



gentle
 KIND **realistic**
FACTUAL sensitive
 affinity for nature TRUSTING
ISFP **caring**
 practical
 attuned **OFFER PRAISE**
 to others spontaneous
harmonious DEDICATED
 cooperative **loyal**
understanding concrete
 GENTLE PERSUADERS
ADAPTABLE
tolerant
 STRONG VALUES
observant reserved
 considerate **MODEST**

© Copyright 2013, 2018 The Myers-Briggs Company. The MBTI logo is a trademark or registered trademark of The Myers & Briggs Foundation in the United States and other countries.



Source: Introduction to Myers-Briggs Type® in Organizations (4rd ed.) by Sandra Krebs Hirsh and Jean M. Kummerow



ISFP

Versatile Supporter

Work Style

- Respond to the needs of each person in the organization as they arise
- Act to ensure others' well-being
- Infuse joy into their work
- Bring people and tasks together by virtue of their cooperative nature
- Pay attention to how people are treated

Leadership Style

- Lead reluctantly, preferring a team approach, often acting as coordinator
- Use personal loyalty as a means of motivating others
- Offer more praise and support than criticism
- Rise to the occasion and adapt to what is needed
- Gently persuade by tapping into others' good intentions

Potential Pitfalls

- May be too trusting and unwilling to question
- May avoid conflict by not critiquing others when needed
- May focus only on the present reality, missing things in their fuller context
- May be overly self-critical and too easily hurt

Suggestions for Development

- May need to develop more skepticism in analyzing others' information
 - May need to learn how to give corrective feedback to others and manage conflict
 - May need to develop a wider and more future-oriented perspective
 - May need to be more assertive with others and more appreciative of themselves
-