**ISFP Career Profile**

ISFPs are most likely to find interesting and satisfying those careers that make use of their depth of concentration, their reliance on facts, their warmth and sympathy (i.e., their emphasis on interpersonal values), and their adaptability. ISFPs are very often found in careers that allow for direct practical care of people or hands-on detail work that may require much solitude. Their realistic grounding, depth of feeling, and very personal approach to life often draw them to careers where they help others in very pragmatic ways. Though often hidden, their warm and sympathetic nature can be felt by others who know them, and they communicate kindness in ways that make them exceptional candidates for working with people in need, children or animals. Their idealism and deep feeling make them particularly sensitive to the suffering of others.

In addition, ISFPs often have a special sympathy for things natural and they may feel quite comfortable working outdoors. Their ongoing enjoyment of the pre­ sent moment and their tendency to express through action rather than words often lead to their developing a craftsman-like elegance in whatever work they have chosen. ISFPs are quietly adaptable in their work, and they tend to be the most comfortable in jobs that not only take advantage of their keen attention to detail and sense of aesthetics, but which also allow them a fair degree of freedom from restricting structures and rules.

These characteristics of ISFPs are also relevant to the other careers in which they are often found, careers where detailed knowledge may be required and where they can express their caring and concern for others in direct or indirect ways. ISFPs report being attracted to careers where they can deal with facts rather than theory, where they feel their work contributes to some­ thing that they care about, where they can work with people in generally noncompetitive situations, and

where they can make use of practical action skills. In addition, they appreciate working in a supportive environment that fosters a degree of harmony, and where they can work independently to some degree, but where they can still be involved with others. Though they enjoy working with others, ISFPs are not particularly inclined to want to manage or supervise them, or to lead groups of people, though they can do so if their ideals require them to do so.

For ISFPs the job search tends to be a practical and people-oriented process. They are excellent gatherers of information, and their personal orientation can open doors for gathering information from people they know and trust. Their pragmatic people orientation, hands-on abilities, and adaptability will usually be communicated to others during the job search. Potential drawbacks for ISFPs in the job search include a tendency to overlook unusual job opportunities or options, an unwillingness to look at the long-term consequences of a job decision, and a tendency to undervalue their very real accomplishments. Under stress, ISFPs can become quite critical of others and feel incompetent as they engage in this process. If they notice this trend, they can benefit from attending to the more empowering facts of the situation, which may include truly acknowledging their skills and the importance of communicating them to others. They may also benefit from moderating their idealism and expectations about jobs and the job search.

Examples of careers often chosen by ISFPs include health care and service work including nursing, office or clerical work, personal service careers, skilled craft, trade and technical careers (carpenter, surveyor, radio­ logic technician, etc.), police officer/detective, and teaching (particularly K-12). Other careers in which ISFPs are often found are listed in the next section of this report.

ISFPs are found much less often in careers that are highly structured and in abstract fields such as management, engineering, and law. They are also found less often in careers that require a great deal of tough­ minded analysis of symbolic and technical material and where the skills of logical analysis and organization are constantly called for. They are also less commonly found in careers in the physical or life sciences, careers in the performing or fine arts, and careers in business or accounting. Careers in which ISFPs are less often found are also listed in the next section of this report.

## • Careers in which ISFPs are most and least often found

In the previous type description you have read about some of the general career patterns associated with being an ISFP. The specific occupations listed below are occupations in the CAPT databank that have the highest and lowest percentages of ISFPs.

All of the careers in the databank can be ranked from highest to lowest, based on the percentage of ISFPs found in that career. Careers at the top of the ranking are the careers in which there are a greater than average number of ISFPs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of ISFPs. It is important to remember that not all careers or classes of careers are represented in these lists.

The careers listed are intended to suggest patterns of interest for ISFPs, and to provide you with specific career ideas you may not have yet considered. They are not intended to be a list of careers that would absolutely be "right" for you. In fact, a wide variety of types are found in all careers and in any given career.

## • Careers most often selected by ISFPs

The careers in this list are the careers in CAPT's databank that have the highest percentage of ISFPs. The list begins with the careers that have the highest percentages.

1. 1. Storekeeper ··
2. Surveyor
3. Clerical Supervisor
4. Dental Assistant
5. 5.Bookkeeper
6. Machine Operator
7. Cleaning Service Worker
8. Police Detective
9. Carpenter
10. Licensed Practical Nurse
11. Radiologic Technologist or Technician
12. Legal Secretary
13. Cook
14. Physical Therapist
15. Counselor: Runaway Youth
16. Waiter or Waitress
17. Medical Assistant
18. Typist
19. Police Officer
20. Food Service Worker
21. Health Service Worker
22. School Bus Driver
23. Private Household Worker
24. Nursing Aide
25. 2 5. Manager: Fire
26. Lifeguard or Recreational Attendant
27. 2 7. Secretary
28. Construction Worker
29. Corrections Officer
30. Computer Operator
31. Registered Nurse
32. Office Machine Operator and Clerical Worker
33. Electronic Technician
34. Health Education Practitioner
35. Teacher Aide
36. Public Health Nursing
37. Director of Religious Education
38. Laboratory Technologist
39. Library Attendant
40. Construction, Warehouse, Groundskeepers and Other Laborers
41. Engineering or Science Technician
42. Electrician
43. Teacher: Grades 1 through 12
44. Media Specialist
45. Mechanic
46. Child Care Worker
47. 4 7. Health Technologist or Technician
48. Medical Technologist
49. Religious Order: Lay Member
50. Secretary: Executive or Administrative Assistant

## • Careers least often selected by ISFPs

The careers in this list are the careers in CAPT's databank that have the lowest percentage of ISFPs. The list begins with the careers that have the lowest percentages.

1. Administrator: Student Personnel
2. Engineer: Chemical
3. Engineer: Aeronautical
4. Scientist: Biology
5. Dental Hygienist
6. Physician: Pathology
7. Actor
8. Research Assistant
9. Physician: Psychiatry
10. Religious Educator: All Denominations
11. Minister
12. Judge
13. Credit Investigator or Mortgage Broker
14. Administrator: Health
15. Manager: Retail Store
16. Manager: Federal Executive
17. Administrator: College or Technical Institute
18. Manager: Corporate Executive
19. Suicide or Crisis Counselor
20. Architect

In looking at these lists and related data we find that ISFPs tend to be drawn to those careers that appear to make use of their natural preferences. That is, the careers on the "most often selected" list are the careers to which we would expect ISFPs to be drawn, based on what we know about their type. The careers on the "least often selected" list are also what we would expect based on what we know about ISFPs.

ISFPs who work in careers that make use of their natural type preferences will more likely be satisfied and energized than ISFPs who work in careers that require them to make constant use of their nonpreferred functions. Working in a career that makes use of your natural preferences is more likely to be stimulating and enjoyable, and you are more likely to meet people of "like mind."

ISFPs who enter a career in which their type is more rarely found may find that they are less often working with people of "like mind." This may present you with some disadvantages as well as advantages. You may, for example, have difficulty understanding or being understood by your coworkers. In addition, ongoing use of your nonpreferred functions may lead you to feel stressed or fatigued. On the other hand, you may bring a unique and exceptionally valuable perspective to your work, one that your coworkers will not have considered. You may also carve out a path or choose a specialty within that career that is particularly suited to ISFPs. Alternatively, you may need to find a way outside of your career to satisfy your natural type preferences. As we noted earlier, there is much more to an individual than their type preferences, and all types tend to be found in all careers.

It is a fact that ISFPs are found in many of the careers on the "less often selected" list, but it is equally true that they are not found in very high numbers. If you are considering a career less often selected by

ISFPs, you may also want to clarify the different factors influencing your career decisions. Is this a career that you feel a call to pursue? Are your family, friends, or environment pushing you to be in a particular career, one that may be less satisfying to ISFPs? Do you have an accurate picture of what is involved in that career? You may find it helpful to talk to a friend, persons in those careers, or counselor about some of these issues, in order to make more informed decisions.

*Gathering Career Information, Making Decisions, Planning and Taking Action*

You now have some sense of the patterns of career choice among ISFPs. This section of the report will address how your type preferences may influence three activities often involved in career exploration: gathering information, making decisions, and taking action. As you read this section of the report, keep in mind the following question: What do you need to do to make use of your strengths and to minimize the potential blindspots of your type as you go about these activities?

## • Gathering Information

An important step in career exploration is finding out more about yourself and the careers you are considering, and there are a variety of ways to do that. You can, for example, call and meet with people, read biographies or reference materials, talk with a counselor, take career instruments, or do volunteer work.

Gathering information about yourself and about careers is an ongoing process in career exploration. It is important not only to take advantage of your natural strengths, but to be sure you don't miss some forms of information-gathering that may be less preferred by ISFPs. For example:

As an introvert you may be more likely or more inclined to engage in information-gathering activities that involve more alone-time and time for reflection. Examples include reading, and working through self­ assessment exercises. You may want to be sure that you also take time to gather information in ways that require interacting with others and gaining direct experience. Examples include networking, inter­ viewing, volunteering, or interning.

As a sensing type you may be more inclined to gather and trust the facts and realities (e.g., jobs avail­ able, salaries, location) about potential careers, and you may be more inclined to pursue hands-on experiences such as interning or volunteering. You may tend to gather and trust information on those careers that are most consistent with your work history. You may want to be sure that you attend to what your pattern of values, interests, and skills tells you about your career development, and you may want to consider careers that don't appear to fit with your work history.

As a feeling type you may be inclined to trust and make use of information gathered from others you respect and about whom you care. You may also be more inclined to make use of formal or informal counseling for career issues, particularly if you like and trust the counselor. In your pursuit of personal forms of information, you may overlook the wide range of information available elsewhere in more objective forms (e.g., job analyses and reference materials). You may also want to consider the importance of an objective analysis of your career situation, and the importance of attending to the long-range consequences of some of your decisions.

As a perceiving type you may be inclined to believe that you continually need more information, and you may benefit from making some judgments about the wealth of information you have already collected.

## • Making decisions

Even though it may feel as though there must be one big decision in your career exploration, in fact you are making decisions all along the way. You have probably already made some tentative decisions about your type preferences, and you have probably already decided against some career options even as you have considered others.

The purpose of this section of the report is to help you see what may be the strengths and potential blindspots for your type as you go about making career decisions.

Effective decision-making depends on having both good information (using sensing or intuition) and a reliable method for weighing that information (using thinking or feeling). The two middle letters of your type formula tell you which information-gathering function and which decision-making function you prefer to use.

As someone who prefers sensing, you may be most inclined to:

* trust more pragmatic kinds of information and pay the most attention to the facts, data, and givens in your career situation.
* face the realities of your career situation (e.g., your education, work history and experience, salary requirements, the commendations and criticisms you have received in the past).
* attend to what you have done in jobs in the past.
* attend to the facts of jobs and the market (e.g., what jobs and salaries are available, location).

For a more thorough assessment of your career situation, it may be important for you to allow yourself time to brainstorm career options without worrying about their practicality, or whether or not they fit with your past experience. You might also benefit from considering the possibilities for growth or change in various careers, and where you want to be several months or years down the road.

As someone who prefers feeling, you may also be inclined to:

* approach your decision-making in a more personal manner, giving weight to the impact of decisions on yourself and others about whom you care.
* look at how much you care about the outcomes of the various choices you have available to you, and how the outcomes affect what is important to you.
* make decisions that are based on values that are of long-term importance to you.
* make personal decisions based on a sense of right and wrong, or good and bad, regardless of whether the choices are logical or not.

For a more thorough evaluation of your career situation, you may want to consider not only how much you care, but also what are the logical consequences, good and bad, of acting on each career option. You may also want to consider, objectively, how well you would fit in a career given what you know of yourself and that career option, regardless of how your decision might affect others.

There is another factor associated with your type that may have an effect on how quickly you make decisions, and how comfortable you are with those decisions.

Persons with your combination of introversion and perceiving (I-P) are often described as reflective and adaptable. IP types are often able to make themselves comfortable in a variety of work environments, adapting themselves to careers that have varying degrees of fit for them, yet on the inside they often say that they have very high standards for what makes a career acceptable. They also report feeling undecided for long periods of time, even once they are in a career. If this description fits for you, it may be important for you to be aware that very high standards may slow your decision-making process and your willingness to commit yourself to one career. Remember, making a tentative commitment to a career doesn't mean you have closed off your options forever.

## • Making plans and taking action

Once you have made some decisions, you need to make plans and take action. Planning may include such things as setting career goals and breaking those goals down into short term tasks to be accomplished. Career goals may include settling on a first career, planning to make changes within a career you already have, or changing careers entirely. Short term tasks may include plans for getting further training or education, making business contacts, going on information interviews, and/or (re-)writing your resume. Taking action means moving from the planning to the doing phase and acting on the goals and tasks you have set for yourself.

The purpose of this section of the report is to make you aware of some of the strengths and potential blindspots your type may bring to these planning and action steps.

Your preference for introversion may show in a tendency to:

* plan and set goals well.
* prepare well for interviews.
* appear thoughtful and answer questions with care in interviews.
* represent yourself well in writing or on the resume.

Possible blindspots may be that you spend too much time thinking, reflecting and planning and not enough time doing. You may also isolate yourself and not seek input from others or use networks. Other potential blindspots may be that you appear underenergetic and pensive in interviews, or that you may not respond as well to parts of the interview that are unexpected.

Your preference for sensing may show in a tendency to:

* make good use of a structured career plan and subgoals.
* •remember and make use of data and facts well, both in planning and in interviews.
* represent yourself accurately, recalling important details and experiences.
* be thorough, systematic, and exhibit follow through on leads.

Possible blindspots may be that you do not want to try something new or consider a career change. You may also be in danger of focusing too much on past experience as the sole predictor of future options. Other potential blindspots may be that you interpret job requirements too literally, or you may have difficulty with such interview questions as "What would you do if ... ?"

Your preference for feeling may show in a tendency to:

* be willing and able to make use of networks and relationships, and information interviews.
* communicate a warm, personable and pleasant image in interviews.
* be able to read the expectations and needs of the interviewer.
* communicate in an interview your sensitivity to people issues.

Possible blindspots may be that you expect personal contacts alone to win a job, or that you take tough interviews or job rejections personally. Other potential blindspots may be that you present in an interview as too warm and not as someone who is task-oriented, or that you may give more personal information than is needed in interviews.

Your preference for perceiving may show in a tendency to:

* be able to adjust plans and redefine goals as you go along.
* be able to see options that others do not.
* be open to seize opportunities as they come along.
* appear flexible, spontaneous, and adaptable in interviews.

Possible blindspots may be that you spend too much time gathering information, and you may have difficulty acting or committing. Other potential blind­ spots may be that you do not set realistic time frames or deadlines for achieving goals. You may also be in danger of appearing too flexible and not goal-directed enough in interviews.