

Idealist - Counsellor (INFJ)

Introduction

In a world filled with unique individuals, when it comes to personality there are only four different temperaments and 16 types of people. Understanding these personality types and mastering your own can be the keys to achieving your goals.

Your temperament is the Idealist (NF). Idealists are rare, making up no more than 10 to 15 percent of the population. Yet their ability to inspire people with their enthusiasm and idealism has given them influence far beyond their numbers. Your particular personality type, the Counsellor (INFJ), is even scarcer. Individuals of your type make up little more than one percent of the total population.

About Your Idealist Temperament

There are four types of Idealists (NFs): Healers, Counsellors, Champions, and Teachers. These four personality types share several core characteristics. Firstly, Idealists are seekers focused on both personal journeys and human potentials. [MORE](#)

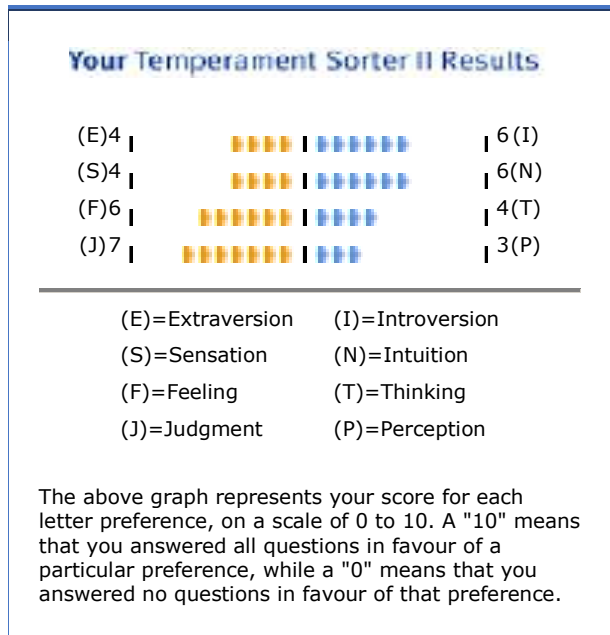
Being A Counsellor (INFJ)

Counsellors like you have an exceptionally strong desire to contribute to the welfare of others. As a result, you may find great personal fulfilment interacting with others to nurture their personal development. Indeed you can be a wonderful guide when it comes to helping individuals realize their full potentials. [MORE](#)

Work and Career

In work as in the rest of your life, your beliefs are the arbiter of your actions, even if you cannot articulate those ideals specifically. More than most people, you hold a strong, clear sense of the way the universe works: what's right, what's wrong, and what your purpose is in the overall scheme of things. [MORE](#)

Your Scale Scores



Love and Relationships

You belong to the most empathic of all the types. For Counsellors like you, every human life can be looked at as a microcosm of the human experience. As a result, in your intimate relationships with others, especially in committed love relationships, you can learn about the meaning of life itself. [MORE](#)

Famous Counsellors

Find out which well-known individuals are INFJs just like you. [MORE](#)

What Each Letter Means

The letter names of the sixteen personality types (INFJ, for example) are based on four letter pairings that represent the Jung-Myers dimensions of personality. Each pair of letters defines a different aspect of personality. Together they create a detailed picture of a unique type of individual. [MORE](#)

Frequently Asked Questions

[What is temperament...?](#)
[How can the Temperament Sorter help me...?](#)

About Your Idealist Temperament

Idealists are spiritual, intuitive people who can enjoy spending a great deal of time and energy working toward a better understanding of who they are. The ultimate hope of this group is to attain true wisdom. For the most part, Idealists are enthusiastic individuals who can find joy meaningful relationships as well as the world around them. People of this temperament can pride themselves on being loving, kind-hearted, and authentic. Other fine traits include being more giving and trusting than many around them. An often-passionate temperament that yearns for romance, Idealists can make intense mates, nurturing parents, and inspirational leaders. [return to top of page](#)

Being a Counsellor (INFJ)

Counsellors like you can be hard to get to know because you're not the kind to open up easily. On the contrary, you tend not to share your inner thoughts or powerful emotional reactions about life with anyone but your most trusted confidants. You belong to a highly private group of people who have unusually rich, often complicated inner lives. In your own life, you may sometimes find that friends or colleagues that have known you for years are still surprised to learn new things about you. This is probably because you typically reveal yourself to others much more slowly than most people would. It's not that you're trying to be mysterious or withholding. You simply prefer to keep a good deal to yourself.

You're the kind of individual who not only enjoys but often needs your alone time; it recharges your batteries. However, as a Counsellor you also seem to do quite well connecting with both individuals and groups so long as your interactions together aren't superficial. You can be a great listener who is truly interested in helping people with their personal problems. This kindness and positivity is likely well known among those close to you. In addition to these traits, chances are you also possess strong leadership qualities. However because the Counsellor in you would prefer to work behind the scenes, your influence may not be so readily apparent.

Your type tends to work very effectively in organizations. Valuing staff harmony is an important part of this. More than others, you seem to know how to use human systems creatively. This makes you good at consulting and cooperating with others. Having people like you in an organization can go a long way to ensuring that things run smoothly and pleasantly. As a manager, you can be a wonderful mentor, sharing your knowledge in ways that have a ripple effect to the group as a whole. Whether you're an employee or supervisor, it seems your type is always concerned with people's feelings. As a result, you can be a great barometer to measure the feelings and culture within an organization.

Most Counsellors are blessed with vivid imaginations. In fact, your type is often seen as the most poetical of all sixteen. Perhaps you find yourself using a lot of poetic or vivid language in your own life. Compared to the people around you, you probably have a great facility with language-both written and spoken. It's this quality that helps you communicate with people in such a personal way.

If you can easily recognize another's intentions or motives, chalk it up to having a Counsellor's highly intuitive nature. You probably don't even understand how you've come to read others so adeptly. In some cases this extreme sensitivity to others could even be the basis of remarkable ability to experience psychic phenomena.

[return to top of page](#)

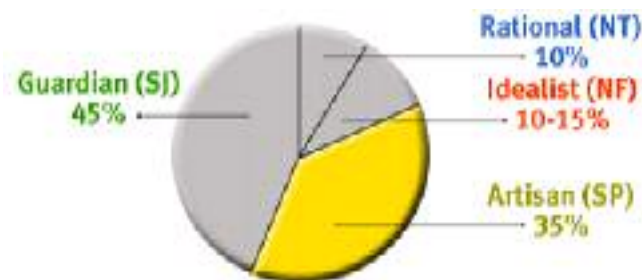
Work and Career

In your ideal job, you would be able to embody your beliefs through your relationships with colleagues. Your sense of reward in the workplace often comes from either helping others to access their own deepest ideals or for finding confirmation for your own. You may also focus your efforts on correcting any discrepancies you see between people's behaviour at work and organizational or human ideals. However, because you're sometimes painfully aware of your own shortcomings, you're usually reluctant to impose your values on others. Instead, you tend to seek out or create environments that naturally support your own vision. If circumstances arise that demand you to compromise this internal compass, you may become paralyzed or change direction entirely.

Like other Idealists, you are wired to pursue personal growth, authenticity, and integrity. You yearn to develop yourself fully as an individual and to facilitate that growth in others. You tend to thrive when you can turn your attention to the personal concerns of your co-workers, clients, and customers - as well as to your own personal growth.

At Work with the Four Temperaments

At Work with Artisans: Artisans (SPs) are wired to seize freedom and spontaneity. They hunger for the liberty to act on their impulses, to play, and to create. They make up about 35% of the population.



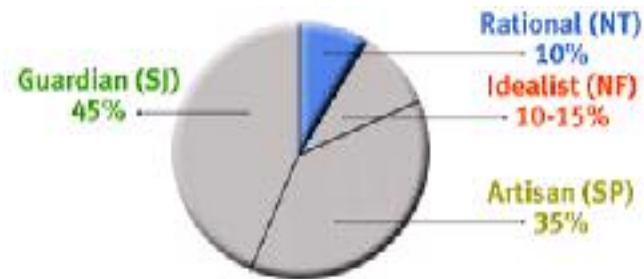
In business, Artisans are crisis managers and trouble-shooters. They can be expert at solving problems and doing what is necessary, whether they are expressly permitted to or not. They are practical, resourceful, flexible, and risk-taking individuals. Co-workers are apt to enjoy their creativity and verbal wit, but may perceive Artisans as indecisive or even as troublemakers.

At Work with Guardians: Guardians (SJs) are wired to seek belonging to a group or community. They often stabilize relationships and institutions through their responsible, conventional behaviour. They make up about 45% of the population.



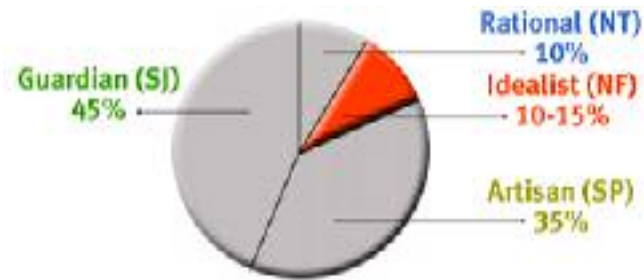
At work, Guardians tend to be administrators and managers. They can be expert at doing what needs to be done, and in the manner it must be done. They are dependable, accountable, realistic, and service-oriented. Co-workers likely appreciate their desire to belong and contribute, but may perceive Guardians as being either slave drivers or sticks-in-the-mud.

At Work with Rationals: Rationals (NTs) are wired to acquire competence and intelligence. Ordinarily, they strive to learn, know, predict, and control the resources and ideas in their environment. They make up less than 10% of the population.



In the workplace, Rationals are often the researchers and strategists. They are logical, precise independent individuals who usually are responsive to new ideas. Co-workers often appreciate their ingenuity and competence, but may perceive Rationals as being impersonal and not good with follow-through.

At Work with Idealists: Idealists (NFs) are wired to pursue personal growth, authenticity, and integrity. They can yearn both to develop fully as individuals and to facilitate growth in others. Idealists make up 10-15% of the population.



In work environments, Idealists are usually positive, helpful, and people-oriented. They can be expert at dealing with the human resource concerns of an organization, whether these issues are part of their job description or not and also be expert at conceptualizing and seeing the big picture, as well as architecting and implementing the necessary systems. Idealists are warm, idealistic, caring individuals. Co-workers are apt to appreciate their authenticity and loyalty to the human side of the business.

[return to top of page](#)

Love and Relationships

You typically appreciate the rewards that come from serious connections much more than

those derived from casual dating or non-intimate socializing as a couple. In love, you're seeking your soul mate. You're apt to want the kind of partner who is willing to be, in Rilke's words, "a guardian of your solitude." Your own vision of life is clear and complex, and you assume that your mate is, or wants to be, similarly centred. That's not to suggest you're looking for a self-centred mate. Quite the opposite is true.

However, like all types, at times you're apt to be drawn to the very qualities in others that you feel you lack yourself. As a result, types who are more happy-go-lucky can be very attractive to you. Chances are, you admire that they seem free from the inner complexity that is both a blessing and a curse for you. During the early stages of relationships, the differences between you and your mate are likely to be especially endearing and fun.

Your Compatibility with Other Temperaments

[Idealist \(NF\)/Artisan \(SP\)](#): Idealist/Artisan pairings are likely to be imaginative romps, marked by freedom, spontaneity, and sensual pleasures. However, these couples don't always see eye to eye as Idealists are typically focused on self-realization while Artisans have little patience for exploring their inner lives.

[Idealist \(NF\)/Guardian \(SJ\)](#): Idealist/Guardian pairings can be true-blue partnerships focused on comfort, stability, and mutual dependability. Also, because Guardians and Idealists are usually law-abiding types who believe in following the rules, they can make a good match. Problems may arise at times because Idealists' morals and values tend to waver more than their Guardian mates'.

[Idealist \(NF\)/Idealist \(NF\)](#): Idealist/Idealist pairings can result in deep and meaningful love because Idealists often find tremendous satisfaction in sharing each other's inner world and exploring their mutual personal development. In essence, each partner helps the other along the road to self-knowledge. However, if the couple is too much alike the relationship risks becoming narrowly focused or even boring.

[Idealist \(NF\)/Rational \(NT\)](#): Idealist/Rational pairings can be highly satisfying relationships based on exploring the world of ideas. Imagining possibilities - whether romantic or pragmatic -- and creating dreams for the future can represent the epitome of quality time for this pair. However, conflicts can occur if either partner's closely held ideals don't match those of the other. [return to top of page](#)

[Famous Counsellors](#)

Did you know that Mohandas Gandhi and Eleanor Roosevelt were both INFJs too? It's not so surprising when you think about it. As an activist and lawyer during the early 20th century, Gandhi worked to assure India's independence from Great Britain and to resolve conflicts between the Hindu and Muslim factions in his country. His remaining legacy is equally appropriate for a Counsellor, as Gandhi is known for embodying teachings of non-violence. First Lady Eleanor Roosevelt showed herself to be a natural Counsellor as well. She went on vast lecture tours, travelling more than any first lady before her. During her time, she chaired the United Nation's human rights commission and lived by her motto that, "It's better to light a candle than to curse the darkness."

[return to top of page](#)

[What Each Letter Means](#)

The pair of letters are E-I, S-N, T-F, and J-P. No single letter should be taken as naming

a type of person. For example, there are no "Extraverts" or "Thinkers," as such. A personality is a complex union of traits. These letters merely suggest stronger or weaker tendencies in a person's overall makeup. The pairs of letters stand for the following qualities:

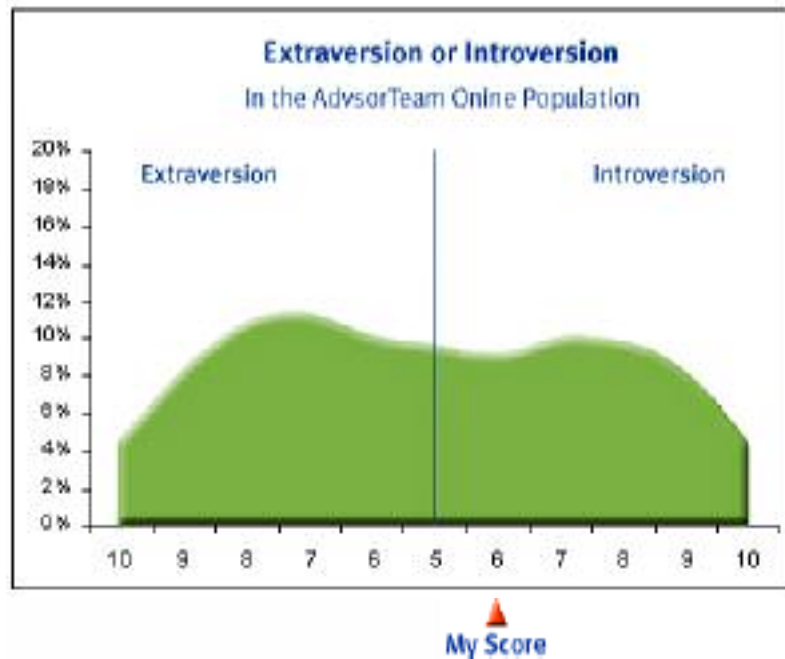
E = Extraversion	I = Introversion
S = Sensation	N = Intuition
T = Thinking	F = Feeling
P = Perception	J = Judgment

The terms Extraversion (E) and Introversion (I) describe two vastly different social styles. People who score high in Extraversion on the Temperament Sorter tend to be gregarious and expressive; those scoring high on Introversion tend to be private and reserved.

People strong in Extraversion are typically more comfortable socializing with groups than being alone. They often report that they're energized by contact with other people. These individuals usually have a large circle of friends and are happy to approach others, even strangers, to talk. For people high in Extraversion, social banter is usually an easy and pleasant thing. Interaction is something that makes them feel alive. As a result, too much quiet and seclusion can actually exhaust such persons. They tend to report feelings of loneliness or power drain when not in contact with others.

On the other hand, people prone to Introversion often seem more comfortable alone than in a crowd. They tend to draw energy from private, solitary activities, including reading, listening to music, and working by themselves on their latest project or favourite hobby. Introverts usually have a few, long-time friends, and can remain in contact with larger groups only so long before their energies are depleted. If their job, family, or social responsibilities require them to be outgoing or take centre stage, they can soon become exhausted and need down time in quiet places to rest and recharge their batteries.

Remember, however, that no one is simply an "Extravert" or an "Introvert." These terms are merely end points on the E-I scale, with most everyone falling somewhere in between. Most individuals embody a mixture of these two social styles. Also, different tasks or roles at work or in the family can bring out more Extraversion or Introversion in a person. This dimension of personality, more than the other three, is fluid and situational.

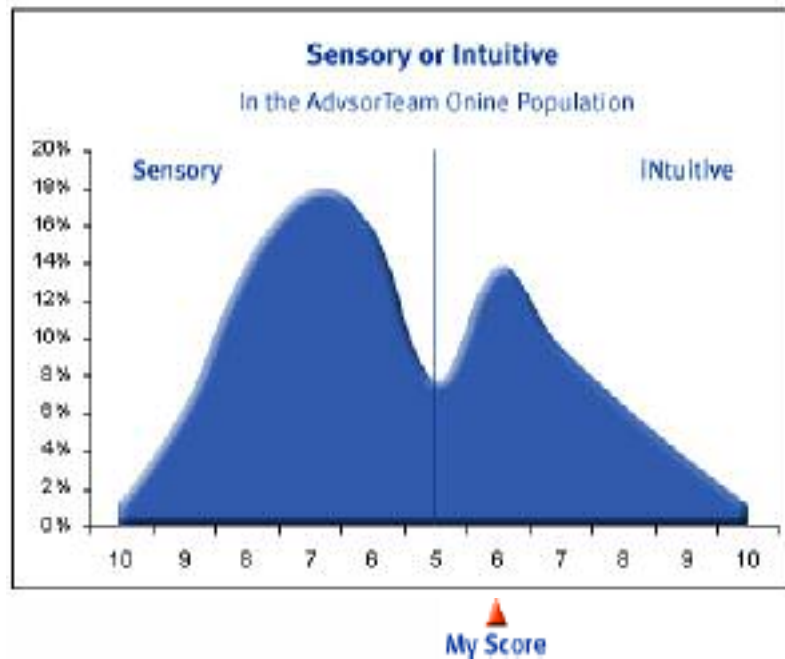


The **Sensory/Intuitive** (S-N) scale on the Temperament Sorter differentiates between two distinct kinds of human focus. People with high Sensory scores pay more attention to what is going on outside themselves in the world of concrete things; people with high Intuitive scores pay more attention to what is going on inside themselves in the abstract world of ideas.

Sensory people make up the vast majority of the population -- upwards of 85%. These people seem more at home in the material world, where they spend their time looking after the business of everyday living: food and clothing, transportation and shelter, job and family, recreation and social life. With their eye on physical realities, they tend to see all the particulars of what is right in front of them. They typically focus on what's happening in the here-and-now, or what has happened in the past, rather than speculating about future possibilities. These are practical, down-to-earth people who want facts, trust facts, and remember facts. They believe in common sense and usually trust that experience is the best teacher.

In contrast, people who are strongly Intuitive seem more at home in the abstract, conceptual world of ideas. Intuitive types deal in inferences, theories, daydreams, musings, speculations, and symbols -- things that can only be seen with the mind's eye. In fact, because they're so often focused on their internal world, these individuals can sometimes miss a great deal of what's going on around them. For highly Intuitive people, reality is not a solid, present thing, but is more a mental image or a stage of development toward some future ideal. The possible almost always looms large for Intuitive people: whatever "is" can be better. They can be fascinated by hypotheses and potentials. They are also often absorbed by their vivid and complex imaginations. The S-N scale measures the most fundamental of the four dimensions of personality. It's the first cut, so to speak, in evaluating one's type.

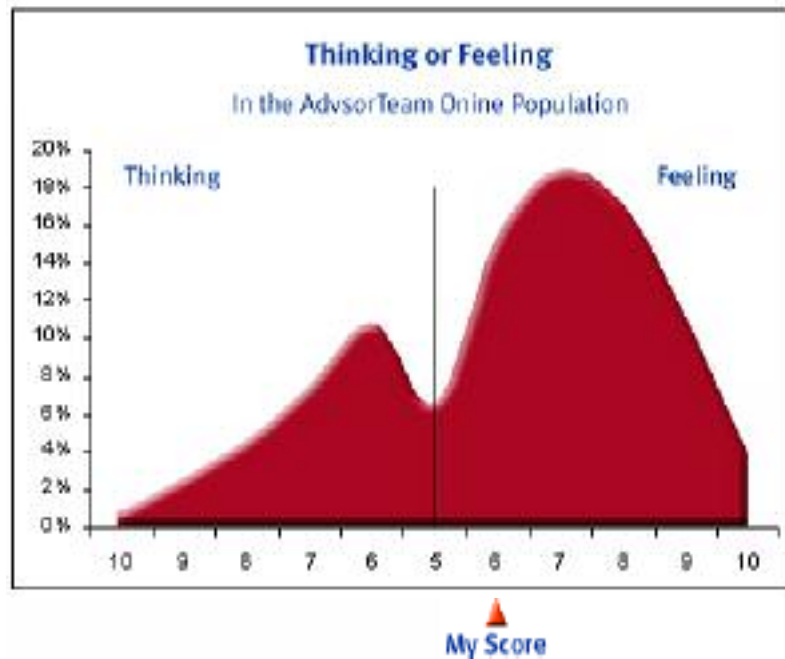
However, this delineation doesn't mean that being Intuitive or Sensory is an "either-or" proposition. Intuitive individuals certainly turn outward at times and pay attention to the world at large; they're just far more inclined to become preoccupied with their own ideas. So too, Sensory people do sometimes look inward to ponder and to dream. However, for the most part their flights of imagination lag well behind their real-world observations. Neither type can occupy both worlds at once, and each will usually show a clear preference for one over the other.



The Thinking/Feeling (T-F) scale assesses how people govern themselves and make decisions. Everyone has both thoughts and feelings. However those who score high on Thinking tend to use their head more when making choices, while those scoring high on Feeling tend to follow their hearts.

People falling on the Thinking end of the scale tend to be more comfortable basing their actions on impersonal, objective factors. Thinking people can be critical and exacting, both with themselves and others. They're often convinced only by hard data and sound reasoning. Individuals who scored highly in Thinking tend to be frank and straightforward. They are the kind of people who are usually willing to speak their minds and stick to their guns, even if it causes conflict with others. They're known for being tough-minded in their decisions, preferring to keep emotions and desires out of the process as much as possible. Thinking types do have powerful feelings, but a strong show of emotion can embarrasses them. As a result, they'll usually keep their feelings in check rather than appearing to lose self-control, even at the risk of seeming hard-nosed or cold.

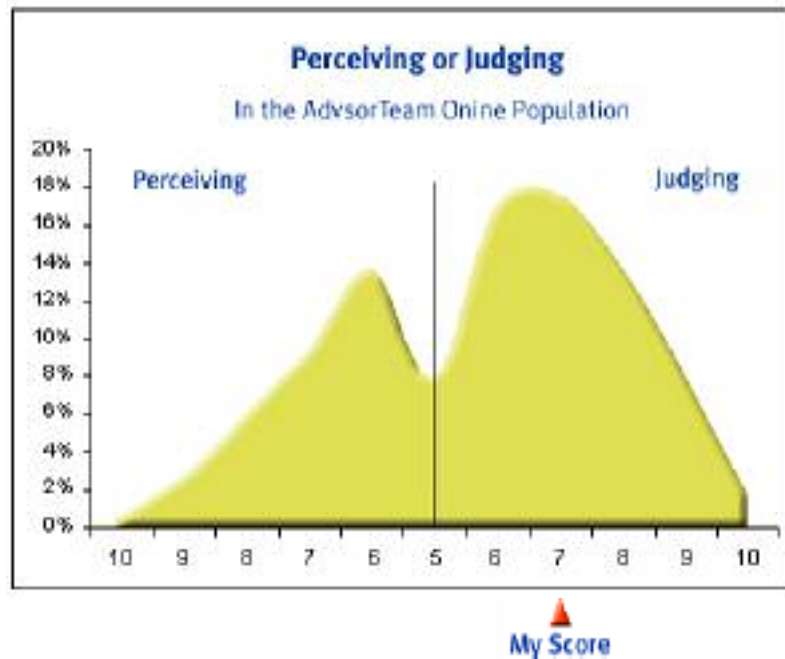
In contrast, people on the Feeling end of the scale are typically more comfortable basing their actions on personal, emotional factors. When considering their course, this type will consult their feelings first and will almost always show concern for others. For the most part, these individuals are sympathetic and sentimental. As a result, many times they can be swayed by powerful desire or a touching appeal. Feeling people tend to be soft-hearted when making decisions. They don't like to hurt anyone's feelings. It's not that Feeling individuals necessarily have more or deeper emotions than those on the Thinking end of the scale. They simply let their feelings show more easily. This tendency makes them seem warmer and friendlier, which in turn can give them an easier time getting along with others.



The Judgment/Perception (J-P) scale measures how people process information and arrange their lives. Those who score high on Judgment tend to make up their mind quickly and commit to schedules, while those scoring high on Perception prefer to keep their options open and their timetables flexible.

People strong in Judgment waste no time forming opinions or drawing conclusions. They often report feeling a sense of urgency until a decision is made, and can rest only after everything is settled. Closure and finality are important to these individuals, as is orderly procedure. As a result, they can be quick to make schedules, agendas, or timetables for themselves and others to follow. People strong in Judgment will establish deadlines and take them seriously, expecting others will do the same. They're usually comfortable with routines and can be willing to do all sorts of maintenance and cleaning up after a task, feeling that these are necessary steps for a job's completion. For this type, neatness counts. They usually feel unhappy or unsettled when their personal space is a mess. Straightening things up is often near the top of their list.

For their part, people given to Perception keep their eyes open to what's around them, gathering information and looking for opportunities and alternatives that might be available. They usually feel no hurry to nail things down or settle on a finished product. Instead, they tend to prefer exploring possibilities. These individuals are often playful and spontaneous in action. Schedules can make them feel hurried and over-controlled; they tend to look upon deadlines as mere reminders to get on with the job. Also, People high in Perception prefer their work to be enjoyable and meaningful. If a task of routine maintenance or clean up falls to them, they may balk at doing it, or may leave it to someone else. Easy-going, even somewhat impulsive, these people are usually quite tolerant of mess. Their personal spaces are often cluttered with an assortment of things they've picked up, used, then dropped and forgotten about.



[return to top of page](#)

Frequently Asked Questions

What is temperament?

There are two sides to personality: One is temperament and the other is character. Temperament is a set of inclinations we are born with, while character is a set of habits we acquire as we grow and mature. Character is disposition, developed over a lifetime; temperament is predisposition, hardwired in from birth. Thus, those of the Artisan temperament are predisposed to impulsive action, those of the Guardian temperament to responsible service, those of the Idealist temperament to personal development, and those of the Rational temperament to objective analysis. Each type of person, unless blocked or deflected by an unfavourable environment, will develop the habits of character appropriate to his or her temperament.

Put another way, our brain is a sort of computer that has temperament for its hardware and character for its software. Our hardware is the physical base of our personality, placing on each of us an unmistakable temperament signature, some facets of which can be observed from a very early age. Our software on the other hand, is made up of our individual experience and social environment -- the forces around us that, with time and occasion, give shape to our individual character.

Thus temperament is the inborn form of human nature and character is the emergent form that develops through the interaction of temperament and environment. Personality, your unique personal style, is a combination of the two.

How can the Temperament Sorter help me?

Fundamentally, the Temperament Sorter helps you to do two things: Understand your own temperament, and gain insight to other peoples'. Possessing this valuable knowledge of human nature can have a variety of far-reaching effects on your life.

In the work world, being savvy about your temperament can lead you to a clearer understanding of your natural role and functions within an organization. It can also help you better capitalize on your personal strengths to build your success. By comprehending your co-workers' temperaments and how each temperament relates, you can begin to master your interactions with supervisors and staff. In addition, being able to interpret others' innate styles can help you to meet their implicit expectations, as well as increasing your own leadership abilities.

In your personal life, being knowledgeable about temperament can help you build strong, lasting ties with others. This is true because it aids you in anticipating your loved ones' needs and respecting their different ways of dealing with life. When you are responsive to others, you will naturally be looked upon as dependable, responsible, helpful, and empathetic. These are all wonderful qualities to bring to your personal relationships. In addition, coming to terms with your own temperament and innate tendencies can bring new levels of wisdom and self-knowledge to all of your interactions, as well as identifying how your particular temperament impacts and influences others.

[return to top of page](#)