

INFJ

General Strengths: INFJs see what ought to be and work to inspire others to catch the vision. Often motivated to help others reach their full potential, they take creative approaches to resolve complex issues that are important to people.

Value to the PLC	How to Show INFJs Their Value as PLC Members
Encouraging others to make a common vision reality Providing creative, future-oriented ideas focused on helping others grow Working independently, managing time and priorities Synthesizing various possibilities to solve complex problems	Set goals within a big-picture framework to create engaged, lifelong learners Join in meaningful activities that promote growth and progress toward goals Work with them to process ideas with a drive toward identified actions Respect each person; allow independence in meeting team goals
Approach to Data	Approach to Accountability
Seek comprehensive yet efficient data sources to improve student learning Push to make data accessible and timely Emphasize data that are helpful in assisting individual students Drive for qualitative information to foster student motivation and whole-child focus	Concentrate on values, creativity, and possibilities to help all students Keep the focus on developing student thinking, creativity, and motivation Work to instill in others the belief that all children can learn Design environments and tasks that increase student and teacher confidence
Collegial PLC Activity Preferences	Communication Style
Creating and improving lessons and teaching strategies (for instance, Japanese lesson study model) Strategizing for academic interventions Developing and facilitating new PLC activities Studying independently and researching new ideas for teaching and learning	Inspire through ideas, quiet enthusiasm At their best when topics for discussion are set in advance, giving time for reflection Use a big-picture perspective of nonnegotiable items if all students are to succeed Work to bridge differences, synthesize information, and move others forward
What Causes Distress or Discouragement	Strategies for Relieving Stress
Systems that treat teachers or students as interchangeable parts; expectations for lockstep implementation Policies or systems that ignore differences in student strengths, needs, and learning styles	Find some alone time before, during, or after school Choose one detail-oriented activity that allows your intuition to rest—examples are data entry, counted cross stitch, or filing student work

An INFJ might say: “I’ll gladly join in the work of PLCs if we can keep in mind that student motivation is just as important as student achievement. I want data that track whether students like school—and enough flexibility in my classroom to ensure that they enjoy the process of meeting learning goals.”