



Myers – Briggs Type Indicator® Career Report

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Report prepared for
ISFJ

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Introduction

This report is prepared to help you understand your results on the **Myers-Briggs Type Indicator®** (MBTI®) instrument and how they can be applied in the organizational settings.

The MBTI assessment is a self-awareness tool based on the theories of Swiss psychologist **Carl Gustav Jung** and the work of an American mother-and-daughter team, **Katherine Briggs** and **Isabel Myers**. With more than sixty years of research and development supporting its reliability and validity, the MBTI tool has helped millions worldwide develop a deeper understanding of themselves and others.

The MBTI Assessment is nonjudgmental and helps people learn about themselves through an investigation of what they prefer, or their preferences. The MBTI assessment sorts individuals in terms of four pairs of preferences, or dichotomies, that reflect

Source of Energy

Mode of Taking in Information

Mode of Evaluating Information

Lifestyle

Extraversion-Introversion (E-I)

Sensing – iNtuition (S-N)

Thinking – Feeling (T-F)

Judging – Perceiving (J-P)

In understanding your MBTI results, remember that the MBTI tool

- Describes rather than prescribes, and therefore is used to open possibilities, not to limit options
- Identifies preferences, not skills, abilities, or competencies
- Assumes that all preferences are equally important and can be used by every person
- Is well documented with thousands of scientific studies conducted during a sixty-year period
- Is supported by ongoing research

How Your MBTI® Career Report for Students is Organized

- **Summary of your MBTI® Results**
- **Overview**
- **Learning**
- **Writing**
- **Procrastination**
- **Work Related Strengths**
- **Work Related Weaknesses**
- **Career Satisfaction**
- **Career Exploration**
- **Job Search**
- **Conclusion**

Summary of Your MBTI® Results

This report is based on your results (best fit type) you have mentioned in the self scorable MBTI answer sheets after type verification process during the feedback session.

Best Fit Type				
Where you focus their attention	E	Extraversion Preferences for drawing energy from the outside world of people, activities, and things	I	Introversion Preferences for drawing energy from one's inner world of ideas, emotions, and impressions
The way you take in information	S	Sensing Preferences for taking in information through the five senses and noticing what is actual	N	Intuition Preferences for taking in information through a "sixth sense" and noticing what might be
The way you make decisions	T	Thinking Preferences for organizing and structuring information to decide in a logical, objective	F	Feeling Preferences for organizing and structuring information to decide in a personal, values-based way
How you deal with the outer world	J	Judging Preferences for living a planned and organized life	P	Perceiving Preferences for living a spontaneous and flexible life

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

ISFJ Snapshot

ISFJs are sympathetic, loyal, considerate, and kind, and will go to any amount of trouble to help those who need it. They enjoy providing behind-the-scenes support and encouragement. Although the descriptors below generally describe ISFJs, some may not fit you exactly due to individual differences within each type.

Accommodating	Detailed	Devoted
Loyal	Meticulous	Organized
Patient	Practical	Protective
Quiet	Responsible	Traditional

ISFJ Overview

ISFJs are generally kind, practical, warm, loyal and thoughtful. They focus their energy inward and reenergize 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.

LEARNING

The ISFJ student will often...

- Learn best through the practical application of information
- Verify the accuracy of facts and use that information to further enhance their learning
- Want information to be clearly communicated
- Prefer examples to include a human component
- Prefer to study on their own

WRITING

The ISFJ enjoys writing easy-to-read text. They may have an interest in historical fiction which can influence their writing format and the type of facts they include. The ISFJ usually does not enjoy technical writing and overcomes this by referencing past formats that they have used. They prefer to write documents that do not include theories or analyzing information. They may also be hesitant towards trying new writing processes. As well, an ISFJ may not be confident in their abilities and are sometimes unwilling to let other people read their writing.

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

- Collect and organize facts and create a guideline
- Need to allot enough time for reflection as this is a key process in their writing
- Prefer a quiet work environment to facilitate their reflection
- Avoid using technology to compose their documents unless they are already comfortable using a computer
- Consistently meet their deadlines
- Write one draft and if necessary, revise their writing to eliminate the extra facts and highlight the common themes

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 uncompleted 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.

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 coworkers 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

CAREER SATISFACTION FOR ISFJ

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.

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

JOB SEARCH

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

- Organize their job search and fully research potential jobs
- Tailor their job search document to highlight their commendable work ethic
- Need to intentionally consider companies that are not currently listing positions
- Network with carefully selected people
- Need to be aggressive and pursue opportunities through following up with employers
- Logically evaluate their job options
- Need to be cautious not to take it personally if they are not selected for a job

During an interview, an ISFJ will often...

- Present their team player attitude
- Provide a clear description of their past experiences
- Benefit from practicing to promote their skills or answer broad questions
- Need to remember to appear enthusiastic
- Need to learn how their people skills can be tied to the 'bottom line' and how to market this to a company.

For more than 60 years, the MBTI tool has helped millions of people throughout the world gain a deeper understanding of themselves and how they interact with others, helping them improve how they communicate, work, and learn.

REFERENCES

Tieger, P. D., & Barron, B. (2007). *Do What You Are "Discover the Perfect Career for You Through the Secrets of Personality Type"* (4th ed.). Park Avenue, New York: Hachete Book Group, USA.

Students Employment & Career Centre. (n.d.). Retrieved 12 1, 2012, from University of Saskatchewan: <http://www.usask.ca/secc/>

POPULAR OCCUPATIONS FOR ISFJ'S

People with ISFJ preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

- Librarian
- Private household worker
- Religiously Oriented Occupation
- School Bus Driver
- Health service worker
- Nursing
- Administrator
- Food Service
- Physician Family, general practice
- Teacher

(ALLEN L. HAMMER - INTRODUCTION TO TYPE AND CAREERS)

- Book Keeping and bank teller
- Corrections and probations
- Dental Hygiene
- Dietitian and nutritional specialist
- Health education and service
- Manager: Hotel, Motel
- Library and information service
- Medical technology
- Medicine
- Nursing
- Office support , data entry operator
- Paralegal
- Personal services: Trainer, cosmetology
- Physical Therapy
- Religious Professions
- Secretary and administrative assistant
- Social service
- Teaching: Pre-School Elementary
- Veterinary medicine

(CHARLES R. MARTIN, PHD - LOOKING AT YOUR TYPE "YOUR CAREER")

- Aeronautical engineer
- Architect
- Artist
- Law enforcer: Police, Detective, Site Supervisor
- Child care worker
- Computer operator
- Cosmetologist
- Counselor
- Critical care nursing
- Customer service Representative
- Dental Assistant
- Dietitian/ Nutritionist
- Food-Service Worker
- Hair dresser
- Health Education Practitioner
- Health Service Worker
- Health Technologist
- Interior Decorator
- Cashier
- Library Assistant
- Medical Record Administrator
- Medical Technologist
- Minister
- Musician
- Nurse
- Office secretary
- Optician
- Physical therapist
- Physician
- Dental Hygienist
- Social worker
- Teacher-Elementary, reading
- Speech Pathologist

(DONNA DUNNING - WHAT'S YOUR TYPE OF CAREER)

- Archivist
- Artist
- Athletic Trainer
- Bio chemist
- Biologist
- Botanist
- Vocational Counselor
- Clerical supervisor
- Computer Operator
- Corrective therapist
- Credit counselor
- Curator
- Home health aide
- Dentist
- Dental hygienist
- Dialysis Technician
- Dietitian
- Education Administrator
- Electrician
- Elementary school teacher
- Family physician
- Child Welfare Counselor
- Franchise owner
- Funeral director
- Genealogist
- Grant Coordinator
- Guidance counselor
- Health and administrator
- Historian
- Customer Service Representative
- Home health care sales
- Home Health social worker
- Inn keeper
- Interior Decorator
- Jeweler
- Lawn service manager
- Librarian
- Massage therapist
- Medical /Dental Assistant
- Medical Researcher
- Medical Technologist
- Merchandise Planner
- Museum Research Worker
- Musician
- Nurse
- Occupational Therapist
- Orthodontist
- Paralegal
- Personal counselor
- Personnel administrator
- Pharmaceutical Sales Person
- Pharmacist
- Computer Support Specialist
- Preschool teacher
- Primary care physician
- Radiological technician
- Real estate
- Residence counselor
- Respiratory therapist
- Retail Owner
- Secretary
- Social Worker
- Special education teacher
- Speech Pathologist
- Stringed Instrument Repairer
- Optician
- Surgical technologist
- Title Examiner and Abstracter
- Veterinarian

[\(DONNA DUNNING - WHAT'S YOUR TYPE OF CAREER\)](#)

However, there are successful people of all types in all occupations. The key to getting where one wants to go involves firstly identifying what one really wants, something that comes from a more individual place than type. Individuals with ISFJ preferences then need to use knowledge of their type to gain insight into how they might approach the different activities in planning a career. In other words, ISFJs need to build on the strengths of their type and address potential obstacles that may come along with their style as they explore options, connect with others, make decisions, and manage their careers.

LESS POPULAR CAREERS FOR ISFJ

Remember, every type is in virtually every career. People with ISFJ preferences are, however, less often attracted to careers and occupations in economics, marketing and sales, engineering, psychology, architecture, law and administration in such tough-minded fields as military and protective services. They are also typically found less often in careers characterized by a great deal of analytically oriented technical work or a distant analytical approach to people, work that requires ongoing attention to more theoretical and symbolic information, or careers that require continual adaptation and frequent change.