



Self-Knowledge: The Key to the Universe

I first came to the MBTI® assessment through my college job as Office Manager for Corporate and Government Consulting, Inc. (CGC), run by Dit Talley. He and the others who worked with CGC administered the MBTI inventory to government clients, and since I helped prepare materials for courses, I was curious about it. He gave me the instrument, which at the time consisted of a booklet and a bubble sheet to complete with a No. 2 pencil. Remember those?

When my results came back, I agreed with my first three letters but was surprised to find myself one point to the J side of the J/P preference. After all, I was headed to law school to practice law, a quintessential profession for an INTJ. An INTP? Maybe, maybe not!

But I pressed on, graduating from William & Mary Law School and practicing law for 10 years. However, in those 10 years I had 4 jobs. In my last job as a supervisory attorney in the Federal government, I had the opportunity to take the MBTI assessment again – several times, actually – and to complete extensive, excellent leadership training through Toastmasters, the Eastern and Western Management Development Centers, and the Federal Executive Institute. As I came to know myself better, I discovered, and am now able to articulate clearly, that I am most engaged when learning, finding what works, and supporting others in finding what works for them. I am particularly excited by the big questions – “Who are we?

What makes us who we are? Can we affect who we are? How can we be the person we want to be?” Yes, I really am an INTP.

I have come full circle and created my own consulting business. I specialize in working with Federal and nonprofit clients involved in international, multi-cultural, or cross-disciplinary scientific, technical, or legal work focused on complex matters that require the ability to bring together parts to create a unified whole – perfect for an INTP. Knowing my type has helped me to articulate what differentiates my work from others, to explain that I am particularly interested in finding the highest levels of performance, and to allow clients who want to excel know that I, too, am focused on accomplishing the best outcome.

As part of my work, I am a certified MBTI practitioner, and so have the joy of sharing MBTI results with clients. I love to see the light of knowledge come on. “Oh, that’s why I like to do that!” or “Oh, so that’s why that person does it – they’re just different from me!” Using the MBTI tool helps to create internal and external harmony for individuals and teams by creating a common language that people use to understand why they do what they do, plan for different people acting differently, manage team strengths and potential pitfalls, and simply accomplish more, more easily. This light of self-knowledge gives us – all of us – the key to the universe, since we show up in the world in a way that makes us and others happy. Priceless. ❖



LEANNE CUSUMANO ROQUE (INTP) is an Executive Coach who supports organizations and individuals who want to make a difference and are ready to identify and accomplish the next success, with a sense of well-being. Along with coaching, she specializes in facilitation, strategic planning, and effective meetings for government, non-profits, scientists, and attorneys.

www.shinelikethesun.com