



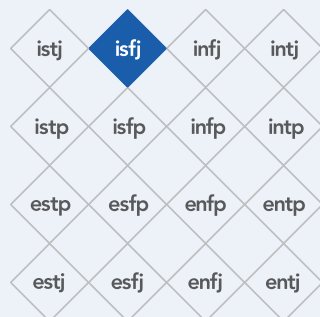




## Introversion Sensing Feeling Judging

### Type Dynamics

S <sub>i</sub>	First
F <sub>e</sub>	Second
T	Third
N <sub>e</sub>	Fourth



## AT THEIR BEST

ISFJs are dependable and considerate, committed to the people and groups they are associated with, and faithful in carrying out their responsibilities. They work steadily to complete jobs fully and on time. They will go to great lengths to do something they see as necessary but dislike doing anything that doesn't make sense to them.

ISFJs focus on what people need and want, and they establish orderly procedures to ensure that those needs and wants are met. They take roles and responsibilities seriously and want others to do the same. Family is extremely important to ISFJs, who fulfill their roles conscientiously and expect other family members to do likewise.

## CHARACTERISTICS OF ISFJs

ISFJs have a realistic and practical respect for facts. They use their Sensing primarily internally, where they have a large warehouse of information. They can clearly remember details about things that have personal meaning for them, such as tones of voice or facial expressions. Thus, ISFJs are likely to be

- Practical and realistic
- Concrete and specific

ISFJs use Feeling to make decisions based on their personal values and concern for others. They value harmony and cooperation and work to create them. Thus, they are likely to be

- Cooperative and thoughtful
- Kind and sensitive

Their decisions are firm because their decisions are based on careful application of their clear values and their wealth of stored information. ISFJs respect established procedures and authority, believing that these have persisted because they work well. Therefore, they will support change only when new data show it will be of practical benefit to people.

## HOW OTHERS MAY SEE THEM

ISFJs are unassuming and quiet in their interactions, often putting the needs of others—especially family members—ahead of their own. They are uncomfortable with confrontation and will try hard to accommodate others, though their respect for traditions and people's feelings can lead them to challenge actions they perceive as hurtful or insensitive. People see their values, their desire for structure and closure, their kindness. What others may not see is their wealth of rich, accurate internal Sensing impressions and memories.