

# BEHAVIOURAL INTERVIEW QUESTIONS FOR THE INFJ

## IDEALISM

The ideal work environment for the INFJ is one that provides support for their ideas and an opportunity to put them into practice. They need freedom and variety from routine and appreciation for their unique contribution. They work tirelessly when they have a cause to work for.

INFJs are idealistic and optimistic. They expect warmth and deep human understanding from everyone they work with and they tend to gloss over or ignore the undeveloped side of people. They can be very disappointed when the reality of a leader or organization does not live up to this ideal.

INFJs may become excessive in their pursuit of their ideals. They can easily become unmotivated if they perceive the work or working environment is too impersonal or uncaring about human values.

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- ❑ Often a manager or supervisor can appear insensitive to the needs of employees for positive feedback. How do you handle it when you do not receive appropriate feedback for your work? Can you give an example of when this has happened in the past? How did you deal with it? What was the outcome?
  
  - ❑ There are times when management makes a decision that does not take into account the impact it is going to have on employees? Tell me about a time when this has happened to you? How did you deal with it? How did you deal with the impact it had on your direct reports? What was the outcome?
  
  - ❑ Sometimes when making a decision management has put the business objectives ahead of those of the employees. What steps do you take to minimize the potential negative impact on employees? How do you balance your loyalty to the company with your loyalty to your direct reports?

## COMMENTS