**ISFJ Overview**

For ISFJs the dominant quality in their lives is an abiding respect and sense of personal responsibility for doing what needs to be done in the here-and-now. Actions that are of practical help to others are of particular importance to ISFJs. Their realism, organizing abilities, and command of the facts lead to their thorough attention in completing tasks. ISFJs bring an aura of quiet warmth, caring, and dependability to all that they do; they take their work seriously and believe others should do so as well.

ISFJs are quiet and realistic observers of their environment. They naturally attend to, and have a good memory for, concrete details. ISFJs trust their experience. As they gain hands-on life experiences, ISFJs use their Sensing to process and file away data for later use. ISFJs usually have a massive amount of data stored inside and an impressive command of the facts. In recalling a past conversation or event, they often have a good memory for what was literally said or done. They like people to be precise in their communications, just as they themselves are.

ISFJs tend to be concrete and pragmatic people. They learn by doing, and they feel that "seeing is believing." They have less interest in abstractions and are more interested in what can be used or applied. ISFJs are down-to-earth in their approach to life, and they tend to have a lot of common sense.

Feeling gives order and structure to the ISFJ's experience and puts their pragmatism in a people context. They make decisions based on people values and with attention to human consequences, while Sensing ensures that ISFJs base their decisions on personal experience. Harmony in relationships is a core value for ISF]s. Feeling also gives ISFJs a clear sense of right and wrong and a deep concern for the common welfare. They want their actions to be of benefit to others, and they often quietly radiate compassion. ISFJs at the very least prefer that their actions cause no harm. Though they can be uncomfortable confronting others, ISFJs will do so if they believe someone they care about may be harmed.

Above all else, ISFJs take responsibility very seriously and very personally; they have a powerful work ethic. "Work hard, then play." ISFJs work persistently and thoroughly, and they hold themselves accountable to get things done. When ISFJs promise someone they will do something, they will do it. Because they are so conscientious ISFJs can be difficult to distract from a task to which they have committed themselves.

Organizational structure, continuity, and security are usually valued by the ISFJs. They want to know the expectations associated with their job and with the jobs of others. If ISFJs can find a cause for which to work, so much the better, because their loyalty will make them tireless supporters of the mission. Through quietly building community, ISFJs form much of the backbone of society. In their concern for stability, ISFJs may find themselves acting as guardians of history and tradition. Holidays, anniversaries, and ceremonies are observed, and memories, particularly those of people and relationships, are held in fond regard. Needless to say, family relationships are deep and enduring connections for ISFJs.

ISFJs like to preserve what works. "If it works, why change it?" This attitude gives ISFJs an atmosphere of stability, and others will often feel settled and calm in the ISFJs' presence. Since ISFJs often enjoy developing and adhering to a routine in their work, settings where the rules constantly change can be frustrating. Though they tend to be conservative, ISFJs are willing to change if there is good evidence of the need. However, they are always concerned that the results be practical and workable.

ISFJs can be frustrated by too much theory and abstraction, and by too much logical analysis; the hard theoretical sciences are often a turnoff. They do, however, learn well in classrooms that give weight to orderly, planful study, and which demonstrate applications of what is learned. ISFJs can master an amazing number of facts. ISFJs typically like opportunities to interact with people, and they are often found in careers where they can nurture others or attend to their pragmatic physical, emotional, and spiritual needs. ISFJs are usually good listeners, and they may have a special affinity with children. ISFJs are often found in health care, religious careers, and teaching (particularly K-12).

They are found in business as well, where their pragmatism, organization, and attention to the needs of the customer can lead to great success. Their willingness to take on responsibility can lead to their being placed in management roles, in which positions they are very attentive to the needs of people. They may, however, struggle to learn to delegate tasks.

In their relationships, ISFJs are sympathetic and considerate, and they like to feel a sense of belonging. ISFJs tend to be people of few words; they are quiet but warm. Do not be misled, however, because intimate relationships are of extreme importance to ISFJs. They are deeply loyal to the people about whom they care. They usually make good team members and need to be appreciated for their contributions, though they tend to be modest about their own accomplishments. ISFJs may also have a hidden but quirky sense of humor that arises from their highly individual reactions to events. ISFJs may be very sensitive to criticism or lack of appreciation and are in danger of bottling up their emotions and resentments. Development of their extraverted Feeling will help ISFJs become more action-oriented and effective in the outer world. Otherwise, they may end up immersed in their inner world of impressions and trapped in negative reactions.

Development of Feeling will help bring order to their lives by helping them decide what is most important for them to pursue. In their desire for harmony, ISFJs' own needs may not get expressed or met, and they may respond too much to what others feel or believe. They could benefit from taking the initiative and from being more assertive. Development of Intuition and Thinking will help them not only to properly estimate their contributions but also to see more of the long­ range consequences of their actions, and be open to new ways of doing things.

Under stress, ISFJs can become rigid, blindly following rules and regulations. If they are not appreciated they may withdraw and/or complain in nonconstructive ways. Under great stress, they may feel deep fatigue and internalize all of their tensions.

In the extreme, ISFJs can become exceptionally pessimistic, and see only negative possibilities as they look forward to a fearful future.