INTP

General Strengths: INTPs thrive on conceptualizing solutions to complex problems and analyzing situations and the theories or models that might provide insights. Their high expectations work to motivate others toward excellence.

Value to the PLC	How to Show INTPs Their Value as PLC Members
Unearthing possibilities and analyzing their merit Developing or applying models and theories Finding errors of logic and long-term consequences of decisions Providing in-depth knowledge and analysis	Allow time for them to thoroughly evaluate options by checking research and theory Do not get defensive at questions—the answers help them clarify mental models Clarify team principles and welcome reminders to uphold them Know that they do not start with a favorite solution—their goal is to find the optimal one
Approach to Data	**Approach to Accountability**
Work to find new questions to ask and better ways to organize data May work independently, delving into data outside of PLC time and sharing results Seldom take numbers at face value; search for factors that might influence data Identify key factors to track for true continuous improvement	Thrive when high standards are the expectation for all Often focus on big strategies rather than day-to-day routines for students Fight against short-term strategies that do not provide for long-term gains Press others to think deeply and focus on systemic factors to improve student achievement
Intellectual PLC Activity Preferences	**Communication Style**
Engaging in independent study and then using PLC meetings to share and apply learning Concentrating in depth on key goals Developing useful tools to measure and improve student learning Strategizing to systemically help students who need more time to learn	Often communicate best in writing by logically expressing their thinking in depth Wait to share until their position is fully formed and they are ready to articulate it Make use of intellect in precise communication of ideas View debate as a healthy forum to improve solutions and strategies
What Causes Distress or Discouragement	**Strategies for Relieving Stress**
Arbitrary or illogical leadership of initiatives, especially if given no voice Emotions allowed to overshadow group purpose and people who fail to listen to reason	Develop a matrix of what others view as important; if empathetic communication would influence them, practice it Spend time with people you care about—preferably at home or other quiet places

An INTP might say: "Every idea benefits from being analyzed from multiple perspectives. I don't pass opinions until I've done that, so humor my questions as I work to compare new ideas to past successes and failures, to the models with which I'm familiar, and to the research I enjoy analyzing in the same thorough way."

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