

Temperament

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YOUR TYPE: INTJ

E	Extraversion	Introversion	I
S	Sensing	Intuition	N
T	Thinking	Feeling	F
J	Judging	Perceiving	P

INTJs are intelligent, competent, great at generating ideas and driven to find conclusions. They are natural leaders and strategists and very adaptable if the situation demands it. They prefer to translate their often brilliant and complex ideas and solutions into a plan or system that others can readily process, but they tend to do this only for those whose intellect and knowledge they respect. If their ideas are not understood they have a tendency to blame the misunderstanding on the limitations of the other party. INTJs are usually very open to hearing alternative solutions, but their dependence on their strong and often very reliable intuition can lead them to ignore input from others, making them seem arrogant and elitist. They tend not to praise or support others, simply because they don't see it as necessary. Under stress they will get obsessed with unimportant details and become critical and snappy; they will work on the unnecessary or indulge in hedonistic pleasures.

INTJs work best as an equal with other talented people.

INTJs work least well with people who over-focus on observing rules and attending to detail.

INTJs would be happiest in a job that requires them to see the big picture and develop concrete plans of action.

Tips

- Praise more and criticise less
- Sometimes just go with the flow
- Learn to control impatience
- Be careful you don't constantly escalate standards, sometimes things are ok as they are

Examples of commonly chosen career paths:

- Engineers
- Scientists
- Computer Programmers or Systems Analysts
- Business Administrators / Managers
- Project Manager
- Academia / Professors and Teachers
- Military Leaders

YOUR PREFERENCES:

E	Extraversion	Introversion	I
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Introversion

As an introvert, you are likely to:

- Be often perceived as quieter and more reflective than an extravert
- Be comfortable working by yourself
- Want to think things through carefully before you act/speak
- Prefer not to be the centre of attention
- Like depth over breadth, often working well with thoughts and ideas
- Prefer a job in which you have plenty of time to think alone and where there is less need to be sociable

Tips

- With your role, consider the extent to which you will be working alone or in a small team. You are likely to find too much interaction with others wearing. Make sure you have the reflection time and space (physically as well as mentally) that you will need.
- If you are preparing for an interview, make sure that you talk to the people around you to gather advice, hints and tips from others about the prospective role and on how to do your best. Don't just rely on online research and reading.
- If you are attending an assessment centre/extended interview, remember that the assessors may require you to talk and participate more than you might have to in the job you are applying for.
- As an introvert, ensure you share what you're thinking and make a significant contribution and don't allow others to fill in the gaps for you or interrupt.

- In interviews, make sure that you talk about yourself sufficiently to give the interviewer the best evidence you've got. Don't wait for prompting questions; they may never come.
- Identify good ice breaking questions to help you get the conversation started.
- Encourage yourself to talk a little so that they know you are interested and willing to be engaged in discussion.

S	Sensing	Intuition	N
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Intuition

As someone with a preference for intuition you are likely to:

- Enjoy making links between different concepts
- Be creative, curious and interested in possibilities
- Enjoy finding the relationships between things and /or ideas
- Look forward to the future and all the possibilities you see in it
- Enjoy learning new skills, facing new and challenging problems
- Be seen as visionary by others
- Prefer to take note of the whole picture rather than the details
- Shy away from facts and figures, finding them boring or irrelevant
- Often work in bursts of energy

Tips

- Make sure you arrive early for all meetings/interviews/assessments. Lateness will be very poorly viewed, no matter how charming you are!
- When giving presentations, remember that others are likely to want to know about the practicalities of your ideas as well as your visions.
- When applying for a new role, make sure you consider the practical day-to-day considerations and how it would work in practice rather than going on your 'sense' of it.
- When preparing for interviews, go into the detail of the competencies being assessed and ensure your answers are sufficiently specific.
- In your written work, make sure you read/interpret any questions accurately rather than addressing the 'gist'.
- When relaying your strategy for your role (e.g. 'What will you do in the first 90 days?'), make sure you pay attention to the implementation as well as the overall ideas.
- In your work or job search process, plan ahead and make sure you leave enough time to prepare properly.
- If you are moving within an organisation you are familiar with, discover how much creativity and imagination is welcome.
- If you are attending an assessment centre/extended interview be aware of coming across to prospective employers as someone who would change things for its own sake; be open to the need to retain some existing methods and processes.

T	Thinking	Feeling	F
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Thinking

With a preference for thinking you are likely to:

- Base the majority of your decisions on logic and fairness
- Find it easy to make difficult decisions
- Be able to take a tough line with people, deciding things relatively impersonally
- Find it easy to separate emotion from fact and objectivity
- Remain calm in a crisis
- Be less sensitive to the feelings of others
- Want to be right, even at the cost of being liked

Tips

- Remember that sometimes it is more important to build and preserve relationships rather than prove your point.
- When looking at new roles and opportunities, be aware of your value as a potential people manager. Prospective employers will benefit from your ability to stay calm and in control and instil this in others.
- When answering questions during assessments or interviews, make sure you show that you have considered the impact on the people involved and how to mitigate any negative consequences.
- If you are preparing for an interview, make sure you benefit from your calm approach, but remember that a few nerves are a good thing – they may raise anxiety, but they also raise performance levels.
- You may thrive in jobs that require people to be calm and collected e.g. high pressure environments where meeting deadlines is vital. Identify jobs and careers that could value an ability to stay positive in a crisis.
- Be aware that if you over-rely on logic, that others might find you cold and impersonal.
- When working with others make sure that you build rapport with them to be able to persuade them to buy into your way of thinking. Allow others to voice their views and be visible in facilitating others to speak and express their opinions.

J	Judging	Perceiving	P
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Judging

With a preference for judging you are likely to:

- Be planned, organised, reliable and dependable
- Approach the outside world in a judging attitude, trying to order and control it
- Be tidy, proficient and highly organised
- Value order and closure; disliking things that are disorganised and unpredictable
- Be prepared for every eventuality
- Be efficient at tasks and meeting deadlines
- Feel frustrated if you can't finish tasks
- Jump to conclusions; even be closed-minded

Tips

- Don't let your desire to make quick decisions stop you from gathering sufficient information to make the right decision.
- During change, be prepared to be more flexible and open to opportunities than you would normally feel comfortable with.
- When going through application and assessment processes, be prepared to be patient. Becoming frustrated or pushing for closure or a decision about a role might result in your losing it.
- If you are moving within an organisation you know, consider how highly a structured approach is regarded in the available roles. In some jobs the end result may be more important than the process of getting there. Consider roles that require a focus on compliance and regulation if that attracts you. Do these activities exist in your organisation?
- If you are preparing for an interview, you are likely to do all you can to prepare for it. Ensure that you do not over prepare e.g. over-rehearse set answers to questions you think might be asked by interviewers. Interviewers want you to answer their questions and not just receive the information you want to give them.
- If you are attending an assessment centre/extended interview, there is only so much you can do to prepare for the exercises and you may need to relax some of your expectations in order to be successful. During the assessment centre, for example, you may find you need to trade off accuracy for speed in some of the timed assessments e.g. ability or reasoning tests and written exercises that require pre-reading. There may be some exercises where you are unable to finish, but this is often the way they are designed i.e. to stretch your abilities to the highest level.

ABOUT THIS ASSESSMENT:

Temperament Types is based on the work of Swiss psychologist Carl Jung who published his book 'Psychological Types' back in 1921. Since then, his theories have been the basis for some of the most widely used personality instruments in business, with almost 2 million people a year discovering their personality 'type'. There are four scales to Jungian theory:

- Extraversion or Introversion (E-I): This is where you get your energy from - whether from within yourself or from the external environment.
- Sensing or Intuition (S-N): This is about how you like to take in information and whether you prefer to pay attention to the details and the concrete or the possibilities and the abstract.
- Thinking or Feeling (T-F): This is about how you make decisions and which factors influence you most, whether objectivity and truth or people's needs and values.
- Judging or Perceiving (J-P): How you like to live your life, whether planned and ordered or flexible and spontaneous.