

ISFP - Actions Speak Louder Than Words

■ The ISFP begins by focusing internally rather than externally (Introversion) and strives to be sure that his or her own internal world is in order. Their principal goal is not to reshape others so much as to define their own needs and concerns. The world itself is very tactile, immediate, and grounded (Sensing), and this is translated through the ISFP's subjective decision-making process (Feeling). They have a low need to come to closure about any of these things—Introversion, Sensing, and Feeling—preferring to stay open and experience all of it (Perceiving).

Learning and Communication Style

- Likes and expects practical facts and details presented in a personal way—supporting people or a valued cause.
- Valued communication will tend to be literal, supportive, values-based and harmonious.
- Many important things go unshared because they are considered obvious, irrelevant or not ready for public consumption.
- Though possessing a gentle, harmonizing quality, enjoys working alone.
- Likes personal reflection upon practical experience.

Problem Solving and Stress

■ This type is largely motivated by unspoken and deeply felt truths and values that most often relate to people, personal relationships, harmony and a meaningful, almost spiritual, component to life, work and the problems therein which need solving. The most important values and motives of this type are rarely articulated. What is said tends to be open, inquiring, friendly and tentative. Effective problem solving must include ample time for reflection, journaling and/or introversion and time overtly given to build and support the individual lives and relationships of all involved.

■ Conflict and argumentation can be a source of stress. Though this type often has strong judgments and criticisms, it is rare that these get much air time, and this type may struggle with expressing conflict or overt opposition unless some core value is broached—then the opposition may be fierce and seem both angry and out of proportion to the issue which triggered it.

Values

- This is a highly practical, fun-loving, action-oriented type that prizes action and immediate application and experience.
- Sensitive to boredom and inaction, this type tends to ignore policy, procedure and organizational expectation to creatively adapt to its problems or situations.
- Sensitive to conflict, this type will tend to ignore or underplay conflict, taking the practical path of least resistance.

Workplace Contribution:

■ Supports people and their efforts with a gentle—almost anonymous—attention to detail and action in the moment.

Leadership Qualities:

■ Leads by example—by tending to task details and providing gentle, unassuming support.

Team Spirit:

■ Teams are fine and can be fun, though personally draining and intrusive; quiet support and diligent work are what make teams effective.

Pathway to Professional Growth:

ISFPs must learn to focus on the patterns and problems beyond immediate concern—to look for and confront the systemic or root issues and not to get lost in the background solving only the problems of today.