

ISFJ

Introvert, Sensing, Feeling, Judging

ISFJs represent approximately 6% of the American population.

Potential Strengths

Quiet and serious, ISFJs are hard-working and conscientious people. They tend to be down-to-earth and realistic, with great patience for detail. Painstakingly accurate, they have good memories for facts and details, especially those that have some personal reference. ISFJs want clear directions and explicit expectations. They have good common sense and tend to make conservative, thoughtful, and sensible decisions.

ISFJs are patient, loyal, and caring people, interested in the concerns and feelings of others. Because they are quiet and modest people, they prefer to share their strong feelings and deep convictions only with those they know well. They are protective, loyal, and devoted friends and take great pride and satisfaction from the accomplishment of their friends and family. ISFJs have a strong work ethic and take all their commitments seriously.

Potential Weaknesses

Because ISFJs live so completely in the here and now, they sometimes don't "see the forest for the trees." They may not see options and possibilities that either don't exist at the present time, or are untested. They may feel overwhelmed when learning new and technical skills because they want to complete everything they do with meticulous care. They may avoid asking for help, not wanting to trouble anyone else.

Not especially objective, they can make illogical decisions based exclusively on their personal feelings. Because ISFJs are so concerned about others, they tend to put the needs of others above their own. This can result in their becoming overworked or over-extended. They need to practice developing their assertiveness so they are not taken advantage of by less considerate people.

As an ISFJ, I am good at . . .

- Working hard, doing whatever is needed until the job is finished.
- Respecting the chain of command and following necessary rules and procedures
- Helping others by explaining tasks with patience and clarity
- Working with routines or repeated, sequential tasks
- Carefully and thoroughly dealing with details and documenting activities

I need to watch my tendency to . . .

- Avoid dealing with conflict and not assert my needs
- Resist trying new or unconventional methods
- Get mired in the details of my work and not see the big picture
- Become overwhelmed when several projects need my attention at once
- Become discouraged if I don't feel appreciated or needed

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What I need in a career for it to be satisfying

1. The opportunity to work steadily on one project at a time, without a lot of interruptions or changes in plan
2. Work that requires accuracy and attention to detail, organization, and adherence to standard operating procedures
3. Work that lets me use a personal approach to helping others, preferably on a one-on-one basis
4. An environment that is structured and stable, where I know what is expected of me and I am rewarded for my hard work and contribution
5. Work that is of a practical nature and is service-oriented, so I can see that I am helping others in real and tangible ways

Careers to consider

Family Physician	Dental Hygienist	Nurse
Medical Technologist	Physical Therapist	Dietician
Medical Equipment Salesperson	Speech Pathologist	Curator
Health Care Administrator	Guidance Counselor	Secretary
Preschool/Elementary Teacher	Personal Counselor	Bookkeeper
Librarian/Activist	Religious Educator	Electrician
Educational Administrator	Probation Officer	Innkeeper
Retail Salesperson	Fashion Merchandiser	Guard
Personnel Administrator	Clerical Supervisor	Social Worker
Customer Service Representative	Interior Decorator	Computer Operator

Recommendations for the job search

1. **Using my strengths, I excel when I:**
 - Carefully think through my goals and objectives before beginning
 - Research fully all job options and keep careful track of my progress
 - Present myself as a capable and responsible candidate
 - Document my past work experiences, demonstrate my skills
 - Establish warm and genuine rapport with interviewers
 - Network in a targeted and focused way with people I know
2. **Avoiding my weaknesses, I need to:**
 - Be willing to look beyond the moment and what is already known
 - Be assertive in setting up interviews and asking for jobs
 - Generate enthusiasm and a high energy level
 - Stay objective and not take rejection personally
 - Stay open to new options and be flexible during negotiations
 - Develop a career plan that considers future as well as present goals