



Myers – Briggs Type Indicator® Career Report

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QAMAR CONSULTING
Discovering Potential & Optimizing Performance

Report prepared for

ISFP

June 23, 2022

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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	Extraversion-Introversion (E-I)
Mode of Taking in Information	Sensing – iNtuition (S-N)
Mode of Evaluating Information	Thinking – Feeling (T-F)
Lifestyle	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

ISFP Snapshot

ISFPs are gentle, considerate, and compassionate toward those in need of help, they use an open-minded, flexible approach. They enjoy working cooperatively and harmoniously, but often on their own individual tasks. Although the descriptors below generally describe ISFJs, some may not fit you exactly due to individual differences within each type.

Adaptable	Caring	Cooperative
Gentle	Harmonious	Loyal
Modest	Observant	Sensitive
Spontaneous	Trusting	Understanding

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.

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.

WORK RELATED STRENGTHS

- Welcomes change and adapts well to new situations
- Demonstrates sensitivity to people's needs and desires to help them in real ways
- Is Practical and has realistic perceptions
- Good common sense
- Warmth and generosity
- Is loyal to people and organizations you care deeply about
- Pays attention to important details, especially those that concern people
- Is thoughtful and has the ability to focus on current needs
- Willing to support organization's goals
- Has the ability to clearly assess current conditions and see what needs fixing
- Flexibility and willingness to take calculated risks and try new approaches

WORK RELATED WEAKNESSES

- Tendency to accept things at face value and miss deeper implications
- Inability to see opportunities and options that don't exist at the moment
- Tendency to take criticism and negative feedback very personally
- Dislikes preparing in advance; may have trouble organizing time
- Trouble making decisions
- Dislikes excessive rules and overly structured bureaucracies
- Difficulty making logical decisions if they conflict with personal feelings
- Unwillingness to risk disharmony to fight for your idea or position
- Tendency to become overwhelmed by large or highly complicated tasks
- Resistance to setting long term goals and difficulty meeting deadlines
- Difficulty disciplining direct reports or criticizing others

CAREER SATISFACTION FOR ISFP

Doing work that

- Is consistent with my strong, inner values, and is something I care deeply about and want to contribute my energy and talents to
- Is done with others in a supportive and affirming climate where I am a loyal and cooperative member of a team
- Requires attention to detail, where I work with real things that benefit other people and have practical applications
- Gives me freedom to work independently but nearby other compatible and courteous people, and where I don't feel restricted by excessive rules, structure, or inflexible operating procedures
- Lets me be adaptable yet committed; where I have a sense of purpose and am able to see and experience the actual results of my accomplishments
- Lets me use my sense of taste and aesthetics to enhance my physical work space, personalize it, and make others feel more comfortable
- Is done in a quietly cheerful and cooperative setting and where interpersonal conflicts are kept to a minimum
- Gives me an opportunity to experience inner growth and development within a context of work that I feel is important
- Lets me handle problems promptly and simply, offering practical help
- Does not require me to perform regular public speaking, lead a large group of people I don't know well, or give people negative feedback.

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 ISFP 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

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

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 ISFP'S

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

- Book Keeper
- Carpenter
- Cleaning Service
- Clerical supervisor
- Cook
- Dental Assistant
- Law Enforcement
- Nursing
- Store Keeper
- Surveyor

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

- Applied engineering specialties
- Aviation
- Book keeping
- Computer Operations and data analysis
- Construction crafts and trade
- Health Education
- Law enforcement
- Medical Technology
- Medicine : obstetrics, gynecology
- Nursing
- Office and administrative support
- Personal care and services
- Physical therapy
- Recreation and coaching
- Religious Education
- Store Keeper
- Surveying
- Teaching:K-12
- Transportation
- Veterinary medicine

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

- Accountant Purchasing Agent
- Carpenter
- Cleaning Service
- Commercial Artist
- Computer Repair Technician
- Construction Worker
- Cook
- Corrections officer
- Craft Worker
- Dental Assistant
- Detective
- Emergency Medical Technician
- Farmer
- Fire Fighter
- Guard
- Hygienist
- Intelligent Agent
- Laborer
- Marine Biologist
- Mechanic
- Medical Technologist
- Military Officer
- Teacher, Technical Trainer
- Park Ranger
- Physical Therapist
- Pilot
- Police Officer
- Probation Officer
- Race Driver
- Securities Analyst
- Steel Worker
- Optometrist
- Transportation Operator

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

- Agricultural Engineer
- Airline Mechanic
- Airplane Dispatcher
- Audio Visual Specialist
- Electrical/Mechanical/Civil Engineer
- Banker
- Business and finance
- Carpenter
- Child Support
- Civil Engineer
- Coach/Trainer
- Computer Programmer
- Television Camera Operator
- Computer Repair Person
- Cost Estimator
- Criminal Investigator
- Criminalist
- Data Processing Equipment
- Dental Assistant
- Economist
- EEG Technologist
- Automotive Product Retailer
- Electronics Specialist
- Exercise Physiologist
- Farmer
- Fire Fighter
- Forester
- Geologist
- Gunsmith
- High School and College Athletic Coach
- Home network installer
- Information Services Developer
- Insurance Adjuster
- Insurance Appraiser
- Intelligence Agent
- Landscape architect
- Lawn service manager
- Legal secretary
- Locomotive Engineer
- Logistics and Supply Manager
- Management consultant
- Marine biologist
- Marshal
- Mechanical Engineer
- Military officer
- Network Integration Specialist
- Network System Analyst
- Park naturalist
- Pharmaceutical Sales
- Photographer
- Pilot
- Police/Corrections Officer
- Private Investigator
- Product Safety Engineer
- Sports Equipment/ Merchandise Sales
- Quality assurance technician
- Race Car Driver
- Radiological Technician
- Reliability Engineer
- Securities Analyst
- Ship and Boat Captain
- Silversmith
- Software Developers
- Purchasing Agent and Buyer
- Studio
- Surgical Technician
- Surveyor
- System Support Officer
- Taxidermists
- Technical Trainer
- Telecommunication Specialist
- Tester
- Transport Coordinator
- Weapons Operator

(PAUL D. TIEGER AND BARBARA BARRON - DO WHAT YOU ARE)

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 ISFP 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, ISFPs 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 ISFP

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with ISFP references are, however, less often attracted to careers and occupations that require a great deal of impersonal analysis of non tangible, symbolic and technical material, such as in the physical and life sciences, system analysis and finance. In addition, they are less drawn to highly organized and structured career that require tough minded approaches to people or things, such as in management, administration, as law. ISFPs are also found less often in the performing and fine arts and in media and entertainment.