ISFJ

(Introversion, Sensing, Feeling, Judging)

Overview

ISFJs are generally kind, practical, warm, loyal and thoughtful. They focus their energy inward and re-energize through spending time on their own. The ISFJ is often shy and quiet and generally only shares their thoughts and feelings with close friends. Family is important to an ISFJ and they also value facts, precision and accuracy. They are usually in tune with their feelings and are capable of remaining calm during difficult situations. The ISFJ is also known for fulfilling their commitments and having a firm opinion once a decision is made.

ISFJs tend to be people orientated and direct their attention to the needs of others. They generally look for the best in people and focus on drawing out these qualities during their interactions. The ISFJs values are reflected in their choices and they tend to place a high importance on harmony and cooperation. They usually do not like conflict and will work to accommodate others. The ISFJ wants to help people and will often consider their own needs only after meeting the needs of others. As such, they will typically use actions to express their concern for someone and will challenge the behavior of others when their actions are perceived to be harmful or hurtful. They are usually generous individuals and rarely accept recognition for all that they do. The ISFJ does require feedback from others and the absence of positive comments may lead to discouragement.

An ISFJ is usually duty focused and will meet deadlines and complete all necessary tasks. In their work they adhere to traditions, enjoy routines, and desire clear instructions. The ISFJ has a tendency to gather facts and details throughout their day and stores this information in their memory. They are therefore able to recall specifics and often remember things as they pertain to people. The ISFJ commits time and energy to complete tasks they deem necessary. They establish procedures to ensure that the needs and wants of people are met. An ISFJ will naturally focus on the present and generally are not interested in future possibilities. They are hesitant to accept or implement changes to an already efficient process. Change may be seen as acceptable when there is evidence that shows the potential benefit for people or the possibility of improving a procedure.

Procrastination

An ISFJ usually thoroughly completes each assignment, paper, and report. However, it can be difficult for a student to have enough time to complete each assigned task at their optimal level. An ISFJ may procrastinate or leave a project incomplete if they are not able to meet their own high standards or when they feel overwhelmed with the information and data they have compiled. To overcome this, an ISFJ should try to step back and look at the big picture.
Career Exploration

An ISFJ tends to find career satisfaction with careers that have the following characteristics:
- Provides a tangible product or service for people
- Offers a supportive, secure, and traditional work environment
- Emphasizes gathering and incorporating facts and details
- Provides a quiet work environment with independent tasks or one-on-one interaction
- Requires limited theory or analyzing information
- Combines their desire for organization and structure with their natural consideration of others
- Recognizes and appreciates their individual involvement

When exploring career options, an ISFJ will often...
- Begin by looking at their overall career objectives and gathering career-related facts
- Set goals and create an action plan
- Need to remember to include long-term goals in their career planning
- Naturally filter their options through what they value
- Need to remember to include an objective and logical evaluation of each option

Careers to Consider
The following is a list of suggested occupations that fit the qualities of an ISFJ or are careers that other ISFJs have found to be satisfying. Use this list as a starting point for further investigation but do not limit your options to only this list.

- Administrative Assistant
- Administrator
- Bookkeeper
- Child Care/Early Childhood Development
- Clergy/Religious Worker
- Clerical Supervisor
- Computer Operator
- Curator
- Customer Service Representative
- Dental Hygienist
- Designer
- Dietician
- Doctor of Osteopathy
- Educational Administrator
- Electrician
- Family Physician
- Fashion Merchandiser
- Food Service
- Guidance Counselor
- Healthcare Administrator
- Home Economics
- Inn Keeper Guard
- Interior Decorator
- Librarian/Archivist
- Manager
- Medical Equipment
- Medical Technologist
- Nurse
- Office Managers
- Paralegal
- Personal Counselor
- Personnel Administrator
- Physical Therapist
- Preschool/Elementary Teacher
- Private Household Worker
- Probation Officer
- Retail Sales Person
- Salesperson
- School Bus Driver
- Secretary
- Shopkeeper
- Social Services Admin
- Social Worker
- Speech Pathologist
- Speech Therapy Teacher
- Teacher's Aide
Work

At work, the ISFJ will often...

- Be accurate, practical, organized, and hardworking
- Use a step-by-step approach to complete their work
- Complete all assigned tasks with careful attention to detail and with optimal efficiency
- Follow procedures and uphold the traditional organizational structure
- Be responsible, realistic, and trustworthy
- Use an organized and comprehensive approach to fulfill their commitments
- Enjoy helping their coworkers
- Achieve optimal results when they focus their attention on one project at a time
- Prefer a quiet work space with limited interruption
- Work best when they are appreciated for their contributions and accomplishments

At work, the ISFJ should be aware that they may...

- Need to intentionally look for future possibilities
- Require adequate preparation time for projects and presentations
- Dislike change and have a difficult time altering their decisions
- Feel bound by responsibility and likely choose not to delegate additional tasks
- Feel unsure of how to request help when they feel overwhelmed with additional tasks
- Develop an increased support for procedures and may become rigid, inflexible, or resentful when they feel unappreciated
- Struggle to learn new skills or multitask due to their high work standards
- Need to be assertive so others do not take advantage of their desire to help people
- Need to learn to accept the recognition of others

Life

Decision Making

When it comes to decision making, the ISFJ will often...

- Begin by examining the situation and gathering the facts
- Evaluate the information based on their values and the potential impact on people
- Reflect on their decision to ensure that they made a fair choice
- Need to ensure they objectively examine the practicalities of a decision
- Need to take their time during the decision making process

Playing

The ISFJ has a ‘work before play’ approach to life and will complete all tasks before permitting themselves to relax. In their personal lives, they go to great lengths to help out family members, roommates, and friends. At times, they may allow their own needs to be overlooked. It is important for an ISFJ to identify their own needs and work toward fulfilling them. In their personal relationships, the ISFJ postsecondary student tends to date less than other students. Overall, the ISFJ may need to take a break and schedule specific times for ‘play.’
Stress
An ISFJ will often experiences stress when...

- Trying to meet their own high work standard
- The inadequate work of others has a negative impact on their own work
- People do not use common sense or overlook the facts
- Given an inadequate amount of time to prepare
- Conflict exists in their work or personal environment
- Requested to make changes without reason
- Required to complete tasks through an inefficient process
- Feeling unclear about possible future outcomes
- Denying their own personal needs

When an ISFJ is affected by stress, they will often...

- Feel inadequate and unable to complete any task or see an alternative option
- Take the stress with them after leaving the situation
- Have trouble addressing the problem and avoid these difficult situations
- Be susceptible to negative thinking which may lead to a depressed attitude and additional resistance to change
- With extreme or chronic stress, start imagining all the negative possible outcomes and worst case scenarios

An ISFJ can reduce stress by...

- Persevering through the difficult situation
- Using past strategies that have proven to decrease their stress
- Watching television, sleeping, or turning to religion
- Delegating some of their responsibilities
- Putting the facts into perspective
- Using activities that require a creative mind frame
- Working to improve their self-confidence
- Learning to be more assertive