

PERSONALITY TYPE

ISFJ

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Hello

Thank you for completing the personality type questionnaire, below you will find a detailed summary of your personality type based on the answers that you have supplied. There is no right or wrong answers to the personality type questions, this is just how you naturally act and react to your environment, many people act differently in different situations. As an example you may be an Extravert at work and an Introvert at home. It's not about what personality type letters you picked its how you make the most of your strengths and what you do to improve your areas of development, which means that this report will help under your skills and strengths while helping you identify your stress levels.

**In the report you will find:**

- Your key words
- A summary of your personality type
- Preferred job positions
- How others view you
- Your strengths
- Where you get your energy from
- How you remember information
- How you decide or come to conclusion
- Where you work best
- How you contribute in a team
- How you can grow
- Stress
- How to deal with arguments
- How you learn

# Personality Type

Have you noticed that some people are quiet while others are loud? When in conversation describing an event, some people give you all the small details and facts, while someone else having the same conversation will only give you an overview of the same event.

How people act, learn and present themselves comes down to your **Personality Type** by understanding your own and other peoples personalities can help you realise how you process information, why you become frustrated with certain individuals and why you get on so well with others.

Today you will learn more about yourself, your personality type by answering **4 simple questions**. The four questions below are all about the different aspects of your personality for each question you have to choice a letter-you will need to write down your selected letter.

Each question covers a different part of your personality, as you read the questions you will quickly realise that you have/use both personality style answers-for each question you need to pick your preference. Try writing your name down with your Right hand and then try it again using your Left, only one will feel natural. When answering the questions think what your preference is, what is natural to you, what do you do the most.

## *Where we get our Energy From*

**Which are you more like?**

Are you more **Extrovert (E)**

Or are you **Introvert (I)**

You think out loud  
A good talker  
Like to give your opinions  
Often seen as excitable  
Need to fill in gaps and pauses

Think before you speak  
Prefer quite  
Keep your thoughts private  
Enjoy your own time  
A good listener

**PICK EITHER E or I**

### *How we take in Information*

Which are you more like?

Are you a **Sensing Individual (S)**

Or **Intuitive (N)**

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Do you look for Facts  
Are you Practical and Sensible  
Keep things realistic and real  
Use what you know and have learnt  
Use straight forward language

Do you look for possibilities  
Do you spot patterns  
Do you go with your hunches  
Enjoy learning new things  
Lose track of time easily

**PICK EITHER S or N**

### *How We Make Decisions*

Which are you more like?

Are you a **Feeler (F)**

Or **Thinker (T)**

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Are you in touch with your feelings  
Do you enjoy giving praise  
Are you driven by emotion  
  
Like to be of service to others  
principles  
Find it hard to say No

Do you follow your head  
Like a lively debate  
Like to hear both sides to a  
story/argument  
Like rules, regulations and  
  
Can make tough discussions  
without becoming emotional

**PICK EITHER F or T**

### *Your Attitude to Life*

Which are you more like?

Are you a **Judging Individual (J)**

Or a **Perceiving Individual (P)**

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# ISFJ

**“The Supporter”**

- ✚ Introvert
- ✚ Sensing
- ✚ Feeler
- ✚ Judging

**Key Words:** Loyal – Thoughtful – Dependable

**A quiet and caring individual who often put the needs of others above their own needs.** An ISFJ will direct their energy towards the inner world of thoughts and emotions. They are often loyal and caring to those around them and can be strong and determined when protecting what they believe in. they work well with facts and when they are well organised.

### Preferred Job Positions

**ISFJ - An Organised Protector and Carer.**

Librarian, Carer, Public Sector Roles, Administrator, Health Service Worker, Nurse, Advisor, Primary School Teacher, Dental Assistant, Financial Services Worker, Call Centre, Stagehand, Officer Worker, Teaching assistant, Childcare Worker

The above **Preferred job Positions**, suit your individual personality type, as your personality type is broken down into how you make decisions, how you take in information, where you get your energy from, how you plan your life and career and these elements are matched against different career choices.

Next you need to look at your **Career Values** – what is important to you? And match these against the company you want to work for. Your values tell you what is right or wrong and how to act and can make a big difference between enjoying your career or getting the Monday morning blues.

### Values

What is important to you in your career? Write down your answers below

Example Values	Your Values
Money	
Career progression	
Working with others	
Seeing the end result to my work	

Working close to home	
Having targets	
Feedback	
Personal development	
Flexibility	
Reliability	
Ongoing support	
Variation	

Now you have a list of your career values; you need to put them in order of importance, which of your values is more important to you? If you had a choice would you take a job that had value A or value B?

**Your Values in Order of Importance**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Once you know your career values and the values you most require, ask your self **could I have a job that didn't have Value X?** – Answer this question for all the values on your list.

People who accept a job offer with a company who don't have the same values will soon become bored, agitated or stressed which will lead to them quitting their job or becoming depressed and ill.

Take your top 3 values and ask **“why is it important to me to have X value?”** as an example; ***variation – because I get bored quickly and when I am bored I constantly have time off work, which often leads to me being sacked.*** This will you understand your values in more detail and is an insight to what motivates you - **Pain or Pleasure?**

I was once working with a client who was quickly becoming depressed due to his job, when we looked at his Values, his number one value was **“helping other people”** when asked what his job was, he said **“sales”** when we discussed that his career values were opposite to his role, he originally disagreed as he had been working in sales for 10 years and only felt like this in the last 12 months.

After we explored this we found out that even though he had been in sales for 10 years for the past 14 months, he had been a new sales job selling what he said was **“unnecessary insurance policies”** – this is the opposite to his Helping people Values.

His previous job was selling Medical Machinery to hospitals which was proven to save lives – BIG Helping People Value’s, he felt the machines he sold would help save peoples live, he sees himself as someone who helped other people (his number one value)

Your values drive who you are (your personality), for a successful career pick a role and a company that have the same values that you require - what you believe is important to you.

### How others view you

**As a conscientious person who gets on well with others**

### Strengths

- ✚ Patient with people and details.
- ✚ Good at bringing up relevant facts.
- ✚ Can be aware of other people’s beliefs, values and strengths.
- ✚ Popular team members but rarely push their views forward unless asked.
- ✚ Practical, modest and caring.

### What do you consider to be your key skills, strengths and qualities?

*Record them here:*

- 1.
- 2.
- 3.



- 4.
- 5.

## Where you get your energy from

You will need some regular alone time to help re-charge your batteries, as you are motivated internally. You will enjoy living in your head, listening to your thoughts and your mind can often be closed to the outside world. When given new information, you first think and reflect before acting on it.

## How you naturally notice and remember information

When thinking about past events you will recall lots of details and facts. As you mentally live in the now, you use common sense and like to be given clear and concrete information. You will prefer to use strategies that you have already learnt to overcome new barriers and as a practice and sensible person you are able to notice the small pieces of information, by having an eye for detail.

## How you decide or come to conclusions




Your conclusions come from the heart; you think about the feeling of the situation and can take on other people's emotions. You are naturally sensitive to other people's needs and reactions and will naturally seek popular opinions as you don't like to upset others. You are often careful about what you say and try to avoid conflict.

## The environment you work best in

To keep you motivated and focused you will plan and organise everything you do, by using list and keeping diaries. You will prefer to keep ahead of deadlines and use targets, dates and routines to manage your life. You will prefer to start and finish one task before moving onto the next item on your to-do list and work best in a tidy and neat environment

## Contributions to the team of an ISFJ

In a team environment, the ISFJ can contribute by:

-  **working hard and efficiently to complete tasks by the deadlines set**
-  **building team spirit through maintaining good relationships with each team member, being accepting of their contributions, and promoting harmony and co-operation**
-  **contributing practical skills in organising people**

- ✚ ensuring that everyone in the team feels valued, and that their needs are met
- ✚ asking for contributions from all team members, and seeking to arrive at consensus decisions
- ✚ maintaining respect for established hierarchies and traditions
- ✚ striving to ensure that people are happy with the service provided

## Personal Growth

As with all types, the ISFJ can achieve personal growth by developing the parts of your personality that is not your natural preference:

- ✚ articulating more of the ISFJ's own views
- ✚ developing a long term vision, that avoids focusing on details
- ✚ assertiveness training
- ✚ being more forthright, and offering direct criticism
- ✚ learning to promote the ISFJ's ideas and achievements to others, recognising that others may well find them valuable
- ✚ undertaking a formal process of evaluation against criteria, including a cost benefit analysis

## Stress

As stress levels increase, we first use our preferred and natural personality preferences to deal with the situation; if the stress level is quite low we can be flexible in our approach to overcoming the activity that is causing the stress, as the stress level rises you will often stop using your preferred personality preference and start using the opposite – a naturally quite person will become loud and a naturally loud person will become quite, often ending with the person saying “I wasn’t myself”

When feeling stressed, be flexible and use your strong and natural personality preferences to overcome the stressful situation:

- ✚ find a place of solitude in which to think and work
- ✚ value the efforts of others and appreciate their encouragement
- ✚ use order and structure in your approach
- ✚ follow your natural instincts
- ✚ be realistic
- ✚ stick up for yourself

## Arguments

By understanding your own personality type and that of others can help you solve disputes quickly. When in a relationship with someone with the opposite personality type an argument can quickly escalate as you both see the argument from your own point of view. This next section will allow you to understand how your behaviour in argument and how someone with a different personality type would act.

You can use this knowledge to help solve the argument, as an example it is good to let an extravert person to talk it out or an introvert person to think about the issue.

<p><b>Extrovert</b></p> <ul style="list-style-type: none"> <li>• Talk Loud and Fast</li> <li>• Wants to get things sorted right now</li> </ul>	<p><b>Introvert</b></p> <ul style="list-style-type: none"> <li>• Will be quite</li> <li>• Would prefer to think on things before discussing the argument</li> </ul>
<p><b>Sensing</b></p> <ul style="list-style-type: none"> <li>• Will argue the specific details and facts</li> </ul>	<p><b>Intuition</b></p> <ul style="list-style-type: none"> <li>• Will let their imagination run away with them – this can lead to them imagining huge consequences from small events</li> </ul>
<p><b>Feeling</b></p> <ul style="list-style-type: none"> <li>• They will personalise the argument</li> <li>• May agree just to end the argument</li> </ul>	<p><b>Thinker</b></p> <ul style="list-style-type: none"> <li>• Will tell others not to get emotionally involved</li> <li>• May try and solve the argument</li> </ul>
<p><b>Judging</b></p> <ul style="list-style-type: none"> <li>• Make quick discussions about the argument</li> <li>• May simplify the argument</li> </ul>	<p><b>Perceiver</b></p> <ul style="list-style-type: none"> <li>• Can add extra issues to the argument</li> </ul>

## How you learn best

**I**

- Go somewhere quite
- Turn off your phone – no interruptions
- Listen carefully to the tutor
- Research and collect information

**S**

- Understand why you are learning something
- Learn how you will be able to use the thing you are learning
- Pay attention to the details
- Work through using a step by step plan

**F**

- Work with people and tutors who will praise you
- Get support and encouragement from others
- Look at what you have learnt can help others

J

- Follow a clear structure and routine
- Plan your work – use deadlines
- Tick of task you have completed
- Give yourself enough time to complete all task

**What will you do to improve on your areas of development?**

*Record your actions here:*

- 1.
- 2.
- 3.
- 4.
- 5.

We all strive for perfection, in truth we need to appreciate what our strengths are and continue to improve our areas of development throughout our life. We never reach perfection – *what is perfection anyway?* Successful people are successful with their strengths, brilliance and skills and they appreciate that they have much more to learn, once they learn any new skills, improve areas of their personality types, and gain new strengths they will use these to create a more successful life.

When you come across any new *problem* that you are finding hard to manage you can step back to ask yourself “am I using the correct part of my personality type to find the solution to this particular barrier?” **as an example** – *in some cases you may need to look at the details of the situation (S), while other times it will be better to have an overview of the problem (N)*

I hope you have enjoyed learning more about your personality type, and I would add, it’s not just about understanding your strengths and weaknesses; it’s about what you do with this knowledge to gain better results. Remember we all have a natural personality preference, but you now have a choice; it is for you to choose which part of your personality you use in the different parts of your life.

Good Luck

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