



INTROVERTED SENSING FEELING JUDGING

In general, ISFJs are sympathetic, loyal, considerate, and conscientious. They will go to any amount of trouble, when it makes sense to them, to help those in need. ISFJs operate most comfortably in situations where the rules are well defined and where traditions are to be upheld. They focus on providing practical help and services for others and for the organization's they serve. They are often self-effacing in getting the job done, and they are willing to make necessary sacrifices, especially for their families. They are at their best quietly providing assistance and making sure things are in proper order.

- ISFJs are loyal, devoted, compassionate, and perceptive about how other people feel
- They are down-to-earth and realistic people and prefer others who are quiet and unassuming
- ISFJs are conscientious and responsible and enjoy being needed; they use personal warmth to communicate and they relate well to people in need
- They are gentle, sympathetic, tactful, and supportive of friends and colleagues

Choosing a Major

- Prefer to research options carefully before deciding
- Believe an ideal job provides a stable and secure future
- Tend to choose majors designed to prepare them for careers in human services, especially where they can approach work in an orderly fashion, such as teaching, health care, or office work

Learning Style

- Like everything clearly stated by professors
- Can remember and use any number of facts
- Want to be sure their facts are accurate
- Want leaning to have a practical purpose
- Learn best from real human examples

Reading, Writing, Studying

- Achieve grades above what their aptitude scores predict by thorough and painstaking work
- Prefer to study alone
- Tend to enjoy reading real-life adventure or human interest stories
- Write best by first recording the facts they are sure about
- May need to revise final drafts by highlighting general themes discovered among the facts and eliminating extraneous facts

Playing

- Reluctant to accept leadership roles in groups, but will step in if asked
- Will go to any trouble to help a roommate or friend
- Tend to date less often than classmates in general
- Usually serious, may need to plan time to play

Possible Causes of Stress

- Among females, one of the least assertive types
- May lack self confidence regarding social or academic abilities
- May have difficulty beginning college because of separation from friends and family
- May be undervalued because of their quiet style
- May be burdened by having agreed to help too many others

Dealing with Stress

- Naturally persevering; they don't quit unless experience tells them they are wrong
- Naturally rely on past experience to deal with present problems
- May need to learn to put more trust in own hunches and imagination
- May need to learn to act more assertively
- May need to work on developing self-confidence

Work Related Strengths:

- Have a strong work ethic; responsible and hardworking
- Excellent with routines requiring sequential, repeated procedures or tasks
- Accurate, thorough, and careful with details
- Enjoy being in service to others; supportive with co-workers or subordinates
- Enjoy using established ways of doing things; respect status given by titles

Work Related Weaknesses:

- May underestimate own value; may not be assertive about own needs
- Frequently overworked because too much is taken on
- May not see the implications of future consequences
- May not adjust well to constant change
- May become discouraged if they no longer feel needed or appreciated

CAREER SATISFACTION means doing work that:

1. Requires careful observation and meticulous accuracy, where I can use my ability to remember facts and details
2. Lets me work on tangible projects that help other people, often requiring great accuracy and attention to detail
3. Lets me express my compassion and devotion by working hard behind the scenes, but where contributions are recognized and appreciated
4. Is done in a traditional, stable, orderly, and structured environment where results are practical and service-oriented
5. Requires that I adhere to standard procedures, use practical judgment, and follow through in a careful, organized way
6. Lets me focus all my energy on one project or one person at a time, working on products or services that have observable end results
7. Gives me a private work space so I can concentrate fully for extended periods of time with a minimum of interruptions
8. Lets me work primarily one-on-one, helping others, or with other people who share personal values and beliefs
9. Requires me to be organized and efficient in completing assignments
10. Does not require too frequently that I present my work in front of groups of people without having adequate time to prepare well in advance

Popular Occupations for ISFJs

In listing occupations that are popular among ISFJs, it is important to note that there are successful people of all types in all occupations. However, the following are careers ISFJs may find particularly satisfying and some of the reasons why. This is by no means a comprehensive listing but is included to suggest possibilities you may not have previously considered. Although all of these occupations offer the potential for career satisfaction, the future demand for some careers is anticipated to be greater than for others.

Health Care

Dental hygienist	Family physician
Nurse	Medical technologist
Physical therapist	Medical equipment salesperson
Health care administrator	Dietician/nutritionist
Optician	Medical records administrator
Pharmacist/pharmacy technician	Radiological technician
Respiratory therapist	Veterinarian
Licensed practical nurse (LPN)	Primary care physician
Home health aide	Medical/dental assistant
Pharmaceuticals salesperson	Hospice worker
Medical researcher	Biologist
Botanist	Dentist
Orthodontist	Occupational therapist
Biochemist	Massage therapist
Surgical technologist and technician	Dental laboratory technician
Corrective therapist	Dialysis technician

These occupations allow ISFJs to work in a field where their contributions have a personal and direct impact on others. Many of these occupations require hands-on and one-on-one interactions with clients and patients. ISFJs are able to help others in real and practical ways. Many of these positions allow the ISFJs to work relatively independently within a traditional and organized culture. The field of medicine makes good use of ISFJs ability to learn and practice technical skills and gives them the chance to establish personal connections with other people.

Social Service/Education

Preschool/elementary teacher	Librarian/archivist
Social worker	Personal counselor
Speech pathologist	Probation officer
Home health social worker	Child welfare counselor
Substance abuse counselor	Social worker (elderly and child day care issues)
Elementary school teacher	Special education teacher
Genealogist	Curator
Educational administrator	Guidance counselor
Religious educator	Social worker (elderly services)
Vocational rehabilitation counselor	Historian
Athletic trainer	Fish and game warden
Horticultural specialty grower	Police identification and records specialist
Stringed instrument repairer	Residence counselor
Farmer	

Education is a field frequently of interest to ISFJs because it allows them to help other people and make a contribution to society. ISFJs often enjoy teaching elementary school because of the personal interaction with students and the ability to teach basic skills. Many ISFJs enjoy careers in educational administration, especially when they are responsible for a specific area of specialty (for example, special education) or a relatively small service area (one town rather than a large city school system). ISFJs enjoy working independently but within an organization where they are appreciated for their contribution and know what is expected of them.

The field of research offers satisfaction for ISFJs because it allows them to work independently and follow through on specific tasks of investigation. Curators are required to create and maintain complete and accurate records, which lets them use their organizational and factual recall skills.

While often personally challenging, ISFJs get great satisfaction working in the field of social work. ISFJs find the contribution they make rewarding because they are able, through their involvement with clients, to help them make practical and tangible improvements in their lives. These occupations offer the same opportunities for one-on-one interaction and independent working environments, all of which interest an ISFJ.

Business

Secretary	Clerical supervisor
Customer service representative	Personnel administrator
Computer operator	Bookkeeper
Credit counselor	Paralegal
Home health care sales	Lawn service manager
Computer support specialist	Franchise owner (retail)
Archivist	Museum research worker
Funeral director	Grant coordinator
Title examiner and abstractor	

These careers require a great deal of interaction with people on a one-on-one basis and are often enjoyed by ISFJs. Many are support positions, which enable ISFJs to use skills in organization and follow-through of important details, especially when working in support of someone they respect and admire. These positions also require knowledge and use of both technical and communication skills to help others get information or assistance needed.

Creative/Technical

Interior decorator	Electrician
Retail owner	Innkeeper
Artist	Musician
Merchandise planner	Real estate agent/broker
Preferred customer sales representative	Jeweler

These careers are not necessarily related to one another but have some common characteristics and requirements. Each requires the person to work with real things that have to do with daily living. As an interior decorator, the ISFJ uses his or her aesthetic sense to find the right décor for the client. The job requires attention to detail and a strong ability to work with another toward satisfying that client's needs and wishes in his or her home. ISFJs usually place great importance on the way their own home is decorated and can easily understand and relate to the desires of their clients to create

homes that are comfortable for them.

An electrician is responsible for technical accuracy and adherence to standard procedures and codes. ISFJs enjoy focusing their attention on tasks that require hands-on work and enjoy using skills they have mastered. If the ISFJ feels his or her contributions are valued and appreciated and if he/she receives quality interaction with either the customer, partner, or co-workers, the job of an electrician can be satisfying.

Retail sales and merchandising are careers often enjoyed by ISFJs, especially when they are able to work in either a small specialty shop or one department of a larger store. ISFJs often make good owners of boutiques. Their attention to the details of how their shop looks and feels to customers often wins them long-standing time with one customer at a time, finding just the right item or accessory to work with what the customer already has. They enjoy following through and maintaining relationships with customers and treat staff with kindness and loyalty.

Remember, these are only some areas that provide satisfying expressions for the unique natural talents of the ISFJ.