may not have previously considered.

BUSINESS

- Employment Development Specialist
- Human Resources
- Organizational Development
- Administrative Assistant

HEALTH CARE

- Speech Pathologist
- Psychiatrist
- Psychologist
- Physical Therapist

CREATIVE

- Artist
- Writer: Poet/Novelist
- Journalist
- Entertainer
- Architect
- Actor
- Editor/Reporter
- Musician
- Media Specialist

TECHNICAL/TRADES/SCIENCE

- Computer Programmer
- Mechanical Engineer
- Electrician
- Radiological Technician
- Clinical/Laboratory Technicians
- Biologist

EDUCATION/SOCIAL SERVICE

- College Professor: Humanities/Art/Drama/Music
- Researcher
- Counselor
- Social Worker

- Librarian
- Educational Consultant
- Social Scientist
- Vocational Counselor

RELIGION

- Minister/Priest
- Religious Educator
- Missionary
- Church Worker

INFP Communication Style

INFPs are global and metaphoric in their speech. They write well and can often express themselves superbly with an artistic bent.

INFPs contain their energy and excitement internally.

They tend to communicate personal experience to make points.

Choose to think before replying and need to be drawn out.

Prefer a written memo to always being interrupted by others who want to talk.

Use speech that is more global and metaphoric than concrete and detail-oriented.

Contribute a wealth of knowledge. Relish insights and unusual approaches.

Communicate by stating areas of accord.

Offer presentations that progress in a roundabout fashion.

Will consider a schedule, but avoid tight timetables.

See the big picture and present that first.

Talk in terms of future possibilities and alternatives; present information as tentative and adaptable.

Like to discuss future challenges.

Suggestions when communicating with INFPs:

- Be careful about interrupting INFPs at their desk.
- Give advance warning of the need to address an issue, rather than springing a surprise.
- Do not force INFPs to take action—allow them time to think.
- Do not interpret INFPs' silence as agreement, they may still be deciding.
- Remember to talk with them more and share your thoughts and ideas.
- Ask them about future possibilities and alternatives, not just schedules and deadlines.
- The underlying theme when communicating with INFPs should be people's values, abilities, and contributions.

INFP Motivators

INFPs enjoy working on fun and interesting projects, but avoid boisterous environments.

Seek meaningful work and contribute to the betterment of people.

Dislike being tied down by rules, regulations, bureaucratic procedures, too much detail, or boring routines.

Like timelines and schedules that are movable.

Appreciate personal acknowledgement and avoid discord.

Prefer free rein to complete their assignments.

Excel in situations where they can care about people, programs, and ideals.

Function best with work that involves relating to people one-on-one or in small groups.

Dislike mindless routines, work filled with data or shuffling objects.

A personal note of thanks for their ideas, uniqueness and personal contributions, or an individual meeting with top management to congratulate them on their hard work and specific achievements, would be a motivator.

INFPs would especially appreciate a private office or space with the ability to meet people when needed.

INFP Opportunities for Growth

INFPs can achieve personal growth by:

Watching that they do not become so attached to, or absorbed in their dreams that they ignore others' opinions or current facts.

Being aware that they have a tendency to not be grounded, causing others to see them as mystical or out of touch with reality.

Learning to determine if their visions and plans are truly practical and workable. Trying to focus more on action and "doing" instead of reflection and "contemplation."

Remembering that attempting to please too many people could be their downfall, since it usually leads to undertaking too much.

Being more careful with their time and attention to avoid burnout, since their high empathic abilities can lead them to constantly neglect their own needs.

Practicing depersonalizing critical feedback and learning to give criticism to others. Taking assertiveness training to help them become more straightforward with others. Concentrating and practicing on how to deliver tough messages.

Keeping in mind that their perfectionist tendencies sometimes do not allow them to finish projects on time or bring closure to activities. Deciding whether a job is really worth doing well before they begin. Letting others do some of the work.

Remembering that sharing their internal ideas, dreams, and visions with others is important since they will help them accomplish their goals. Trying to be more outwardly social.

Being aware of their tendency to harbor resentments. Talking to the "transgressor" so they will have a chance to earn their favor again. Learning to value their self-worth and capabilities and not being afraid of taking on greater responsibilities.

Practicing working within organizational procedures so their energy is not totally drained. Telling themselves that having adequate pay for what they do can create options for them to give or do even more.