



ISEFP

Introverted Sensing Feeling Perceiving

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 ISFP

People with ISFP preferences have a great deal of warmth, but may not show it until they know a person well. They keep their warm side inside, like a fur-lined coat. When they care, they care deeply, but are more likely to show their feeling by deeds rather than words. They are very faithful to duties and obligations related to things or people they care about.

They take a very personal approach to life, judging everything by their inner ideals and personal values. They stick to their values with passionate conviction, but can be influenced by someone they care deeply about. Although their inner loyalties and ideals govern their lives, ISFPs find these hard to talk about. Their deepest feelings are seldom expressed; their inner tenderness is masked by a quiet reserve.

In everyday activities they are tolerant, openminded, flexible, and adaptable. If one of their inner loyalties is threatened though, they will not give an inch. They usually enjoy the present moment, and do not like to spoil it by rushing to get things done. They have little wish to impress or dominate. The people they prize the most are those who take the time to understand their values and the goals they are working toward.

They are interested mainly in the realities brought to them by their senses, both inner and outer. They are apt to enjoy fields where taste, discrimination, and a sense of beauty and proportion are important. Many ISFPs have a special love of nature and a sympathy with animals. They often excel in craftsmanship, and the work of their hands is usually more eloquent than their words.

They are twice as good when working at a job they believe in, since their feeling adds energy to their efforts. They see the needs of the moment and try to meet them. They want their work to contribute to something that matters to them—human understanding, happiness, or health. They want to have a purpose beyond their paycheck, no matter how big the check. They are perfectionists whenever they care deeply about something, and are particularly suited for work that requires both devotion and a large measure of adaptability.

The problem for *some* ISFPs is that they may feel such a contrast between their inner ideals and their actual accomplishments that they burden themselves with a sense of inadequacy. This can be true even when they are being as effective as others.

They take for granted anything they do well and are the most modest of all the types, tending to under-rate and understate themselves.

It is important for them to find practical ways to express their ideals; otherwise they will keep dreaming of the impossible and accomplish very little. *If* they find no actions to express their ideals, they can become too sensitive and vulnerable, with dwindling confidence in life and in themselves. Actually, they have much to give and need only to find the spot where they are needed.

Leisure Activities of an ISFP

Quiet, friendly socializing with intimate friends or “hanging out” in a relaxed situation is important. They tend to focus on harmony in relationships and in their environment; thus art, nature, and informal hospitality are good choices for their play activity. They are very easygoing about leisure unless their sense of harmony is disrupted. Physical, aesthetic activities—like dancing and skiing—may appeal to them. Other possibilities are: swimming or relaxing by the pool, learning crafts, or giving or attending small parties.

Descriptive Adjectives of Your Type

adaptable	harmonious	sensitive
caring	loyal	spontaneous
cooperative	modest	trusting
gentle	observant	understanding

Personal Strengths of Your Type

I	Depth of concentration
S	Reliance on facts
F	Warmth and sympathy
P	Adaptability

Dynamics of Your Type

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

Organizational Preferences of an ISFP

ISFPs are gentle, considerate,
compassionate toward those less
fortunate, and have an open-minded
flexible approach.

Contributions to the Organization

- Attend to the needs of people in the organization as they arise
- Act to ensure others' well-being
- Infuse a quiet joy into their work
- Bring people and tasks together by virtue of their cooperative nature
- Pay attention to the humanistic aspects of the organization

Leadership Style

- Prefer a cooperative team approach
- Use personal loyalty as a means of motivating others
- More apt to praise than to criticize
- Rise to the occasion and adapt to what is needed
- Gently persuade by tapping into others' good intentions

Preferred Work Environment

- Contains cooperative people quietly enjoying their work
- Allows for private space
- Has people who are compatible
- Flexible
- Aesthetically appealing
- Includes courteous co-workers
- People-oriented

Potential Pitfalls

- May be too trusting and gullible
- May not critique others when needed, but may be overly self-critical
- May not see beyond the present reality to understand things in their fuller context
- May be too easily hurt and withdraw

Problem-solving Approach

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

Suggestions for Development

- May need to develop more skepticism and a method for analyzing information rather than just accepting it
- May need to learn how to give negative feedback to others while appreciating their own accomplishments more
- May need to develop a more future-oriented perspective
- May need to be more assertive and direct with others

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