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cooperative
good caretakers
dependable **ORGANIZED**
TRADITIONAL **PRACTICAL**
ISFJ sensitive
meticulous
DETAILED
CONSIDERATE loyal
FOLLOW RULES
specific **CONCRETE**
LOW-KEY **devoted**
thoughtful of others
RESPONSIBLE
SERVICE MINDED
conscientious
KIND **realistic**
PATIENT
honor commitments



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



ISFJ

Practical Helper

Work Style

- Take the practical needs of each person into account
- Use follow-through skills in carrying out organizational goals
- Are patient, even painstaking, and responsible with detail and routine
- Expend efforts willingly to serve others
- Have things at the right place at the right time

Leadership Style

- Will step in to lead when needed, even though they may be reluctant at first
- Expect themselves and others to comply with organizational needs and structures
- Use their personal influence behind the scenes
- Follow traditional procedures and rules conscientiously
- Employ their eye for detail to reach practical results

Potential Pitfalls

- May be overly cautious, especially about the future
- May act in a manner that is not sufficiently tough-minded
- May be undervalued because of their quiet, self-effacing style
- May rely too much on their own experience and not be as flexible as the situation or others require

Suggestions for Development

- May need to work at taking calculated risks and seeing the future in positive, global terms
 - May need to develop more assertiveness and be more direct
 - May need to learn to publicize and spotlight their own accomplishments
 - May need to work at remaining open to other ways of doing things
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