

MYERS-BRIGGS TYPE INDICATOR (MBTI®)

ISFP

(Introversion, Sensing, Feeling, Perceiving)

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

The above four letters are known as a 'type' and are based on the Myers-Briggs Type Indicator® (MBTI®). If you have not already completed an assessment to find out your type, [click here](#) to take the MBTI®. After completing the assessment, sign up for a **workshop** to learn more about the MBTI® and receive your results.

Note: The MBTI® is available to U of S students and alumni and an NSID is required to sign in and complete the assessment.

The following information has been compiled from numerous MBTI® resources. It is intended to be an overview and shows how type can apply to many aspects of life. It is not, however, a complete description. Please see the attached works cited list for additional information.



► ISFP Overview

ISFPs are generally flexible, practical, action-orientated, and empathetic. They are also commonly seen as lighthearted, easygoing, and joyful. The ISFP tends to be quiet and usually only shares their deeper feelings and thoughts with people they are comfortable around. The ISFP has strong personal values and will live their lives to reflect these values. As such, they focus their energy inward in order to maintain their inner harmony and further ponder their values. ISFPs often have a carefree approach to life and desire freedom, spontaneity, and living in the moment. As such, the ISFP does not make too many long-term plans and may miss the future implications of their actions and choices. The ISFP also tends to be drawn towards nature and sees the beauty in humanity and in their environment.

ISFPs often enjoy serving and helping others. They are generally good at dealing with problems because they maintain a focus on the people involved. They are also very aware of the behavior of others and may be critical of what they observe. The ISFP has a desire to please people and may struggle with being assertive. They also have a natural tendency to trust people and should be cautious that others do not take advantage of them. The ISFP is often a good friend that does not force their own values on others. They tend to take their time to develop close relationships with a small group of friends and generally communicate their feelings for people through actions instead of words. The ISFP also strives for harmony in their relationships and may experience difficulty dealing with conflict.

The ISFP generally gathers detailed information through their five senses. They naturally observe and seek to understand information that pertains to people. They will then use their values and feelings to evaluate the gathered data and make decisions. The ISFP tends to be grounded in what is real or practical and has limited interest in the intuitive thoughts of others unless they can find ways to apply these ideas. They readily accept immediate challenges and respond quickly to accomplish a task, address an issue, or solve a problem. The ISFP often strives to follow through on important commitments to people. However, their susceptibility to take on too many tasks may reduce their ability to complete all their obligations.



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► ISFP and School

Learning

The ISFP student will often...

- Learn most effectively through practical application and hands-on experience
- Struggle with traditional teaching that focuses on theory or abstract thinking
- Be interested in topics that pertain to people
- Prefer adaptable professors that present material in a clear manner
- Doubt implications of good test scores and underestimate their capabilities
- Prefer a quiet study environment

Writing

The ISFP generally excels at descriptive writing that is based on what they experience. They are often inspired to write on topics that reflect their interest in nature or people. However, they may find writing on personal experiences to be difficult due to their desire for privacy. The ISFP may also struggle with logically analyzing topics. In their writing, the ISFP tends to consider their audience but should be cautious that they are not writing only to please the reader.

In the writing process, the ISFP will often...

- Begin by gathering and reflecting on information
- Need to limit the amount of information they gather
- Organize their writing based on a step-by-step process and established model
- Require a quiet environment that is free of distractions
- Practically apply the information that they gather
- Desire positive feedback and encouragement from their audience
- May need to return to the original draft to strengthen the conclusion and omit unnecessary details or stories

Procrastination

The ISFP's preference for keeping things open-ended tends to influence their procrastination in completing tasks. They may also avoid or put off work that is deemed irrelevant or uninteresting. At times it can also be difficult for the ISFP to delay their desire for immediate enjoyment in order to obtain long-term academic achievement. The ISFP may increase their motivation by connecting their efforts to helping people, maintaining harmony, or pleasing others. It is also important for the ISFP to outline a project plan that includes rewards. As well, the ISFP would likely decrease their procrastination by further developing their time management skills.



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► ISFP and Career Exploration

An ISFP tends to find career satisfaction with careers that have the following characteristics:

- Reflects their inner values and fulfills a greater purpose, meets a need, or helps others
- Ensures task variety and projects of interest
- Fosters a supportive, positive, and cooperative work environment
- Encourages personal development
- Involves a combination of independent and one-on-one work
- Has limited work place politics or hidden motives
- Provides freedom to choose their tasks and select their own work speed
- Involves minimal procedures or strict requirements
- Requires limited public presentations or leading large groups of unknown people

When exploring career options, an ISFJ will often...

- Gather a lot of information on different career options
- Evaluate current positions but may miss future career possibilities
- Need to consider their long-term career goals
- Be inclined to gain experience and further understanding of a career through volunteering
- Delay their decisions while they explore their options

Careers to Consider

The following is a list of suggested occupations that fit the qualities of an ISFP or are careers that other ISFPs 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.

- | | | | |
|---|---|--|---|
| <ul style="list-style-type: none"> • Radiology Technologist • Medical Assistant • Nurse • Physical Therapist • Massage Therapist • Dental Hygienist/Assistant • Veterinary Assistant • Animal Groomer/Trainer | <ul style="list-style-type: none"> • Crisis Hotline Operator • Teacher: Elementary/Science • Carpenter • Mechanic • Surveyor • Police Officer • Forester • Geologist • Cleaning Services | <ul style="list-style-type: none"> • Clerical Supervisor • Waiter/Waitress • Computer Operator • Bookkeeper • Legal Secretary • Typist • Storekeepers & Clerks • Operatives: All types • Gardener • Botanist | <ul style="list-style-type: none"> • Fashion Designer • Beautician • Tapestry Worker • Interior Designer • Landscape Designer • Jeweler • Potter • Painter • Dancer • Chef/Cook |
|---|---|--|---|

For information on a specific career, check out www.saskjobfutures.ca or www.alis.gov.ab.ca



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Job Search

During their job search, an ISFP will often...

- Ask questions to gather job related facts and information
- Benefit from creating a specific job search outline
- Determine whether additional skill training is required for their desired job
- Network with people they know
- Seek out support for the job search process
- Naturally assess options based on what they value
- Need to objectively evaluate options and the long-term impact of their decisions

During an interview, an ISFP will often...

- Convey their ability to work well with others and adapt well to change
- Provide a description of their past experience but should be cautious not to provide too many details
- Benefit from practicing to discuss their skills and answer hypothetical questions

► ISFP and Work

At work, the ISFP will often...

- Require freedom and autonomy to complete tasks
- Gather specific details and facts
- Desire challenging work with tangible results
- Commit their energy and attention to tasks of interest
- Support the goals of the organization
- Identify the organizations current needs and respond accordingly
- Desire a harmonious work environment with limited conflict
- Respond well in situations that require quick changes
- Encourage and assist their coworkers
- Personalize their work space to create an aesthetically pleasing environment
- Require a quiet, private, and independent work environment
- Seek out ways to have fun and enjoy their work



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

- Require additional organization and time management skill development
- Have difficulty handling large or difficult projects
- Neglect policies, procedures, or protocols and complete tasks as they deem appropriate
- Be oblivious to the hidden motives of people
- Empathize with the conflict and issues experienced by their coworkers
- Need to maintain their motivation for uninteresting tasks
- Benefit from setting their own deadlines throughout a project
- Need to assert their ideas even if they cause conflict or disharmony
- Remove themselves from a situation, become critical, oppose structure, or question their worth when they feel unappreciated

Teamwork

On a team, the ISFP will often...

- Appreciate team members that are caring, considerate, and helpful
- Provide practical assistance to team members
- Generate ideas for others to consider or further develop
- Motivate others to work towards an established goal
- Be attuned to the underlying morale of the team
- Use an unassuming approach that fosters cooperation

On a team, the ISFP should be aware that they may...

- Resist directions that are controlling or interfere with their freedom
- Irritate team members when they are seen as too modest, kind, or sensitive
- Become frustrated with inconsiderate, unfocused, or illogical team members
- Need to learn how to accept recognition

Leadership

The ISFP often prefers a supportive or coordinating role instead of organizing people or situations. However, in a leadership position, the ISFP will often...

- Focus on creating a team environment
- Motivate individuals through creating a sense of loyalty
- Influence team by exemplifying desired behaviors and drawing on peoples' good intentions
- Support and appreciate individual members
- Make decisions that reflect the majority of group members
- Quickly adapt to needs as they arise



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► ISFP and Life

Communication

The ISFP will often...

- Want to hear clear expectations, practical information, specific details, and positive encouragement
- Spend the majority of a conversation listening to the other person
- Prefer opportunities for one-on-one discussions
- Limit the amount of personal information they share
- Voice their opinion only when their personal values are violated
- Personalize negative feedback
- Avoid conflict or confrontational situations

The ISFP should be aware that they may need to...

- Directly communicate their needs and wants
- Assert their opinions when they are treated unfairly
- Intentionally provide critical or constructive feedback
- Address conflict to ensure long-term harmony
- Become comfortable with sharing their accomplishments

Decision Making

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

- Subjectively view each option by integrating their personal values and considering the impact on people
- Benefit from logically considering additional objective criteria
- Need to intentionally evaluate the long-term impact or big picture implications
- Need to be cautious that their decisions are not too heavily influenced by others
- Dislike uncertainty and need to be cautious not to make hasty decisions

Playing

The ISFP tends to enjoy participating in hobbies during their free time and will often personally invest in their work to make it more than just a job. They maintain a balanced approach to life that ensures both their work and their friends and family receive an appropriate amount of attention. However, the ISFP may need to be assertive and ensure that their personal needs are not neglected. As a student, the ISFP is inclined to join service orientated campus groups and tends to be an enjoyable roommate. In their personal lives, the ISFP postsecondary student is often timid about initiating romantic dates or relationships.



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Stress

An ISFP will often experience stress when...

- Required to complete a project within a strict deadline
- Involved in a conflict situation
- Interacting with difficult, challenging, or threatening people
- Pressured to accept or work within an environment with undesirable values
- Freedom is limited by excessive use of rules, requirements, and procedures
- Too much of their private information is revealed
- Required to make important decisions that have future implications
- Involved in too many volunteer or service opportunities

When they are affected by stress, an ISFP will often...

- Become excessively critical of themselves or feel emotionally drained
- Make quick or hasty decisions
- Control a situation or project with uncharacteristic 'take-charge' behaviors
- Feel unhappy, disheartened, or depressed
- With great stress, become extremely critical or judgmental and communicate this negativity to others or direct it towards themselves

An ISFP can reduce stress by...

- Balancing their service commitments with their personal needs
- Viewing a situation logically and objectively to realign their perspective
- Spending time on their own to reenergize
- Improving their time management skills
- Engaging in discussions with close family, friends, or coworkers
- Creating additional structure in their lives through reading, playing games, or organizing their external world



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► What's Next?

Wondering where to go from here? Use any of the following suggestions to help guide you.

Are you wanting to:

Suggested Options:

Determine your MBTI® Type?

Take the **online assessment** and sign up for a **workshop**

Find out more about the MBTI®?

Sign out any of the Student Employment and Career Centre's **MBTI resources** or check out the following websites: **www.personalitypage.com**, **www.typelogic.com**, or **www.personalitypathways.com**

Discover more about yourself?

Return to the '**Discover Who I Am**' section and complete additional assessments or exercises

Learn about planning your career?

Explore additional sections of the '**Plan My Career**' website

Discuss your career questions with the friendly, helpful, and knowledgeable Student Employment and Career Centre staff?

Drop in to a **CareerChat** or schedule an appointment with a **career counselor**

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