

# ISFJ

(Introverted, Sensing, Feeling, Judging)  
On my honor, to do my duty...

## Career Satisfactions for ISFJs Doing work that:

- Requires careful observation and meticulous accuracy, where I can use my ability to remember facts and details
- Lets me work on tangible projects that help other people, often requiring great accuracy and attention to detail
- Lets me express my compassion and devotion by working hard behind the scenes, but where my contributions are recognized and appreciated
- Is done in a traditional, stable, orderly, and structured environment, where the results are practical and service-oriented
- Requires that I adhere to standard procedures, use practical judgment, and follow through in a careful, organized way
- 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
- Gives me a private work space so I can concentrate fully for extended periods of time and with a minimum of interruptions
- Lets me work primarily one-on-one, helping others, or with other people who share my personal values and beliefs
- Requires me to be organized and efficient in completing my assignments
- 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.

### Work-Related Strengths

- Strong work ethic; responsible and hard-working
- 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 their own needs
- Frequently overworked because they take on too much
- May not see implications of future consequences
- May not adjust well to constant change
- May become discouraged if they no longer feel needed or appreciated

# Popular Occupations for ISFJs

## Health Care

- Dental hygienist
- Family physician
- Nurse
- Medical technologist
- Physical therapist
- Medical equipment sales
- Health care administrator
- Dietitian/nutritionist
- Optician
- Medical records administrator
- Pharmacist/pharmacy technician
- Radiological technician
- Respiratory therapist
- Veterinarian
- Licensed practical nurse
- 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

## Social Service/Education

- Preschool teacher
- Librarian/archivist
- Social worker
- Personal counselor
- Speech pathologist
- Probation officer
- Home health social worker
- Child welfare counselor
- Substance abuse counselor
- Elementary school teacher
- Special education teacher
- Genealogist
- Curator

- Educational administrator
- Guidance counselor
- Religious educator
- Vocational rehabilitation counselor
- Historian
- Athletic trainer
- Fish and game warden
- Horticultural specialty grower
- Police identification and records specialist
- Stringed instrument repairer
- Residence counselor
- Farmer

## Business/Service

- 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

## Creative/Technical

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

# Portrait of an ISFJ

Six out of every one hundred people are ISFJs. Here the primary desire is to be of service and to minister to individual needs. ISFJs carry a sense of history, a sense of continuity with past events and relationships. Traditions and the conservation of resources are valued highly. The least hedonistic of all types, ISFJs, believe work is good, and play must be earned. ISFJs are willing to work long, long hours. When they undertake a task, it will be completed if at all humanly possible. Adhering to an established way of doing things and doing them well is valued and respected. The efficiency and effectiveness of an established procedure is not often questioned. Procedures dictated by handbooks are law. If others violate or ignore these standard operation procedures, ISFJs are annoyed and irritated, although they may not always display this reaction. Usually, such irritation is turned inward and may be experienced as fatigue and muscle tension.

ISFJs may experience some discomfort when placed in positions of authority over others and may tend to try to do everything themselves rather than insist that others do their jobs. As a result, ISFJs are frequently overworked.

ISFJs are super-dependable and seldom are happy working in situations where rules are constantly changing. Their major need to be of service to others leads them into occupations such as nursing, teaching, secretarial work, and middle-management administration jobs. They relate well to people who need them; for example, the sick, the ignorant, students, and the "boss". Much satisfaction comes to them when they are taking care of the needs of another and they render the service gently and helpfully. When the recipient is no longer in need, the relationship may change its character, the ISFJ becoming disinterested. They enjoy assisting the downtrodden and can handle better than other types servility in others. If a situation calls for such behavior on their part, they will show "due respect." ISFJs have an extraordinary sense of responsibility and an outstanding talent for executing routines which call for repeated, sequential procedures; for example, ISFJs make extraordinary secretaries, highly efficient nurses, and dedicated teachers. Speculation and theory do not intrigue ISFJs, who would rather leave the less practical and down-to-earth.

ISFJs tend to be devoted and loyal to a boss and tend to identify personally rather than institutionally. They expect others, including the boss, to follow procedures and are distressed and embarrassed when people do not behave as they are supposed to behave. ISFJs often seem to feel personally responsible for seeing to it that people in an institution or business carry out established rules and routines. They often are aware of status given by titles, environment, offices, and the like and can use this to advantage. They are aware of the value of material resources. To save, to put something aside against an unpredictable future, to prepare for emergencies; these are important actions.

ISFJs are devoted to mate and family and usually are excellent homemakers. The home of an ISFJ is likely to be well kept inside and out. Interior and exterior are meticulously maintained and appointed in the traditional manner. As a parent, the ISFJ expects the children to conform to the rules of society and has a feeling of personal responsibility to see to it that these rules are honored. An ISFJ is apt to find the putting on of airs as offensive and tends to prefer modest, quiet friends rather than more boisterous ones. For the ISFJ, people should behave according to their position in life, and the ISFJ may be annoyed by others who act either above or below their social or economic station.

The ISFJ female often displays a flair for making the interior of the home attractive in a time-honored style, provides attractive, nourishing meals, and maintains the environment in a neat and orderly style. To the ISFJ male

and female, the home territory is important to own and to preserve.

While ISFJs are super-dependable, they may be fascinated by and attracted to the irresponsible, the lush, the glutton. Many ISFJs marry alcoholics and then proceed to conduct a rescue-rejection game without end, with the rescuing phase taking the guise of an attempt to reform. Occasionally an ISFJ mother may reveal a tendency to find humor in the "waywardness" of a son, while raising her daughters to respect traditions and to do the right things at the right time — always.

ISFJs are frequently misunderstood and undervalued. Their contributions often are taken for granted, and the ISFJ as well is too often taken for granted. This can cause an ISFJ to harbor feelings of resentments, and this bottled up emotion can gnaw inwardly, causing the ISFJ much undeserved suffering.

Using your strengths is easy.  
The secret to success for an ISFJ is learning to:

***SPEAK UP, CONSIDER POSSIBILITIES THAT DON'T ALREADY EXIST, AND  
TRY TO BE MORE FLEXIBLE AND SPONTANEOUS.***