

CenterMark Type : ISFP

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.

ISFP Introduction

St. Francis of Assisi Types, Thoughtful Realists

- Easy going, friendly and optimistic; skilled at getting people to work together
- Help others in practical, tangible ways
- Seek autonomy, variety, action, and hands-on, problem-solving opportunities

ISFP

Male 4-8%
Female 6-10%

Percent of
US Population

The theme of ISFPs is composing. They are the impressionistic creators of the moment, and they know how to make the most out of it. They want to please and favor through their compositions, frequently in the visual and performing arts. With their senses keenly tuned in, they become very absorbed in the action of the moment, and for ISFPs, actions speak louder than words.

ISFPs typically care deeply about what they do, but are more likely to show this through deeds than through words. They are loyal and faithful to the people, ideas, and organizations about which they care. They have a great deal of warmth although they do not always show it to others.

ISFP Characteristics

ISFPs are tolerant, open-minded, and flexible, taking things as they come and adapting as needed. However, when something truly important to them is threatened, they do not give an inch. Since they often do not reveal their convictions, others may sometimes be surprised by their reactions.

ISFPs have little need to impress or dominate others. Since they believe that what they do speaks for itself, they do not attract much attention to themselves. As a result, others may overlook their contributions and not fully appreciate them. This lack of positive feedback may lead them to feel less adequate than they really are.

ISFPs care about having people get along, and they may be the glue that holds things together. In addition to caring about the human aspects of their environment, they pay attention to nature and animals. They are keen observers of what is around them.

ISFPs are likely to be most satisfied in a work environment that values what they care about and allows them to work with freedom and flexibility, adapting to the moment. People can count on them for noticing what needs to be done and rising to the occasion in the simplest way possible without a lot of fuss, making people feel good in the process.

Always with an eye out for opportunities, ISFPs change their position easily as new facts are presented. They are masterful in picking up subtle signals in just about any situation. However, they tend to dislike the unfamiliar and may be uncomfortable with changes that they themselves have not instigated.

They can become so preoccupied with the present that the future is forgotten.

ISFPs are skilled at anything tactical, maneuvering to overcome obstacles. They are quite resourceful and able to get the job done. Count on them to "jury-rig" just about anything. To make do with what is there is their inclination, as opposed to dreaming up some new intangible idea or concept.

ISFPs' creativity and unique gift of composing are an internal process. ISFPs' sense is keenly tuned into color, line, texture, shading, touch, and motion.

They work in spaces that may look chaotic, but are easily able to find whatever is needed.

While the appearance and performance of ISFPs may be perceived as rather impromptu, bear in mind that they seek perfection in just about everything. Enhancing skills and improving what they enjoy doing becomes a natural part of living for ISFPs.

They are driven to distraction with nothing to do. Not having something to do is worse than overload.

ISFPs avoid schedules and deadlines that interfere with their ability and freedom to choose the next move.

ISFP Learning Style

ISFPs prefer to learn through hands-on methods such as participation in projects. They prefer to be shown how to do something rather than told how to do it.

Like subjects that focus on people the best.

ISFPs want learning situations where they have flexibility, freedom, and spontaneity. They want learning to be relevant to their life, fun and results-oriented.

They thrive in an environment with a caring manager and lots of encouragement. ISFPs do not function as well in structured environments with rules and procedures to follow—learn best when allowed to learn in their own way.

Linear learners. They may need help with organizing. Frequently they do not read directions and manuals, so confident are they that they can solve concrete problems, and so averse are they to reading.

Need well-defined goals.

Enjoy working alone.

ISFP On a Team

ISFPs bring a quiet humor to the team, along with precise information.

Are dedicated to accomplishing whatever tasks are present.

Bring attentiveness and an appreciation for team members' viewpoints.

Get others to work together, collaborate, and cooperate.

Bring a strong dose of common sense to projects and solutions.

Generate ideas, which others can then pursue.

Focus on the here and now.

May annoy others with their extreme sensitivity.

Irritate team members by sometimes being too nice.

Intent on achieving results.

May go into a "tizzy" when faced with a team that is not collaborating, cooperating, or sharing information.

Can become annoyed with team members who are intolerant of others' ideas and contributions.

ISFP Contributions to an Organization

ISFPs focus on the human side of work and others' well-being. They bring people and tasks together in a cooperative style. It is important to ISFPs to make an impact with solutions and results.

ISFPs enjoy challenge, variety, and non-repetitious work. They go about their work with quiet joy.

They are optimistic in attitude and outlook; enjoy private space and the freedom to work.

ISFPs value efficiency and work to solve issues expediently. Very resourceful, they use whatever is necessary to complete the task.

Bring creativity and well-developed skills of artistry, craftsmanship, and aesthetics to their work.

Love to overcome obstacles.

Tactical by nature, they excel in assignments that are action-oriented and practical, with opportunity to solve immediate and concrete problems.

Provide positive and supportive feedback to others.

ISFPs value change, particularly if they self-induce it and can be involved firsthand.

Are flexible and free-spirited, yet are also loyal followers.

ISFPs have a strong customer-service attitude.

Suggestions when coaching ISFPs:

- Give them work where they can interact with and relate to others.
- Provide them with harmonious work environments.
- Make sure others are around to implement the ideas or solutions you both generate.
- If you want the ISFPs to give a superior performance, be sure the job provides variation in a quietly stimulating atmosphere. Try allowing them opportunities to fine-tune their skills in the direction they want whenever possible.
- The challenge you as a manager may have, is that ISFPs may consciously or unconsciously ignore directives and commands counter to their own, always using their "better" judgment.
- Give them work that has a variety of challenges and flexible schedules.
- Expect them to come with last minute changes.

ISFP Approaches to Problem Solving and Decision Making

ISFPs may be unconventional in their approach to problem solving, but not because they are contrary or because they relish developing new ways of doing things. It is just that they see the clearest way to do something and then simply do it—often to the dismay of those who prefer to follow the prescribed methods.

ISFPs are often oblivious to the standard way, indeed even puzzled by why anyone would consider doing something in a way that is obviously cumbersome and impractical.

ISFPs are concerned primarily with how the problem or decision will impact people.

They have a highly developed ability for accurate observation and can quickly spy the most efficient solution to the problem.

Want to know all the facts; search to understand the exact nature of the predicament.

Consider what is currently being done.

Look for creative and innovative solutions.

Consider which values may cause concern for each possibility.

Find solutions that make an impact and generally have an aesthetic component to them.

Figure out who is committed to help solve the problem.

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

ISFP 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.

Change situations present a challenge to ISFPs because it is difficult for them to feel comfortable and competent until they have a clear sense of the new environment and that it will allow them to work within their own value system. The changes need to fit for them, and they need time and space to feel confident in the new situations. Then they will loyally support the change and other people. ISFPs have difficulty with: loss of turf—because their space is important to them; loss of structure and clarity; loss of knowledge and expertise in their job; loss of people, places, and things—all of which are important to them; and conflicts between people—they dislike conflict.

Needs:

Complete information about what is going on.

Time and space. Change to fit values. Support for feelings.

When needs are not met:

Totally withdraw, confused, lost, and unable to focus.

Contributions:

Support others and find their own way.

ISFP Management Style

ISFPs' management style is patient, open-minded, and adaptable in working with others. They manage in an action-oriented way, gently persuading people to get the job done.

ISFP managers are generally not threatened by the possibility of failure in themselves or others, so they will take risks and encourage others to do the same.

They rise to any occasion and readily adapt; are at their best when responding to a crisis. Seek the efficient and expedient solution to a problem.

Enjoy a cooperative, team approach. Prefer to praise more than criticize. Use personal loyalty, along with persuasion, in order to motivate others.

Avoid convoluted problems and believe that talk is cheap—show them results.

Like to work independently and call the shots. They will allow others to take leadership roles whenever the opportunity arises.

They admire creative initiative of others. They expect cooperation and collaboration.

ISFPs believe that power and authority come through superior performance, not rank. They have no need to fight systems, policies, and procedures; they just ignore them if and when these systems prevent them from achieving whatever has to be done.

Suggestions when persuading ISFPs:

- Discuss the positive impact on relationships, building harmony, service, and ensuring everyone's talents are used.
- Use case studies, ideally with personal references, to illustrate who has benefited to date, and state the benefits explicitly.
- Set your proposal in a personal context and show it provides immediate benefits.
- Include a substantial element of (purposeful) fun in your proposal so that the ISFP will enjoy it.
- Concentrate on appealing to ISFPs' help values that may not be articulated, or conclusions that may not be expressed—need to ask.
- Show them how it will increase competency. Indicate its broad and far-reaching possibilities.
- Show that it has intriguing and fascinating possibilities.
- Be a credible source of information.
- Pay close attention to the process, not just what is being communicated or said; watch body language and nonverbals.
- Persuaded by emotionally presented, personal material.

ISFP Conflict Resolution

It is both difficult and painful for ISFPs to enjoy and function in conditions where a great deal of ambiguity and conflict exists.

ISFPs are sensitive and acute observers. They are often barometers for conflict and are aware when discord exists in a relationship or group.

They may assume responsibility for fixing what they did not break.

They have been known to leave before dealing with conflicts that produce too much pain. They are not likely to freely express themselves, especially if their feelings are negative. If and when they do, it may be not well controlled and at times fairly moralistic.

May believe that getting to the root cause of a conflict is a waste of time, preferring to avoid the issue and take action on whatever project needs immediate attention.

Under extreme stress, or fatigue, ISFPs may:

- Be very critical and find fault with almost everything.
- Become bossy and ignore others' feelings.
- Become pessimistic about the future.
- See hidden meanings that are not really there.

ISFP Careers

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

BUSINESS

- Administrator
- Accountant
- Office Supervisor
- Data Entry

HEALTH CARE

- Visiting Nurse
- Physical Therapist
- Dental Assistant
- Radiology Technologist
- Physician Assistant
- Veterinary Assistant

TECHNICAL/TRADES/SCIENCE

- Computer Operator
- Operations
- Mechanic
- Surveyor
- Forester
- Botanist
- Geologist

CREATIVE

- Fashion Designer
- Carpenter
- Jeweler
- Gardener
- Potter
- Painter
- Dancer
- Composer
- Designer: Interior/Landscape
- Chef

EDUCATION/SERVICES

- School Administrator
- Teacher: Elementary/Middle School
- Crisis Hotline
- Teacher: Elementary/Science
- Police Officer
- Massage Therapist

ISFP Communication Style

ISFPs are concrete and specific in their speech, and language is generally not their favorite medium of expression. They usually keep energy, excitement, and enthusiasm inside.

ISFPs find language to be a barrier to their interpersonal relations. For ISFPs, talk is cheap. They want to express themselves through tangible and aesthetically pleasing results.

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

Prefer to receive information in writing, rather than talking in person.

ISFPs are humorous, sociable, and diplomatic.

Begin communicating by stating areas of accord.

Offer presentations that progress in a roundabout fashion.

Prefer to inform, rather than command.

May consider a schedule, but avoid tight timetables.

Communicate personal experiences to make points.

Focus communication with others on the here and now.

Believe that whatever information is presented is tentative and adaptable.

Speak of current responsibilities and alternatives.

Suggestions when communicating with ISFPs:

- Be careful interrupting ISFPs at their desk.
- Give advance warning of the need to address an issue, rather than springing a surprise.
- Do not force ISFPs to take action—allow them time to think.
- Do not interpret ISFPs' silence as agreement, they may still be deciding. Ask, and then listen.
- Emphasize the concrete, specific, and pleasing results.
- Remember they go for the quick fix. They are less likely to want or be able to see options, brainstorm possibilities or contribute in fantasy exercises.
- When making a suggestion, show how it is a continuation of what is, not a radical change.

ISFP Motivators

For ISFPs, work must be rewarding, and to be rewarding it must be personally gratifying and have use to others. Money is secondary; the primary concern is that service be rendered, to whomever or whatever requires it.

ISFPs often forgo expressing themselves and their wishes in favor of blending in with others. Consequently they can easily be either overlooked or overpowered by others.

They are sometimes described as the most invisible of the 16 types.

They have the ability to work alone, enjoy interacting with courteous, cooperative colleagues, and appreciate aesthetically pleasing surroundings.

Prefer projects that focus on concrete, specific, and immediate results.

ISFPs need freedom rather than constriction of rules, procedures, regulations, hierarchies, and strict lines of authority.

Like timelines and schedules that are movable.

Are somewhat intolerant of doom-and-gloom people and will use personal loyalty as a means of motivating others.

Prefer action and hands-on activities rather than designing plans.

ISFPs enjoy variety, excitement, and opportunities to solve problems. They welcome surprises and crises.

They do well in environments where they can become totally absorbed in the actions of a project.

Given their need for independence, provide ISFPs a chance to negotiate what they want in an award.

ISFP Opportunities for Growth

ISFPs can achieve personal growth by:

Developing the ability to give critical feedback to counteract being so nice to others.

Considering taking assertiveness training to learn to represent their needs as legitimate.

Learning to balance present-day realities with the "big picture"—coming up for air occasionally and peering into the future.

Beginning to see conflict as a way to clarify their own and others' needs and wants. Focusing on learning to feel comfortable with conflict and resolving issues before they simply get up and leave.

Practicing meeting deadlines and following a schedule.

Trying to be objective in their dealings with people instead of being caught up in their dramas. Paying attention to their own needs first so that they do not get burned out.

Learning to acknowledge themselves for their contributions and accomplishments and then letting others know.

Focusing on developing greater analytical and discernment skills, rather than simply accepting information that comes their way, otherwise they are likely to be duped or taken advantage of by others.

Working on establishing boundaries with people. Giving others ample time and opportunity to help themselves.

Seeking out supportive others who will help them bridge their comfort gaps until they feel more at ease.

Remembering to consider how their spontaneous actions could affect or even upset others.