

ENTJ

1) SO YOU'RE AN ENTJ! HOW WOULD YOU KNOW?

Natural leaders ... Enjoy the challenge of aligning people, systems and resources. The bigger the challenge the more they thrive! **The Field Marshals!**

ENTJs love to win ... To be at their best they need to be fighting against something or someone! Justice and fairness are huge drivers, they lead teams where you only get to eat what you kill!

Hard to love ... Their competitiveness and abrasive personality often make them **hard to love**, they are constantly asking difficult questions to better understand their reality. Conversation with an ENTJ can often feel like an interrogation.

Loyalty is another key driver for ENTJs ... You are either 100% for me or your against me.

2) WHATS THE KRYPTONITE?

Step 1 - Extrovert Thinker ... As the pressure increases ENTJs move beyond seeking others opinions and counsel, they become more and more **demanding and controlling** of their team and their environment. Their need to win means they drive themselves and others to the very limits of capacity and endurance. Most don't have the capacity of the ENTJ and fall by the way-side, **justifiable casualties in their battle for ultimate victory**. People are drawn to their competency and charisma but start to fear their displeasure or letting them down.

Step 2 - Introvert Feeler ... In extreme stress, often triggered by failure of the vision or physical burnout the ENTJ starts to withdraw from the external world of leadership and **internalize their emotions**. **Am I really just a task focussed monster? Does anyone really care about me or like me? Do I have any real friends outside of my task focussed world?** They experience guilt and regret for having placed the task before relationships and wonder whether there is a way back for them.

3) WHAT DOES GROWTH LOOK LIKE?

1) Learning to develop relationships with people where you are not their leader.

2) Learning how to be present with people without any particular agenda or need to recruit people and resources for a new vision. to a new vision.

3) Developing an empathy and compassion for those less fortunate than yourself. Serving people who can never repay you or add to your expertise and knowledge.

ENTP

1) SO YOU'RE AN ENTP! HOW WOULD YOU KNOW?

ENTPs are natural entrepreneurs and hate standard operating procedures, they rarely do things the same way twice and are always looking to innovate and improve.

They are clever and ingenious and often use cutting humor to keep others in their place. They are drawn to the most interesting and attractive people in a room, if there is no one fitting either bill they soon become bored and disengage. A particular problem when in laws fit into this category!

They are naturally lazy and rarely push themselves unless they have to or really want to win - they take perverse pleasure in making the smallest amount of knowledge go the farthest distance!

ENTPs function most effectively at the interface of people and systems. They make far better consultants and coaches than organizational leaders, they would rather work with a tight group of equally competent people who are low maintenance.

ENTPs often struggle with discipline and therefore rarely deliver a full return on their talents.

2) WHATS THE KRYPTONITE?

Step 1 - Extrovert Intuitive - When ENTPs come under pressure they become ever more reactionary and find it hard to switch off from work. Their brain is constantly searching for solutions to get them out of the hole they are in. They may be physically present but often appear to be emotionally absent. Rather than letting one plan run its course they become impatient and want to try something new, they burn their people and resources as the pace becomes ever more frenetic and chaotic. Their fear of losing and appearing incompetent can cause them to do things that are morally and legally questionable.

Step 2 - Introvert Sensor - Under extreme stress ENTPs start to withdraw away from the external world of creativity and ideas. They start to order their physical world - putting files back into their folders, doing their expenses, putting things into spreadsheets etc. They are often physically exhausted and sleep to dull the pain of their latest vision or plan having failed. They seek to lose themselves in sensory escapism, over eating, over exercising, over drinking etc. Pornography is a natural temptation as is the no strings attached sexual adventure.

3) WHAT DOES GROWTH LOOK LIKE?

1) Self awareness, understanding how much they dominate conversations and how little they truly listen to others. Discipline and discretion!

2) Developing healthy rhythms of exercise, work, sleep and recreation.

3) Learning how to be emotionally present with people and take a genuine interest in the lives of others.

4) Practically serving those who live on the margins of society, the poor, those who struggle to get by.

ENFP

1) SO YOU'RE AN ENFP! HOW WOULD YOU KNOW?

ENFPs are like Tigger, when they are happy they bounce around from one exciting activity to another bringing life to everyone they meet.

They are naturally talented at just about everything! Their struggle is always to discipline their talent and remain committed once the initial excitement has worn off. They get to 80% easily but rarely stay at things long enough to become world class in anything. All too often they appear to be the Jack of all trades but ultimately the master of none.

Their strongest driver is help others and themselves for that matter fulfill their potential. They care deeply about people and love using their talents and connections to help others achieve their dreams.

They are natural connectors, when they believe in a product or someone they are able to get everyone else excited about it as well.

2) WHATS THE KRYPTONITE?

Step 1 - Extrovert Intuitive - Under stress the ENFP generates more and more ideas and rarely allows time for any of them to come to fruition. They become desperate for affirmation from the authority figures in their lives and can easily become passive aggressive towards those they feel are not fully on board or committed to their particular vision. They have a tendency to share their fear of failure out loud which undermines confidence in the team. As new ideas come thick and fast the team can often become exhausted with the constant change and unpredictable nature of their leadership.

Step 2 - Introvert Sensor - Under extreme stress the ENFP starts to withdraw from people and starts to doubt themselves. They become self critical, over analyzing their mistakes and feel the deep pain of having let others down. They seek sensory escapism through over eating, over drinking, over exercising, sexual escapism, anything to dull the pain of their sense of failure. Their desire for affirmation and emotional intimacy can often lead them to starting inappropriate relationships with those they work with.

3) WHAT DOES GROWTH LOOK LIKE?

1) Discretion in where and how they share their ideas.

2) Finding one area of their life where they commit to aligning discipline and natural talent. Once they see the results they will be amazed.

3) Being prepared to challenge others even when they feel uncomfortable doing it. Preventing passive aggressing building up towards particular individuals.

4) Committing to apprenticing others in what they are good at. This takes time and ENFPs often want quick wins!

ESTJ

1) SO YOU'RE AN ESTJ! HOW WOULD YOU KNOW?

ESTJs love bringing order structure and efficiency to the world around them.

I often call them the cruise missiles of the MBTI world - Once they have clear success criteria for the task assigned them they would rather die than fail to deliver the agreed objective, on time and on budget!

ESTJs are incredibly conscientious and fiercely loyal, they have perfectionist tendencies which make delegation a challenge and they would often rather work longer hours themselves than trust someone else to do the work.

They find it very hard to play until the work is finished and often resent those for whom life appears more carefree and fun. They feel the crushing weight of responsibility and struggle to truly relax and just enjoy being with others.

2) WHATS THE KRYPTONITE?

Step 1 - Extrovert Thinker ... As the pressure increases ESTJs become ever more focussed on delivering the task they feel responsible for. Personal niceties get lost as the fear of missing the deadline looms! They can often become short and dictatorial with their team and families, communicating their own sense of pressure to others and insisting that others share in their pain. Relationships take a back seat until the task is delivered, anything that diverts them from achieving their goal gets filtered out as background noise.

Step 2 - Introvert Feeler ... Under extreme stress, often triggered by impending, or actual failure to complete a task the ESTJ starts to withdraw into themselves and questions their value and worth. They often only function in areas they know themselves to be competent and failure here causes them to question their worth in other areas of their lives. They are their own harshest critics and internalize their sense of failure and letting others down. "I cant even achieve something in my area of expertise, what hope is there for me in other areas of my life?" They start to question whether anyone really cares about them and whether they have any real friends outside their task centered world. This downward spiral can easily lead to depression if they dont allow others to speak the truth into their lives.

3) WHAT DOES GROWTH LOOK LIKE?

- 1) Learning to balance the demands of work and family/friends.
- 2) Not defining their worth purely through their competence and ability to get the job done!
- 3) Continuing to learn new skills even though they would rather remain in areas of existing competence.

4) Developing interests outside of their work where they can enjoy participation rather than feeling they have to win or be the best!

ESFJ

1) SO YOU'RE AN ESFJ! HOW WOULD YOU KNOW?

ESFJs are natural mother hens, they love to gather an extended family of about 50 relationships and pour into them everything they believe to be healthy, nutritious and good for them.

They are fiercely loyal and protective of those within their circle of care and will willingly sacrifice themselves for the needs of their extended family.

They are conscientious, hard working and very keen to please. Their physical environment is important to them and their homes are usually impeccably kept.

They will often question whether they are doing enough for others and while being incredibly competent will often question their own abilities.

2) WHATS THE KRYPTONITE?

Step 1 - Extrovert Feeler ... Under pressure the ESFJ can often become over controlling and overly protective of those closest to them. They start to over analyse their actions and how they could have caused unconscious offense to others. Their need to be loved and “do enough” for others often causes them to over commit. They hate to let others down and so can often burn themselves out trying to care perfectly for all those they feel responsible for.

Step 2 - Introvert Thinker ... Under extreme stress, often caused by physical exhaustion or a betrayal of their core values, the ESFJ starts to withdraw from the external world and retreats into their closest relationships. They start to become critical and judgmental of others and question their motivations. They will often seek to push away even those closest to them, testing to see if anyone truly cares for them.

3) WHAT DOES GROWTH LOOK LIKE?

- 1) Understanding their perfectionist tendencies and recognize that good enough is often ok!
- 2) Learn that they don't have to be responsible for everyone's needs and that saying no sometimes is actually liberating.
- 3) Recognizing that their children and those in their teams often learn most through failure. ESFJs struggle when they see others in pain and naturally want to take them out of it.
- 4) Taking time for themselves is not self indulgent or selfish, it's an essential part of recharging their batteries so they can effectively care for others again.

ESTP

1) SO YOU'RE AN ESTP! HOW WOULD YOU KNOW?

ESTPs are adrenalin junkies and love challenging themselves against nature! They are drawn to physical challenges like bungee jumping, free fall parachuting, white water rafting etc.

They are natural trouble shooters who love to use their skills to solve complex problems that others can't.

Routine and repetitive tasks bore them, they usually need the pressure of a deadline to produce their best work.

They thrive in competitive sales environments where success is concrete and the financial rewards are directly correlated to their performance.

2) WHATS THE KRYPTONITE?

Step 1 - Extrovert Sensor ... Under pressure, usually of a deadline, the ESTP becomes a hard driving task master, pushing themselves and others to physical extremes. Where the ESTP can survive on adrenalin and little sleep others in their team can't and can often become casualties of the pace and constant challenge. Under stress the ESTP will often seek hedonistic escape as the only means of disengaging from the pressure of work. They do things to excess and love to share the experience with their close friends, sharing the stories and conquests afterwards is part of the adventure.

Step 2 - Introvert Intuitive ... Under extreme stress, often triggered by failure the ESTP starts to withdraw from the external world and starts to catastrophize the future. They internalize their sense of failure and loss and assume that this will now define them. The future looks bleak and they assume their best days are behind them.

3) WHAT DOES GROWTH LOOK LIKE?

1) Learning how to establish repeatable patterns for work, exercise, friendships and recreation.

2) Learning how to temper their impulsive tendencies and desire to keep pushing themselves until they break.

3) Learning how to connect with people who are different from them.

4) Planning in advance so they can delegate tasks effectively, committing to apprentice others is another key moment in their development.

ESFP

1) SO YOU'RE AN ESFP! HOW WOULD YOU KNOW?

ESFPs love to party and make the most amazing friends. They are great gift givers, taking huge delight in choosing personalized gifts that show how much they care for their friends.

They bring a love of life and people to any team they are part of. They stop things becoming too serious and are always looking for ways to play.

They care deeply for people and are great friends in a crisis, they seem to know the right words to say and are highly empathetic.

ESFPs often wonder they should be more serious and committed to career and achievement.

They are often reluctant leaders and struggle when they have to carry heavy responsibility for an extended period of time.

2) WHATS THE KRYPTONITE?

Step 1 - Extrovert Sensor ... Under stress the ESFP often looks for a way to escape responsibility and pressure. Sensory escapism with those they are closest to is their default, they shop, they eat, drink and be merry, irrationally hoping that when they wake up everything will be ok again. Their refusal to be serious and accept responsibility undermines their influence with their teams.

Step 2 - Introvert Intuitive ... Under extreme stress they withdraw away from the external world and start to internalize their sense of guilt and failure. They question whether they were ever the right person for the job in the first place and vow never to put themselves in such a role again. They stare into the future and assume it will never be as good again, they have blown it and won't be trusted again.

3) WHAT DOES GROWTH LOOK LIKE?

1) ESFPs need to believe how competent they actually are and how much people enjoy working with them.

2) They need to feel confident playing the role they were created for - bringing life and fun wherever they go. Not letting people take themselves too seriously or believe that accomplishing tasks is the only thing that matters!

3) Believing they have the capacity and talents to lead effectively, resisting the temptation to run when the pressure builds.

4) They need to know when to be serious and when they can have fun!

ENFJ

1) SO YOU'RE AN ENFJ! HOW WOULD YOU KNOW?

ENFJs are universally loved and are always in demand - they care deeply about people, want them to fulfill their potential and are disciplined enough to help them build plans by which they can get there.

They build great teams and engender a huge sense of loyalty from those they lead. Everyone knows that they are for them rather than for themselves and they take huge delight in the achievements of others.

They love to be at the center of social activity and enjoy hosting events.

They are natural people pleasers and can often struggle to say no, as such they often gather a whole host of people and tasks.

ENFJs find it hard to say no when a strong charismatic, pioneer invites them to be part of their team! As such they often find themselves working as a number two, running the team and organization and filtering the excesses of the hard driving Pioneer.

2) WHATS THE KRYPTONITE?

Step 1 - Extrovert Feeler ... Under stress the ENFJ struggles to say no, they start to become overly responsible for people and tasks. Their capacity to say no and protect their own space diminishes as the pressure increases until they finally recognize they have over committed themselves to both people and tasks and start to panic.

Step 2 - Introvert Thinker ... Under extreme stress the ENFJ has the capacity to drop everything and run. They start to question why everyone takes from them while no one ever seems to care for them. They simply feel overwhelmed with the injustice of everyone taking from them and seek the shortest way of escape. In so doing they damage their reputation as even after recovery others wonder whether they can ever really trust them again to carry the same level of responsibility.

3) WHAT DOES GROWTH LOOK LIKE?

1) Learning how to prioritize people and tasks and developing the ability to say no. Often a filter between the request and their response helps.

2) Honestly appraisal of their current load - both of people and tasks. They need to learn when to release those they have been caring for.

3) Recognizing how gifted they are at leading teams and creating environments where others can thrive.

ISFJ

1) SO YOU'RE AN ISFJ! HOW WOULD YOU KNOW?

ISFJs are the most self-sacrificial of all the types, they willingly lay their lives down for others and genuinely prefer others to do better than them.

They oil the wheels of relationships inside organizations, helping some of the larger more abrasive characters remain connected and aligned.

ISFJs are incredibly conscientious, hard-working and have perfectionist tendencies, sleep is the one place they are able to truly rest!

They notice disturbances in the emotional force first, they sense when others are struggling and are the first to offer practical and emotional support.

They build deep friendships that last a lifetime, they remember Birthdays and are great gift givers.

They always wonder whether they could have done more and are often their own harshest critics.

2) WHATS THE KRYPTONITE?

Step 1 - Introvert Sensor ... Under stress the ISFJ seeks solace in bringing order to the world most immediate to them. They clean, they decorate, they empty their inbox and try and create the perfect environment for those closest to them. They take time to prepare meals, they bake, they buy presents and cards months in advance of when they are actually needed. They struggle to take time for themselves and as such often find themselves physically worn out and ill.

Step 2 - Extrovert Intuitive ... Under extreme stress they start to irrationally catastrophize the future. The future looks black and hopeless, everything that can go wrong will go wrong. They push away those closest to them and internalize their own sense of failure and disappointment. If left unchecked this can easily become a negative spiral that ends in depression. They question whether there is anything that they can actually do well.

3) WHAT DOES GROWTH LOOK LIKE?

1) To create a daily and weekly rhythm that allows them time to recharge their batteries and care for their own needs.

2) To recognize that they don't have to care for everyone in need, that there are others who are prepared to share the caring load.

3) To receive compliments and start to see themselves as the competent professionals that others do.

4) To enjoy being in the present with those they love and not feel guilty!

INFP

1) SO YOU'RE AN INFP! HOW WOULD YOU KNOW?

INFPs are internal idealists who often struggle with the fact that real life in the external world is less than the ideal they had envisioned.

They care deeply about the imbalances and injustices in our world and often work tirelessly to end them. Money is never the motivator for action.

They have an amazing long range warning system, they can sniff out inauthenticity in individuals and where an organization is in danger of violating its core values.

They see future opportunities and dangers clearly but often struggle to communicate these in a way that others can understand.

They are incredibly loyal and deeply committed to the families and close friends.

2) WHATS THE KRYPTONITE?

Step 1 - Introvert Feeler ... Under stress the INFP starts to withdraw from people and over analyze whether they are living up to their own impossible standards. The answer is inevitably no and this can lead them to self doubt and questioning whether they are doing anything well. Are they being the best parent? friend? colleague? Boss? they can be. Without external support the INFP can easily find themselves in a negative spiral into depression.

Step 2- Extrovert Thinker ... Under extreme stress the INFP becomes judgmental and critical of those closest to them. They question people's motives and whether their unquestioning loyalty is being abused. When the anger subsides they feel even worse wondering what is happening to them, it re-enforces the negative spiral into depression and self criticism.

3) WHAT DOES GROWTH LOOK LIKE?

1) To understand where their idealistic tendencies come from and allow themselves to enjoy life, however imperfect.

2) To have the confidence to trust their intuition and believe it's a valuable resource for the team and organization they are part of.

3) To allow others to speak truth and encouragement into their lives regularly.

ISTJ

1) SO YOU'RE AN ISTJ! HOW WOULD YOU KNOW?

ISTJs are incredibly conscientious and hard working, they see the details and know how to bring order and structure.

They are incredibly disciplined in their approach to life, they exercise regularly and are careful what they eat. They demonstrate their internal discipline and control by the way they look.

They have strong perfectionist tendencies and find it very hard to play until the work is finished.

Delegation is never easy for an ISTJ, no one can ever really do it as well as them so they will usually just take on the extra work themselves.

They are usually asking critical questions in order to make sure they fully understand their responsibilities. Few see them as warm and friendly in a work environment!

2) WHATS THE KRYPTONITE?

Step 1 - Introvert Sensor ... As the pressure increases the ISTJ becomes more and more task focussed, ignoring the normal relational protocols. Their desire to deliver the agreed objective on time and on budget becomes an all consuming passion and dominates every waking moment. They drive themselves on, over working and becoming increasingly distant from even those closest to them.

Step 2 - Extrovert Intuitive ... Under extreme pressure, often brought on by failure to deliver an agreed objective they start to catastrophize the future and communicate negativity to those around them. In that moment they can't see anything redemptive about the future.

3) WHAT DOES GROWTH LOOK LIKE?

- 1) Learning to recognize that relationships are as important as the task!
- 2) That their identity and self worth is not totally defined by the success or failure of the task.
- 3) Learning that good enough is often good enough and that delegation is an essential part of effective leadership.
- 4) If its worth doing its worth doing badly! - Those they are apprenticing will never do it as well as they do it!
- 5) Sometimes its good to let your hair down and do something spontaneous and bordering on the "reckless"

INTJ

1) SO YOU'RE AN INTJ! HOW WOULD YOU KNOW?

You come out top of the IQ scores, not that that will surprise you at all! INTJs know they are right but unlike their extrovert counterparts they don't need to tell you!

INTJs are incredible conceptual thinkers and love to solve complex organizational problems.

They are great poker players and rarely give anything away no matter how they are feeling. They are heavily overrepresented in the leadership of large organizations where political skills are essential in getting to the top.

They have limited need for relationships, their internal world being so rich. They invariably gravitate to those whose competency they respect and have little time for those who have nothing to add to their knowledge.

They like intellectual jousting and often find themselves in competitive adversarial environments where they are able to win and be rewarded accordingly.

2) WHATS THE KRYPTONITE?

Step 1 - Introvert Intuition ... As the pressure increases the INTJ starts to ask more and more critical questions, relational niceties get forgotten in the desire to fully understand the data and acquire the information they need. People feel themselves to be pawns on the INTJ chess board and know they are expendable if that serves the bigger picture vision. INTJs withdraw from their team in order to find the space to develop their big picture strategy. It's only when they can see the full landscape and battle plan that they are able to move forward with confidence. Their leadership team are grateful for the INTJs hard work and expertise but often wish they could have played a more active part in the visioning process.

Step 2 - Extrovert Sensing ... If the INTJ is unable to find the necessary space away from the front lines to think and process they become less and less effective. Where they can't see the future they are unable to build strategic plans and this is destabilizing and disturbing. To escape the pressure the INTJ will often seek to lose themselves in hedonistic sensory escapism. Over eating, drinking, sexual adventure, gambling.

3) WHAT DOES GROWTH LOOK LIKE?

- 1) To build deep friendships with people outside of their immediate task world.
- 2) To practically care for the poor or those less fortunate than themselves.
- 3) To create ways for their team and those closest to them to access their current thinking and involve them in visioning the future.

4) To establish healthy rhythms that prevent work taking over - planning time for rest, exercise, friends, family and recreation.

INTP

1) SO YOU'RE AN INTP! HOW WOULD YOU KNOW?

INTPs have the least need for relationships of all the types, their internal world is so rich they more than enough to keep them occupied.

They are incredibly clever people, with only the INTJs coming ahead of them in the IQ scores. To listen to an INTP talk about a subject they are passionate about is an incredible privilege. Getting them to do so though is always a challenge!

They are conceptual thinkers who love the challenge to create new and innovative ways of doing things. They are over represented in the R and D community and love the freedom to think outside the box without having to deal with incompetent people!

If they are around people for extended periods of time they often withdraw into the solitude of their office to recharge. I'm never totally convinced they are working but it's a great way for them to regain equilibrium.

2) WHATS THE KRYPTONITE?

Step 1 - Introvert Thinker ... INTPs love to explore new ideas and strategic possibilities but only with people whose competence they respect. They are prone to intellectual snobbery and often don't value the contribution of others who see the world through different lenses. Under pressure they seek to withdraw, needing time alone to process the possibilities and come to a clear logical understanding of how best to proceed. To their teams they can often appear hard to read and distant, they may bring back great insights but most feel disengaged from the process. The lack of relational intimacy is a major barrier to their influence and impact.

Step 2 - Extrovert Feeler ... Under extreme stress they start to speak their doubts out loud, questioning their own worth and competency, even questioning whether they are really the best person to lead the team. For those who are used to a lack of communication such articulation of self-doubt can be unsettling to say the least.

3) WHAT DOES GROWTH LOOK LIKE?

1) Learning to share their thoughts and feelings with those closest to them.

2) Inviting others into their world and creating regular opportunities for their team to hear what they are currently thinking and dreaming about.

3) Choosing to apprentice others in their skills and expertise, thus forcing them to think through how to make their unconscious competence available to others.

ISFP

1) SO YOU'RE AN ISFP! HOW WOULD YOU KNOW?

ISFPs are highly relational and deeply committed to those closest to them.

They invariably choose to live in places where they can serve the needs of those they feel called to. They have a strong social conscience and a bias for those the rest of society tends to overlook.

They are often artistically creative, most of the world famous composers were ISFPs, able to live in the moment and feel how the different strands of an orchestra could fit together.

They often question their own worth and whether they are doing enough to help those around them. They hold themselves to almost impossible standards and while everyone else thinks they are amazing they struggle to believe it about themselves.

2) WHATS THE KRYPTONITE?

Step 1 - Introvert Feeler ... Under pressure the ISFP becomes more acutely aware of the needs and injustices around them and experience the deep frustration that they are unable to meet everyone's needs. They continue to give of themselves and gradually wear themselves out. While others look to them as shining beacons of sacrificial service they are constantly judging themselves against their impossibly idealized internal success criteria. Fatigue and self-criticism can easily lead them into a negative spiral that ends in depression.

Step 2 - Extrovert Thinker ... Under extreme pressure they start to become harshly critical of even those closest to them, questioning people's motives and integrity. Why does no one else see the need all around them, why are so few left to try and serve the suffering masses? When the anger has passed they are left wondering where it came from, they return to their negative spiral, now convinced that they have failed in yet another area. The ISFP needs help to break out of this repeating and destructive cycle.

3) WHAT DOES GROWTH LOOK LIKE?

1) To understand how their idealistic tendencies can easily set them up for failure. They need to own their own limitations and set realistic goals for their serving of others.

2) They need external voices to help them break the negativity spiral, those prepared to speak the truth in love.

3) Learning to take time for themselves and not feeling guilty about it.

4) Establishing healthy rhythms that allocate time for friends, rest, recreation.

5) Believing that they have the capacity to lead and that others in their local community will willingly follow them because of their character and sacrificial lives.

INFJ

1) SO YOU'RE AN INFJ! HOW WOULD YOU KNOW?

You're probably still studying, INFJs are on a permanent life journey to discover themselves and learn as much as they can.

They struggle to believe they can be defined through 4 arbitrary letters! They don't really fully understand themselves so how could I possibly know them through 4 letters!

They are highly relational and deeply committed to those in their circle of care and influence. They make natural team leaders and love the challenge of creating an environment where others are able to fulfill their potential.

INFJs always question whether they know enough to be truly expert in what they do! When they get over this barrier they make exceptional coaches and mentors. They set very high standards for themselves and expect the same level of discipline and commitment from those they are training.

2) WHATS THE KRYPTONITE?

Step 1 - Introvert Intuition ... INFJs need regular time away from people and external demands so they can see the big picture again and set course again. Under pressure they tend to over extend themselves, they find it hard to say no to strong leaders and those who need them. Consequently they end up physically exhausted and feeling like they are letting others down. Unable to see the big picture they become their own harshest critics and tears are never far from the surface. They start to over analyze their engagement with other people and spend hours wondering if they've caused offense, when they should be sleeping!

Step 2 - Extrovert Sensing ... Under extreme stress where the future seems unclear and they are constantly critiquing themselves it's easy for them to seek sensory escapism. Dulling the pain with a shot or retail therapy or hedonistic pleasure, they over indulge in food, drink, drugs, sex etc with others.

3) WHAT DOES GROWTH LOOK LIKE?

1) Scheduling time in their daily and weekly schedules for time away from people to re-energize and re-align with the big picture vision for their lives.

2) Own their people pleasing tendencies and struggle to say no - building filter systems that prevent them responding immediately.

3) Realizing how much they do know and how much life and energy they get from apprenticing others.

4) Owning the challenge to lead and not simply settle for being a number 2 all their lives. If they have a vision they should go for it!

5) To challenge the internal voices that speak lies about how they have offended others!

ISTP

1) SO YOU'RE AN ISTP! HOW WOULD YOU KNOW?

ISTPs dislike imposed structure and being told how they are going to live and learn. Most found school hard, the learning style being cerebral rather than experience based.

They love exploring the great outdoors and testing themselves against nature, they love to know how things work by taking them apart and putting them back together again.

They are natural trouble shooters, give them a practical challenge and they are at their very best. Challenge their expertise every day with different problems and they get energized. Repetitive, routine work day after day is not life giving.

They are often gifted athletes, their reaction times being split seconds faster than others, they and are heavily over represented in the military and special forces.

They are concrete people who prefer to deal with practical realities. Church is often an alien environment for them, give them an opportunity to serve the practical needs of people and they come alive.

2) WHATS THE KRYPTONITE?

Step 1 - Introvert Thinking ... ISTPs lead by example rather than inspirational speeches. They are constantly scanning the physical world around them and at their best use that data to compute the most strategic response. When they are unable to get away from people and pressing demands to process the information they start to lose their capacity to make good decisions. They get lost in the detail and start to become critical and judgmental towards those closest to them.

Step 2 - Extrovert Feeling ... Under extreme pressure they start to question their own worth and become overly emotional. They question out loud whether they have been good parents, colleagues, team leaders and whether others might be better in their role. Such outbursts are so out of character that it causes others to wonder what is going on.

3) WHAT DOES GROWTH LOOK LIKE?

1) Learning how to connect emotionally and share their fears with those closest to them, particularly their spouses, family and close friends.

2) Recognizing that people lead in different ways and that by example is just as valid as by great speeches and oratory.

3) Refusing to be defined by their school reports and recognizing that the current educational process doesn't suit their preferences.

4) Accepting that things can be true and valid without needing to be factually proven. Discovery and new inventions happen when people push conceptual boundaries.