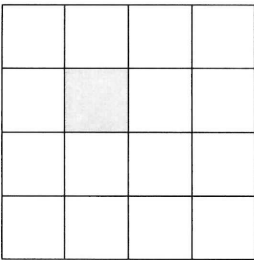


ISFP

Dominant Introverted Feeling Auxiliary Extraverted Sensing



ISFPs have strong, though seldom expressed, inner values that guide their decisions and actions, and they will give very dedicated service to something they believe in. Their immediate external surroundings are very important to them, and they work to make those congruent with their inner values.

Change situations present a challenge to ISFPs because it is difficult for them to feel comfortable and competent until they have a clear sense of the new environment and that it will allow them to work within their own value system. The changes need to fit for them, and they need time and space to feel confident in the new situations. Then they will loyally support the change and other people.

When They Have to Deal with Losses

ISFPs contribute by:

- Having an inner direction that gives meaning
- Living in the present
- Working on their own, at their own pace
- Not playing power games

ISFPs have difficulty with:

- Loss of turf—because their space is important to them
- Loss of structure and clarity
- Loss of knowledge and expertise in their job
- Losing people, places, and things—all of which are important to them
- Conflicts between people—they dislike conflict

During the Transition Period

ISFPs report the following reactions:

- Feel caught between the old and the new
- Have a high degree of anxiety
- Feel disoriented and confused
- Feel frustrated

ISFPs tend to focus on:

- Keeping it together
- Forcing themselves to get organized and set priorities
- Gathering as much information as they can so they feel more secure
- Being compassionate, being peacemakers

During the Startup Phase

ISFPs report the following as obstacles to starting:

- Being pressured to move ahead before they are ready
- Continuing to feel the losses, especially if they haven't had enough time to deal with them
- Having no support for their feelings and needs
- Initial changes not fitting with their values

ISFPs contribute by:

- Being loyal to the people and things that are important to them
- Supporting others
- Finding their own way

What ISFPs need during a time of change:

- Space of their own
- Complete information about what is going on
- Support and the opportunity to support others
- Respect for their attachments
- Time

What ISFPs report when not supported in a time of change:

- Totally withdraw—they seem to disappear
- Procrastinate—feel unable to focus and complete work
- Feel confused and lost