



ISFJ

Introverted Sensing Feeling Judging

The *Myers-Briggs Type Indicator*® (MBTI®), based on Jung's theory of psychological type, reports your preferences on four scales. Each scale represents two opposite preferences. The four letters that make up your type can help you understand yourself and your interactions with others.

Your type is the combination of preferences you chose when you answered the MBTI. It is up to you to decide what type you truly are, since only you know your true preferences. The scores on the MBTI indicate clarity of preference, not strength or ability to perform in the various areas. All of us use all of the functions at different times; your type indicates those functions you prefer to use most often.

There are no "good" or "bad" types. All types contribute special gifts to the world. Knowing your type can help you understand and develop both your most and least preferred functions, as well as help you understand and work with other people.

The information presented in this booklet was derived from various MBTI sources: the MBTI Manual by Isabel Myers and Mary McCaulley, *Introduction to Type* by Isabel Myers, *Introduction to Type in Organizations* by Sandra Hirsh and Jean Kummerow, and *Work, Play, and Type* by Judith Provost. CPP would like to thank these authors for their invaluable contributions to the world of type.

Useful Resources:

Gifts Differing (1980) by Isabel Briggs Myers with Peter Myers

The Inner Image (1990) by William Yabroff

LIFETypes (1989) by Sandra Hirsh and Jean Kummerow

Manual: A Guide to the Development and Use of the Myers-Briggs Type Indicator (1985) by Isabel Briggs Myers and Mary McCaulley

Portraits of Type (1991) by Avril Thorne and Harrison Gough

Work, Play, and Type (1990) by Judith Provost

E Extraversion

People who prefer Extraversion tend to focus on the outer world of people and things.

S Sensing

People who prefer Sensing tend to focus on the present and on concrete information gained from their senses.

T Thinking

People who prefer Thinking tend to base their decisions on logic and on objective analysis of cause and effect.

J Judgment

People who prefer Judgment tend to like a planned and organized approach to life and prefer to have things settled.

I Introversion

People who prefer Introversion tend to focus on the inner world of ideas and impressions.

N iNtuition

People who prefer Intuition tend to focus on the future, with a view toward patterns and possibilities.

F Feeling

People who prefer Feeling tend to base their decisions primarily on values and on subjective evaluation of person-centered concerns.

P Perception

People who prefer Perception tend to like a flexible and spontaneous approach to life and prefer to keep their options open.

Description of an ISFJ

People with ISFJ preferences are extremely dependable and devotedly accept responsibilities beyond the call of duty. They have a complete, realistic, and practical respect for the facts. When they see from the facts that something needs to be done, they pause to think about it. If they decide that action will be helpful, they accept the responsibility. They can remember and use any number of facts, but want them all accurate. They like everything clearly stated.

Their private reactions are often vivid and intense, and sometimes quite unpredictable to others. These private reactions seldom show in their faces, and even when dealing with a crisis, they can look calm and composed. Not until you know them very well do you discover that behind their outer calm they are looking at things from an intensely individual angle, often a delightfully humorous one. When ISFJs are "on duty" and dealing with the world, however, their behavior is sound and sensible.

ISFJs are thorough, painstaking, hard-working, and patient with particulars and procedures. They can and will do the "little" things that need to be done to carry a project through to completion. Their perseverance tends to stabilize everything with which they are connected. They do not enter into things impulsively, but once in, they are very hard to distract or discourage. They do not quit unless experience convinces them they are wrong.

ISFJs often choose careers where they can combine their careful observation and their caring for people, as in the health professions. Other fields attractive to ISFJs are teaching, office work, and occupations that provide services or personal care. ISFJs show their feeling preference in their contacts with the world. They are kind, sympathetic, tactful, and genuinely concerned; traits that make them very supportive to persons in need.

Because of their concern for accuracy and organization, ISFJs often move into supervisory roles. If they are in charge of something, their practical judgment and appreciation of what works make them conservative and consistent. They take care to collect the facts necessary to support their evaluations and decisions. As they gain experience, they compare the present problem to past situations.

For an ISFJ, problems may arise if their judgment is not developed. If their feeling preference remains undeveloped, they will not be effective in dealing with the world. They may instead retreat, becoming silently absorbed in their inner reactions to sense-impressions. Then nothing of value is likely to come out. Another potential problem is that they tend to be somewhat suspicious of imagination and intuition and not take it seriously enough.

Leisure Activities of an ISFJ

Devoted to significant others in their leisure, they may be the cheering section for another's sport; they are loyal to close friends or relatives in their use of their own leisure time. Low-key yet purposeful, preferring to plan their activities, they often focus on their physical surroundings or on creature comforts. Other examples of ISFJ activities include: special dinners, picnics, nature walks, or watching TV or movies with someone they care for.

Descriptive Adjectives Your Type

conscientious	meticulous	protective
detailed	organized	responsible
devoted	patient	service-minded
loyal	practical	traditional

Personal Strengths Your Type

I	Depth of concentration
S	Reliance on facts
F	Warmth and sympathy
J	Organization

Dynamics of Your Type

Dominant function	Sensing
Secondary function	Feeling
Tertiary function	Thinking
Least preferred function	Intuition

Organizational Preferences of an ISFJ

ISFJs are sympathetic, loyal, considerate, kind, and will go to any amount of trouble to help those in need of support.

Contributions to the Organization

- Take the practical needs of people into account
- Use strong follow-through skills in carrying out organizational goals
- Are painstaking and responsible with detail and routine
- Expend efforts willingly to serve others
- Have things at the right place at the right time

Leadership Style

- May be reluctant to accept leadership at first, but will step in when asked
- Expect themselves and others to comply with organizational needs, structure, and hierarchy
- Use personal influence behind-the-scenes
- Follow traditional procedures and rules conscientiously
- Use head for detail to reach practical results

Preferred Work Environment

- Contains conscientious people working on well-structured tasks
- Provides security
- Clearly structured
- Calm and quiet
- Efficient
- Allows for privacy
- Service-oriented

Potential Pitfalls

- May be overly pessimistic about the future
- May not be seen as sufficiently tough-minded when presenting their views to others
- May be undervalued because of their quiet self-effacing style
- May not be as flexible as the situation or others require

Problem-solving Approach

- Gather all the facts
- Consider the impact on others
- Examine the logical consequences
- Generate all the possibilities

Suggestions for Development

- May need to work at seeing the future in positive, global terms
- May need to develop more assertiveness and be more direct
- May need to learn to publicize and spotlight their own accomplishments
- May need to work at remaining open to other ways of doing things

Characteristics Frequently Associated with Each Type

Sensing Types

Intuitive Types

<p>ISTJ Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.</p>	<p>ISFJ Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough and painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.</p>	<p>INFJ Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.</p>	<p>INTJ Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.</p>
<p>ISTP Cool onlookers—quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.</p>	<p>ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.</p>	<p>INFP Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.</p>	<p>INTP Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.</p>
<p>ESTP Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.</p>	<p>ESFP Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.</p>	<p>ENFP Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.</p>	<p>ENTP Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.</p>
<p>ESTJ Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.</p>	<p>ESFJ Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.</p>	<p>ENFJ Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.</p>	<p>ENTJ Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well-informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.</p>

Introverts

Extraverts