

Bre Franco

Professor Pam Rankey

Mid Collegiate Bridging

Personality Styles Paper

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My personality type is INFJ-T which indicates preferences for introversion, intuition, feeling, and judging with a turbulent presentation. While I understand that this is an estimation and not the actual Myers-Briggs assessment, I agree that this is likely my personality type. I took a Myers-Briggs personality assessment around age 16 or 17 and the results at that time indicated that my type was INFP. Though I received a different result in this instance, I attribute this to my more natural sense of judging not being as fully developed at a younger age, perhaps because of untreated ADHD and its associated symptoms. My percentage of preference for judging was determined to be around 57%, which indicates that I am near the middle of the spectrum and explains why results to this test fluctuate in my case.

Upon learning about the different types of roles determined by this test's methods, I understand that INFJs are grouped within the "Diplomats" category, which includes intuitive and feeling (\_NF\_) individuals. Being a diplomat means being highly empathetic, warm, and cooperative, with an inclination towards mediating and ensuring harmony amongst a group of people. Diplomats are often influential in positions of leadership. I also learned that the test evaluates different types of strategies that indicate a person's preferred way of doing things. My personality type is within the "constant improvement" strategy category. This is determined by my presentation of introversion and turbulence and means that I am success-driven and perfectionistic.

The INFJ-T, or turbulent advocate, is notable for their robust sense of idealism and integrity. Typical descriptions of this type convey their capability to speak passionately when they believe in something strongly despite their often soft-spoken, understated demeanor. Advocates are known to “[stand] up for what’s right” and I very much agree that this is a characteristic of my personality (“Advocate Personality”). As the 16 Personalities site suggests, I am “troubled by injustice” and “aspire to fix society’s deeper problems” (“Advocate Personality”). I also look to empower others, by “[using] strengths to uplift others and spread compassion,” (“Advocate Personality”). The profile for the Turbulent Advocate as described by the 16 Personalities platform attests that strengths of this type are creativity, insightfulness, commitment to personal principles, passion, and altruism. In contrast, weaknesses of this type are that they can be sensitive to criticism, perfectionistic, and reluctant to open up.

Most notably, I related to how INFJs are characterized as being seemingly, and perhaps paradoxically, reserved but warm and authentic when connecting with others. I’m friendly and have a lot of compassion for others, but this surprises people because of how aloof I am until I get to know someone. As mentioned before, advocates are very success-driven, but this can come at a cost. I can understand why the site warns that an INFJ may “forget to take care of themselves”, and not allow themselves to rest until “they’ve achieved their unique vision of success” (“Advocate Personality”). Ultimately, this means that I am very susceptible to stress and burnout!

In terms of applying this knowledge to career compatibility, I discovered that INFJs are very well suited to be designers. This was exciting to learn because I have been focusing on pursuing design and photography in my recent professional development! Designers are called upon to “imagine new possibilities” and this is accomplished through the INFJs strongly

developed intuitive sense (Poh, Michael, et al.). An INFJ's keenness for empathizing with and understanding people also makes them well positioned to consider the "emotions and needs of the end user" of the product they are designing (Poh, Michael, et al.). When deciding upon a career, it is important to an INFJ individual that the purpose of their work aligns with "their deeply-held principles" ("Personality Type and Careers"). In essence, INFJs are most fulfilled when their career satisfies their desires for "truth, beauty, and purpose," ("Advocate Personality"). Other careers suggested as good fits for this personality type include teaching, writing/language arts, psychology/psychiatry, social work, music performance, art, and photography!

I also agree with assessments that distinguish this type as strong communicators and as preferring to work in environments in which they can ignore hierarchies and office politics and focus on connecting with and helping others ("Advocate Personality"). It was also no surprise to learn that INFJs may find themselves in situations at work in which they pick up the slack of less motivated team members, which can result in feelings of disappointment after discovering not everyone holds themselves to the highest standards of work performance. I would attribute this situation and the resulting feelings to our fatal flaw of perfectionism ("Advocate Personality").

I read an article that reveals the results of research evaluating interactions between personality traits among design students at a university and determined how these interactions can influence a student's capability of creating original and useful design work. Though the researchers used the Big Five model rather than the Myers-Briggs model to assess student's personalities, there are several takeaways from this article that one can apply to traits of an INFJ individual. I also found a resource that translates how INFJs typically present when evaluated using the Big Five model. One thing that INFJs vary widely on is Neuroticism. To clarify my

personality to provide context for some of the article's takeaways, I am mostly neurotic (77% according to this test from [truity.com](https://www.truity.com)), which is indicated by the T for Turbulent descriptor in my Myers-Briggs test result.

The article emphasized that high degrees of openness are associated with increased creative design capabilities. INFJs on average rank higher on openness to experience ("INFJ Personality: Traits, Relationships, Career Matches"), making it likely that INFJs will excel in the multiple stages of the design process and display creativity with a high degree of originality (Chang, Chi-Cheng, et al.). The result of my Big Five test indicated a very high degree of openness so I agree that this is likely correlated with having a strong sense of intuitiveness. The article also mentions how having a strong openness trait is particularly helpful during the ideation stage of the design process (Chang, Chi-Cheng, et al.).

INFJs usually exhibit higher degrees of agreeableness in relation to the Big Five model ("INFJ Personality: Traits, Relationships, Career Matches"). This is true for me personally as I scored pretty high in the agreeableness category, and I suspect this is due to being a "diplomat" with a combination of strong intuition and feeling presentations. The results of the study reflected that agreeableness had a "significant influence on usefulness" of creative ideas in design applications (Chang, Chi-Cheng, et al.). This is particularly helpful during the "implementation" stage of the design process (Chang, Chi-Cheng, et al.).

The last influential interaction among the Big Five traits that seemed applicable to my creative capabilities that the study demonstrated is that, while high degrees of creativity are often associated with extraverted individuals, the originality of creativity by introverted individuals is strengthened when paired with a high level of neuroticism (Chang, Chi-Cheng, et al.).

To conclude, researching personality types and their applications to career related decisions and behaviors affirmed to me that I am on the right track. I have earned a degree in Electronic Media Technology, and I believe this will help me to access career opportunities through which I can express my communications strengths, desire for creativity, and preference for independent work while also contributing as a team to achieve a meaningful purpose. More clearly identifying my personality traits may help me to make more informed decisions and act with more direction while looking for career opportunities. Additionally, this knowledge can help me to better market my strengths to potential employers, such as my leadership qualities and skills in conflict-mediating roles, as well as signal when to take actions to prevent my weaknesses from negatively impacting my professional practice.

## Work Cited

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