

CenterMark Type : ISFJ

CenterMark Type Map Introduction

CenterMark is based on eight variables, with four pairs of preferences. In each preference pair, you fall more on one side of the scale or the other. Everyone has a natural preference for one of the two opposites on each of the four scales, but everyone uses each of the preferences to some degree. The differences in people result from our preference for:

Extraversion or Introversion (E – I) - Where they prefer to focus their attention and energies.

Extraversion Characteristics.

Those who choose Extraversion derive satisfaction from their involvement with people and their surroundings. They are energized by their affiliation with others and are easily engaged by friends and strangers alike. Extraverts prefer to explore ideas through conversation. They act-think-act.

Introversion Characteristics.

Those who choose Introversion want less interaction with others. They are energized by reflection and solitude. They prefer to voice their opinions after they have ample time to process the issue. They think-act-think.

Sensing or Intuition (S – N) - The way they prefer to take in information, the kinds of information they want and give weight to, and usually how they communicate information. The S and N preference seems to have the most influence on occupational choice.

Sensing Characteristics.

Those who choose Sensing tend to take in tangible information; this means they focus on present reality, count their practical experience, trust facts, and like full, detailed, and verifiable information. They are described as left-brain and identify with efficiency, standardization, cost benefits, precision and quick response.

Intuition Characteristics.

Those who prefer Intuition, on the other hand, tend to take in information as a kind of snapshot; they notice present reality but are quickly drawn toward connections, finding patterns in data and seeing possibilities in the future. Intuitors are described as right brain. They prefer to focus on possible innovations, new markets and products, and adding value.

Thinking or Feeling (T – F) - The way they prefer to make decisions and the different ways of prioritizing and organizing information and coming to conclusions.

Thinking Characteristics.

Those who choose Thinking take a detached approach. They step back to analyze the situation, assess the pros and cons, and choose the rationale alternative. They question and critique before making decisions. For them, a good decision is one that is based on objective reasoning

Feeling Characteristics.

Those who choose Feeling put themselves into the decision-making situation to assess how it will affect everyone involved: They will ask, Does it fit with my values? How does it affect people? For them, a good decision is one that "feels good."

Judging or Perceiving (J – P) - How people prefer to arrange their external lives. The J-P preference can be the source of the greatest amount of interpersonal tension.

Judging Characteristics.

Those who choose Judging plan ahead and work toward closure. They want structure and schedules, and like to come to decisions and move on. Judgers are annoyed by interruptions and surprises. For Judgers there is usually a "right way" and a "wrong way" to do anything.

Perceiving Characteristics.

Those who choose Perceiving like to have an open, fluid calendar with loosely defined plans. They find structure and schedules inhibiting, and trust their ability to respond resourcefully and energetically to changing environments and final deadlines. Perceivers enjoy the process and options. They handle surprises and interruptions well.

General Characteristics of CenterMark™ Sixteen Types

Below are thumbnail descriptions of each of the sixteen types. There is no right or wrong type, the workplace needs them all. Self-knowledge is validating and strengthening. An in depth description of each of the sixteen types is accessible on the type map.

Sensing Types		Intuitive Types	
with Thinking	with Feeling	with Feeling	with Thinking
ISTJ - 11-14% Overseer, Inspector Depth of concentration Detailed, Systematic Reliance on facts Super dependable Conservative Logic and analysis Task-oriented	ISFJ - 9-14% Provider Protector Depth of concentration Painstakingly systematic Facts and details Warmth and sympathy Stable, Dependable Organized	INFJ - 1-3% Prescient Developer Innovator of ideas Quietly forceful Grasp of possibilities Determined People-oriented Organized	INTJ - 2-4% Director, Strategist High achiever Logical Critical Decisive Innovator of ideas Independent, Determined Often stubborn
ISTP - 4-6% Practical analyzer Values exactness Cool and curious Observer, Reflective More interested in organizing data than situations or people	ISFP - 5-9% Sympathetic manager of facts and details People-oriented Dependable Systematic Concerned with systems and organization	INFP - 4-5% Proponent, Messenger Imaginative, Independent Reflective Inquisitive Empathic Perfectionist Possibilities vs Practicalities	INTP - 3-5% Inquisitive analyzer Creative ideas Definer Reflective, Curious Independent Logic and analysis Adaptable
ESTP - 4-5% Promoter, Realistic Adapter in the world of material things Practical Tolerant Detail-oriented	ESFP - 4-9% Performer, Entertainer Ease with environment Natural negotiator Observant Sociable	ENFP - 6-8% Planner of change Grasp of possibilities Communicator Integrator Understands others Energetic, Flexible	ENTP - 2-5% Planner of change Inventive Analytical Resourceful, Enthusiastic Offers solutions Alert and outspoken
ESTJ - 8-12% Executive type Industrious Decisive Fact-minded Aggressive Gets the job done Practical organizer	ESFJ - 9-13% Provider, Guardian, Harmonizer, Sociable Involved Realistic, Fact-oriented Opinionated Tuned to here and now Organized	ENFJ - 2-5% Teacher Imaginative, harmonizer Expressive, Opinionated Conscientious Persuasive Ideas and possibilities Organized	ENTJ - 2-5% Commander Innovative Organizer Aggressive, Forceful Analytic, Systematic Frank, Decisive New ideas and possibilities

The range of percentages given demonstrates distribution of types in the U.S. population at large.

Remember, the assessment is not a measure of your abilities in any area. It is designed to help you become aware of your particular personality and to understand and appreciate the ways in which people differ. Each type and each individual has special gifts. There is no right or wrong type. Each person is unique.

Your results on CenterMark suggest your probable type based on your choices, however you should decide if this fits your personal perceptions of your personality type. We suggest that you explore the descriptions of all the types to verify your results.

ISFJ Introduction

Protectors, Service-Orientated, Responsible

- Steady, dependable, and efficient with strong follow-through
- Skilled in planning, scheduling, and setting realistic deadlines
- Especially interested in initiatives that benefit people

ISFJ

Male 6-8%
Female 15-20%

Percent of
US Population

ISFJs are sympathetic, caring, cooperative and willing to go to any amount of trouble to help those in need of support. Quiet and serious, ISFJs are hardworking and conscientious people. They tend to be down to earth and realistic, with great patience for detail. Precise accurate, they have good memories for facts and specifics, especially those that have some personal reference. ISFJs want clear directions and explicit expectations. They have good common sense and tend to make conservative, thoughtful, and sensible decisions.

ISFJ Characteristics

The theme of ISFJs is to protect and make sure that their charges are safe from harm and any damage. Indeed, ISFJs are the caretakers who serve quietly without much fanfare or pomp and circumstance. They are unassuming, polite, and tremendously devoted to doing whatever is necessary to ensure shelter and safety for those who are close to them.

ISFJs are unusually loyal to their superiors, subordinates, and the overall organization. They enjoy predictability and constancy in what they are required to do. ISFJs trust traditional authority, putting their faith in credentials and demonstrated capabilities.

Membership is very important to ISFJs and thus you will typically find them belonging to humanitarian organizations, which promote the continuation of the culture, and the preservation of life. ISFJs also value ownership. They seek to possess and preserve objects as well as property.

ISFJs' basic attitude is one of fatalism: things are what they are and little can be done to change them. Indeed, attempting to alter the state in which ISFJs find themselves, may be viewed as tampering with the essence of life itself, and probably should be off limits.

ISFJs are skilled at anything having to do with logistics, especially in the service occupations.

Perhaps the most significant characteristic brought into any work environment by ISFJs is their commitment and tenacity. It may take some time before ISFJs come around to fully joining up and investing totally to an organization. Once that threshold is reached, however, there is no pulling back.

Desire privacy, quiet, and few interruptions, although also views working with others as important.

ISFJ Learning Style

Thrive when involved in learning—are bored by passive lectures that do not activate their senses.

They work best with workbooks, drills, and memorization where concrete results can be measured.

Want concrete present-day projects, facts, and details, not ambiguity about future potentials.

Like problems that are clear-cut; avoid theoretical and abstract concepts.

Work to please instructors, providing them with exactly what is requested.

Want the right answer and view debates as meaningless.

ISFJs are linear learners with a strong need for order.

Like lectures and audiovisuals.

Enjoy working alone.

ISFJs enjoy learning as part of a team or group.

ISFJ On a Team

ISFJs are high “doers” in achieving team results.

They provide clear directions, organizational skills, and practicality.

Offer concrete and factual input.

Respect others’ viewpoints, ideas, and suggestions.

Keep track, for the record, of team progress and activities in writing.

Keep the team on track by paying attention to immediate details and accuracy.

May annoy team members with a singular focus on present-time, practical results.

ISFJs irritate others by their serious and exacting nature.

They are irritated by disrespect of others’ time and work.

Become frustrated by members who focus on possibilities while ignoring factual, practical information.

May frustrate others with a tendency not to speak up for their ideas.

Handle personal concerns with others outside team meetings.

Are annoyed by those who do not follow a schedule and who go off on tangents.

Influence team members by resolving issues one-on-one or outside team meeting.

Influence team members by working hard, always being prepared.

ISFJ Contributions to an Organization

ISFJs like tackling projects with here-and-now benefits to people. Are practical, people-oriented, and serve others; appreciate praise and rewards for work well done. Are dependable with strong follow-through skills. Look out for the needs of others. They are attentive listeners and catch the small details. Respect and follow systems, procedures, and lines of authority. Intent on details without calling attention to themselves. Provide an atmosphere of belonging and permanence. Support, assist, and enable members of the organization. Have low-key, long-lasting, and disciplined energy. Bring the value of rituals, ceremonies, and celebrations to an organization. Are “doers”—like to get things done. Orderly, structured and highly conscientious; responsibly follow routine. Service- and customer-oriented, prefer work having here-and-now practical, tangible, and beneficial outcomes for others. Show loyalty and devotion.

Suggestions when coaching ISFJs:

- ISFJs will appreciate the coach who puts a high priority on communication, and involves them in decision-making.
- Set a personal example.
- Use a positive and personal approach—praising, encouraging, and building rapport.
- Provide ISFJs stable, predictable, and harmonious work environments.
- Give ISFJs work where they have privacy and few interruptions, yet can interact with and assist people.
- Avoid giving them too much abstract work—give them tasks that will generate immediate and practical results.
- Give them opportunities to use their logistic talents
- ISFJs need help in understanding how confronting conflict can increase harmony in the long run; yet, do not expect ISFJs to readily accept this premise.
- Avoid moving so fast you do not listen to them or appear uncaring.

ISFJ Approaches to Problem Solving and Decision Making

ISFJs want to know what the facts are and exactly what the predicament is.

Figure out what they and others in the organization are actually doing about the situation.

Determine the values to be concerned about for each possibility.

Ask what has been done previously about this situation.

Act decisively to generate concrete, practical results. Consider what will be gained or lost in each alternative.

Consider how the outcome will affect individuals and group harmony.

Map out the tasks and length of time it will take to reach results.

Think in linear pattern and go step-by-step.

Look at facts first, then consider people, next apply logic and finally consider the big picture.

ISFJ Change Management

Individuals in organizations deal with changes and challenges differently. Some are excited and stimulated. Some are fearful and cautious. Some feel overwhelmed, depressed, and unmotivated.

At the extremes, one person finds change stimulating and exciting, responding energetically and creatively to new challenges; another feels depressed and stuck, unable to let go of the past and ineffective in adjusting to new realities. A number of factors influence how individuals respond to organizational change: personal history and past experiences, family, education, and cultural values. Still another factor that affects how we respond to change is our personality type.

Of all the types, ISFJs experience the most difficulty with change. Their primary focus is using their accumulated data, especially about people, as a base of understanding and acting. In changing situations in which they do not have experience, they can feel lost and overwhelmed. Use change as a protective maneuver, rather than changing for the sake of change. Because of their commitment to people, they also identify and empathize with everyone around them. ISFJs need lots of information and support to deal effectively with change.

Needs:

A well-thought-out plan with lots of pieces.

Assurances that people needs are being considered.

When needs are not met:

Overwhelmed, lost, and rigid.

Romanticize "the good old days."

Contributions:

Organize the plan. Support people.

ISFJ Management Style

ISFJs' management style is low key. They do not seek the limelight but prefer to work behind the scenes using personal influence.

They have an open, encouraging, supporting, and unthreatening management style. Look out for the needs of their followers.

Focus on the relationships of conducting business, yet stay on track with tasks.

Plan in order to avoid crises. Are thorough, organized, and attentive to the pace of work in reaching goals.

Are sticklers for detail and will see what others miss.

Are attracted to proven track records, tending to see situations and information in black-and-white terms.

Will only ask of others what they would be willing to do. Allow others to work in their own styles.

Have a high degree of tolerance and acceptance of others, but believe appreciation is earned by deeds.

Adhere to traditional hierarchies and lines of authority.

Are decisive and expect to be obeyed, not questioned.

Suggestions when persuading ISFJs:

- Set proposal in a personal context and show that it provides immediate benefits.
- Discuss the positive impact on relationships; building harmony, service and ensuring everyone's talents are used.
- Discuss the practical results for people, especially where it helps ISFJs and those they care about.
- Use case studies, ideally with personal references, to illustrate who has benefited to date, and state the benefits explicitly.
- Ask, and then listen.
- Provide material with concrete examples to read.
- Let ISFJs determine what is significant in your presentation—ISFJs may not express such views—so ask.

ISFJ Conflict Resolution

ISFJs feel they have no business personally confronting people about what is right or wrong.

Will tend to ignore the source of conflicts, preferring to just get on with business.

Will report to appropriate authorities those who subvert rules and violate what is right or wrong.

If their work requires a great deal of confrontation, they will make every effort to avoid negative circumstances. If these persist, they may become physically ill.

Tactful, kind, gentle, considerate, and aware of and responsive to what others are experiencing and feeling; may use the "I've been there" technique to help others resolve conflict.

May use humor to try to create harmony.

Under stress, ISFJs may look for a place of solitude in which to think and rest.

Under extreme stress, or fatigue, ISFJs may:

- Become argumentative.
- Suggest impractical ideas.
- Find fault with almost everything.

ISFJ Careers

Because of their combination preferences, ISFJs are naturally drawn to a wide variety of occupations. In listing occupations that are popular among ISFJs, it is important to note that there are successful people of all occupations. However, the following are careers ISFJs may find particularly satisfying. This is by no means represents a comprehensive listing. It is included to suggest possibilities the ISFJs may not have previously considered.

BUSINESS/ADMINISTRATION

- Banker
- Middle Manager
- Administration Assistant
- Office Manager
- Underwriter
- Customer Service
- Human Resources
- Computer Operator
- Accountant
- Sales: Retail/Real Estate/Medical Equipment
- Manager Bed and Breakfast

HEALTH CARE

- Family Physician
- Nurse
- Community Health Worker
- Hospital Administrator
- Medical Technologist
- Dental Hygienist
- Physical/Occupational Therapist
- Speech Pathologist
- Dietician
- Dentist

TECHNICAL/TRADES

- Electrician
- Forester
- Game Warden

CREATIVE

- Fashion Merchandiser
- Interior Decorator

EDUCATION/SOCIAL SERVICE/RESEARCH

- Teacher: Preschool/Elementary

- Education Administrator
- Vocational Rehabilitation Counselor
- Guidance Counselor
- Social Service Administrator
- Social Worker
- Probation Officer
- Librarian Archivist
- Curator

RELIGION

- Religious Educator
- Priest/Nun

ISFJ Communication Style

ISFJs are concrete and specific in their speech. They tend to give lots of information, especially about the steps involved in doing something. Their thought process is linear and systematic rather than with several things being processed at once and in no particular sequence.

Hold energy and excitement within.

They choose to think before replying and need to be drawn out.

Prefer written reports to talking in person.

Like practical and pragmatic details with a focus on values.

Are sociable and diplomatic. Begin communicating by stating areas of agreement and accord.

Offer presentations that are orderly and follow a systematic process. Like addressing schedules and deadlines.

Are persuaded by emotionally presented, personal material, and will communicate personal experiences to make points.

Prefer to present facts first, followed by practical applications.

Speak of targets and destinations, focusing on results, and accomplishments.

Like to discuss immediate applications.

Communicate indirectly, beat around the bush.

Suggestions when communicating with ISFJs:

- The underlying theme when communicating with ISFJs should be relationships, harmony, and service.
- Be careful about interrupting ISFJs at their desk.
- Give advance warning of the need to address an issue, rather than springing a surprise.
- Do not force ISFJs to take action—allow them time to think. Do not interpret ISFJs' silence as agreement, they may still be deciding.
- Remember their feelings and personal values when giving them feedback; try to debate with them less.
- Share your thoughts and ideas with them more, even if they seem obvious. Praise and acknowledge their contributions and talents.
- Communicate to them clear, unambiguous directions for completing a task and prepare them for change in advance.
- Remember to address schedules and deadlines during communication.

ISFJ Motivators

ISFJs appreciate the opportunity to work alone, but still maintain contact and interaction with people.

Appreciate being told what is expected along with suggested actions.

They seek an orderly, stable, and predictable environment with clearly defined tasks and lines of authority.

Prefer timeframes, completion dates, and routine procedures.

Appreciate personal acknowledgement for their hard work; enjoy ceremonies and celebrations.

Enjoy working with other responsible people and willingly undertake responsibility.

Prefer little change or risk-taking.

Enjoy projects that use their logistic and quantitative skills.

Appreciate opportunities to achieve practical results.

ISFJs enjoy harmonious and cooperative environments.

Prefer tackling only a limited number of projects at a time, to avoid feeling scattered and stressed.

When deciding how to reward and recognize ISFJs, keep in mind they are driven by responsibility, obligation and preserving the status quo.

Take time during a company meeting to acknowledge their individual achievements, such as cost-saving measures, productivity increases, thoughtfulness, or thoroughness.

ISFJ Opportunities for Growth

ISFJs can achieve personal growth by:

Developing a greater assertiveness and comfort in taking the lead.

Learning to share their ideas and accomplishments more often with others, so that their enormous contributions are not ignored.

Remembering to balance their desire to adhere to stated rules and procedures with other people's needs.

Learning to become comfortable dealing directly with conflict and anxiety, problems will be resolved more quickly and they can stay on track—but be GENTLE!

Trying to be more open to change and new ways of doing things to avoid missing opportunities.

Practicing viewing life in more positive terms to avoid deep slides into pessimism and negativity.

Training themselves to look beyond the immediate facts and into their future implications.

Balancing their short-term practical vision with long-term pictures and future possibilities.

Letting go of past experiences—this may be scary, but necessary at times to keep their life moving forward.

Remembering that what they see as missing in a situation can also be a terrific opportunity.

No matter what, always considering a few possibilities that could work when dealing with present-day issues.

Remembering that overplanning can lead them into an emotional straight jacket—learning to sometimes relax their planning nature and cultivate some flexibility.