



PERSONALITY  
CENTRAL



# ISFP

## CAREER REPORT

Discover your Ideal Career Path  
with Personality Type

ETHAN LIN

3rd Edition

# ISFP CAREER REPORT

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## MESSAGE FROM THE AUTHOR

Choosing a career can be a daunting thing for people of any age.

How are we supposed to choose a career anyway?

The way society looks at careers feels so.... Final.

As if once the career is chosen, your life path is forever set and you'll either be happy or sad for the rest of life.

Feels like the same pressure you have to marry the right person!

The truth, as with most things, is somewhere in the middle.

There are indeed people who have resigned from finding a life of passion, fulfilment and joy that comes from choosing the right career.

They've given up.

Just settling for a routine life that pays the bills.

And yet there are those who chose the wrong career at the start, but yet eventually found the right one through exploration and research.

I was the latter.

I (INFP) studied accounts in university because I happen to be good in Math, only to find out midway that I HATED numbers.

I wanted to quit halfway, but because I was on scholarship, I persisted through but vowed never do to accounts in my life.

I went on to pursue my passion for understanding Type.

So here I am today.

The journey took several years, but I think I'm beginning to find my way.

Personality Type does not explain everything in life but knowing it is a big plus. Knowing it early, because you even choose your first field of study or job is even better.

I wished I learned this earlier in my life.

I wrote this because I know it will help you make a better decision in your professional life and I hope it will bless you tremendously and give you insights into yourself.

To your success!

Best Regards,

A handwritten signature in dark grey ink that reads "Ethan Lin". The script is fluid and cursive, with the first name "Ethan" and last name "Lin" clearly distinguishable.

Ethan Lin  
Founder,  
Personality-Central.Com

# OVERVIEW



We will begin an overview of the ISFP personality with their natural strengths:

## STRENGTHS

- **Observant**  
They are quietly observant of their environment, and although they do not speak as much, they do notice a lot of nuances.
- **Specific**  
They speak in clear, unambiguous language and are easy to understand.  
  
They are specific about their points and are seldom misunderstood
- **Down-to-earth**  
They are practical, down-to-earth individuals who are very much grounded in reality.

They trust facts and tangible evidence as a basis for their decisions.

- **Considerate**

They are considerate of people whom they consider important to them, and they make loyal friends who can be trusted to be there when there is a need.

## BLIND SPOTS

- **May find it hard to share their feelings**

To prevent conflict, ISFPs may find it hard to share their innermost feelings.

Others may find it hard to understand them as a result.

- **Lack planning skills**

ISFPs often do not prepare beforehand and will prefer to plunge into projects and tasks directly.

This will be an issue for work that does need preparation.

- **May be indecisive**

ISFPs may be afraid to make decisions due to their spontaneous nature and their need for harmony with those around them.

As such, they may be perceived as indecisive.

## CAREER SUGGESTIONS



I must stress that all personality types exist in all occupations.

Due to other factors involved such as interests, geography, salary and working hours, most people do not end up in occupations that ideally fit their personality.

However, if you are in a job or career that is not ideal for your type:

- You may experience difficulty communicating or agreeing with your co-workers. Because everyone else speaks a different language from you, you may find communication issues arising in the course of your work.



- What you deem to be important in a job may not be in sync with your colleagues; hence, the use of your personalities' strengths in the course of your work may not lead to promotion or reward.
- Because you do not feel your work is valued, you may experience stress, dissatisfaction, burnout and lack of productivity.

It doesn't mean you have to quit your job right now.

As you will learn later on in this guide, you can find satisfaction in your current job with some simple strategies.

With that, let's look at some possible careers for the ISFP:

## HEALTHCARE

ISFPs with their heart of compassion and desire to serve others will shine through in the field of healthcare.

Their keen observations and their ability to listen to the needs of the patient will aid them greatly in discharging their duties.

Also, their flexible nature allows them to react to any unforeseen circumstances easily. ➤

- Nurse
- Physical therapist
- Occupational Therapist
- Medical assistant
- Nutritionist
- Optician
- Surgeon
- Family Doctor
- Paediatrician
- Dentist
- Veterinarian
- Pharmacist
- Hospice worker
- Fitness Coach

- Nutritionist

## SCIENCES

ISFPs will also prefer work that deals with facts and details instead of concepts and theories.

If given a choice, they would rather work outdoors than in an office environment.

Some of the jobs in technical and science that will appeal to them are as follows:

- Forester
- Botanist
- Geologist
- Archaeologist
- Soil conservationist
- Systems analyst
- Marine biologist
- Zoologist

## SPECIALIZED CRAFTS

ISFPs are great with the use of their hands and are very suited for careers in specialized crafts.

If cultivated, they are usually skilled in some craft involving the use of their bodies.

Some of the careers that would attract them are as follows:

- Landscaper
- Painter
- Dancer
- Artist
- Tailor
- Mechanic
- Plumber
- Electrician
- Fashion designer

- Carpenter
- Chef
- Hairdresser
- Potter
- Athlete

## **SALES AND SERVICE**

ISFPs' sensitivity to people's needs will make them suitable for the sales or service industry.

Their observation skills and willingness to serve others will ensure that their customer's needs are met to the best of their abilities.

Their spontaneous nature will also ensure their ability to adapt to situations as required.

Some of the jobs they can consider are:

- Teacher (Primary and Secondary)
- Sales Representative (Tangible goods)
- Waiter/waitress
- Air Steward/stewardess
- Travel agent
- Customer service officer
- Florist
- Firefighter
- Police Officer
- Prison Officer
- Pilot
- Clerk
- General Supervisor
- Property agent
- Accountant
- Social Worker
- Staff Welfare Officer
- Outdoor Activities Instructor
- Insurance agent

Remember that this list only seeks to be a guide for what you can do and is not exhaustive.

There are hundreds of career choices out there that you can consider.

What you should take away from this section is to understand why certain jobs appeal to you and apply it to possible career paths in your consideration.

## ORGANISATIONAL CULTURE



Even though you're in the right job, it is the culture or environment of the organisation that will ultimately determine your job satisfaction.

There are work environments that will support your development, and there are those that simply frustrate and stress you out.

When you are applying or considering a new job, consider looking for organisations that are known to have:

- **Job security**

ISFPs enjoy being part of organisations that give them long-term job security.

This includes being part of a stable, well-established company, one that values its employees' loyalty to them.

Look out for organisations that reward their employees for long service and also if possible, find out about the staff turnover rate.

- **Value skills and craft**

ISFPs enjoy organisations that value their skills and craft.

These are organisations that hire employees to work with their hands, and they have hence rewarded accordingly to the level of skill.

Jobs that require field work, or technical skills like carpentry or repair work would be suitable for the ISFP, but take note of and choose organisations that value and recognise your skill on of the job.

- **Service Oriented**

ISFPs like to work in service-oriented environments, where their colleagues and peers are all watching out for each other and serving each other with a good attitude.

They also enjoy making personal friends at work.

Such an environment motivates and enhances their productivity at work.

Usually, it is the teaching industry or the social service sectors that will have such work cultures; consider searching there if this is important for you.

## STRESSORS

- **Cold or distant manager**

ISFPs respect managers that are caring, warm and considerate.

However, the cold and distant manager who demands performance and results from the ISFP will get compliance,

but will often frustrate the ISFP because they may take it upon themselves that they're not meeting expectations.

- **Overly serious environment**

In the same vein, ISFPs feel drained by an overly serious or task-oriented environment.

If their co-workers do not take time to build a personal relationship, ISFPs will find their workplace to be a very hostile environment, thereby frustrating their productivity.



# JOB SEEKING



The job search process is unique to each personality.

In this section, you will learn about strengths and weaknesses inherent to the ISFP's personality during the job search process.

This includes exploring careers, choosing one, and the interview process.

## STEP 1: THE CAREER EXPLORATION PROCESS

The ISFP's career exploration process usually consists of:

- **Having immediate and tangible goals**  
ISFPs usually have immediate and tangible careers goals like a target salary, working hours, job nature and responsibilities.

They will usually have a clear idea about what they're looking for before they start.



- **Taking advantage of unforeseen circumstances,** ISFPs stay open to opportunities that present themselves along the way and readily take advantage of unforeseen circumstances that may favour them.
- **Visit career websites or read books for advice**  
ISFPs will likely go to career websites or read books for research to gain some advice on choosing the right career for them.

ISFPs may have blind spots in these areas:

- **May have no action plan**  
Because ISFPs have already decided on a career direction in their head, they may overlook career opportunities that are unexpected or do not fit into their mental picture.

Keep yourself fully open to any opportunity that comes by and also keeps on brainstorming for any entirely new jobs that you would never otherwise consider; you might stumble upon some jobs that are even better than the ones you are considering.

- **May become overwhelmed with details**  
ISFPs may be too focused on the details related to each job that they become overwhelmed.

Learn to prioritise information that you should consider and not take everything into account.

Ultimately, there is no perfect job, and you have to take one that you believe suits you the best.

## STEP 2: CHOOSING A CAREER

After looking at all your options, you will decide your choice.

Here are some things ISFPs will usually do when it comes to making the decision:

- **Using the subjective person-centred approach**

ISFPs will often take a subjective, personal approach to their decision making.

This means that the push and pull factors for the ISFP will be unique to them, based on their values and life experiences.

- **Personal Values**

ISFPs will often take a subjective, personal approach to their decision making.

This means that the push and pull factors for the ISFP will be unique to them, based on their values and life experiences.

However, ISFPs should also consider these:

- **Consider logical consequences of actions**

Before they make a decision, ISFPs should also look at the logical consequences of each of their choices.

Systematically look at the pros and cons of each decision and talk to your peers about their perspective; often you will see more factors you did not consider in the first place.

- **Set a deadline for a decision**

Because of all the possibilities they are considering, ISFPs may be reluctant to decide for their career choice.

Set deadlines for your decision and ensure that you stick to them; possibly find someone you can be accountable to.

### **STEP 3: GETTING THE JOB**

After you choose a few possible alternatives and sending your resume, the next step is to ace the interview.

In this section, you will understand your strengths in the interview process and some blind spots you have to watch out for.

- **Impress others with your competence**

One of your greatest strengths is in your success in whatever you commit yourself to.

You should talk about your past achievements and successes to show your competence.

- **Come across as a team player**

ISFPs are excellent team players; they value relationships and harmony in the team, and at the same time, they bring original, unique insights.

They are sensitive to human interactions and can sieve out people's needs and motivations instinctively.

Talk about this with your interviewers and impress them with your past experiences in teams.

- **Your ability to learn quickly by doing**

You have great ability to learn quickly by performing a task a few times over.

You should give examples of the past where you picked up a skill in a short time and use it to support your opinion that you are a fast learner.

With these three strengths, you should be able to ace your interview.

Here are three tips to make your interview even better.

- **Prepare for hypothetical questions**

You are comfortable with practical, concrete questions which deal with current realities; however in interviews, sometimes you may get questions that deal with the hypothetical such as, "What would you do if you received a million dollars?"

Understand that these questions are to help the interviewers understand you more as a person based on your decisions.

- **Convey how your passion and people skills help the bottom line**

While personal values and passion can be factors that will help you get the job, remember that for many organisations, the bottom line is key.

Emphasize on how your people skills and your passion for the job can help the organisation meet its objectives for profit or productivity.

## WORK RELATED STRENGTHS AND WEAKNESSES



Getting the job is only the beginning of your journey.

Along the way, you will still face challenges in your workplace.

Ultimately, the way to excel in your workplace is to take up roles that take advantage of your personality strengths and minimise the use of your weaknesses.

In this section, I have included your personality strengths, weaknesses, and some tips for professional development.

## STRENGTHS

- **Flexible and adaptable**

ISFPs are flexible and adaptable, and they are comfortable adjusting and moving along with organisational changes.

- **Sensitive to others**

ISFPs are kind, considerate and sensitive to the feelings of their co-workers.

They are an integral part to build a harmonious environment at the workplace.

- **Willingness to take calculated risks**

ISFPs are risk-takers; they are willing to try and experiment with new ideas or methods even with the risk of failure.

This makes them comfortable with pioneering or innovating efforts.

- **Practical and realistic attitude**

ISFPs are practical and down-to-earth in their approach to work and prefer to deal with the facts and concrete evidence in their decision making.

- **Warm and generous**

ISFPs are warm and generous individuals who are very willing to give of themselves to their colleagues.

They will go the extra mile beyond the call of duty.

## WEAKNESSES

- **Find it hard to threaten harmony for their ideas**

ISFPs have a strong internal value system, and they believe in certain things deeply.

However, in a bid to preserve harmony, they may find it hard to stand up for their beliefs.

- **Hard to recognise future opportunities**

ISFPs live in the present, and they make decisions according to the present circumstances or events; they find it hard to identify future opportunities, especially when it means making a less ideal present option.

- **Sensitive to criticism**

ISFPs can take criticism personally and find themselves easily discouraged when negative feedback is given to their work.

Criticism at the workplace shouldn't be taken personally, and ISFPs should instead use it as a guide for personal growth and development.

- **May be indecisive**

ISFPs with their spontaneous nature, combined with their desire for harmony, may find it hard to make decisions for themselves and others which often end up in indecision.

- **Resistant to setting long-term goals or deadlines for projects**

ISFPs are also resistant to setting long-term goals or deadlines for projects as they prefer to act according to the moment.

To them, these targets do not make sense as they perceive that the situation changes often.

## PROFESSIONAL DEVELOPMENT

- **Decide what is important for yourself**

ISFPs need to learn to clarify and make decisions based on what is important to them.

More often than not, they will succumb to peer pressure and follow popular opinion rather than stand for their own beliefs. Decide what is important for you and stand by it even if it's unpopular.

- **Be aware of your inner critic**

Under stress, ISFPs can become extremely critical of their abilities and competence.

Learn to be aware of that and do not allow that critic to diminish the confidence in yourself and your work.

Speak positively to yourself internally and remind yourself of your past achievements as well.

- **Learn to provide negative feedback when necessary**

ISFPs can learn to provide negative feedback and confront others when the time is right.

It will be uncomfortable for the ISFP, but sometimes it is necessary for mutual understanding and growth.

Don't let your emotions overwhelm you when you are confronting or providing feedback but learn to restrain your feelings and offer the feedback in a firm but reasonable tone.



## FINDING JOB SATISFACTION



You may not always get the job you want, or even if you do, you might find that the things you do on a daily basis do not use your personality strengths.

This is just reality; most people do not get perfect fits for their jobs.

However, by altering your job scope, you can put yourself in a position where your strengths are used, and you become a recognised and valued individual in the organisation.

Here are some tips for altering your job scope to your personality:

- **Seek help to resolve conflicts**

You will probably find it stressful if you have to work in an environment of conflict.

Conflicts are normal, but if you want satisfaction in your job, you will require some help for mediation so that you can have a harmonious work environment.

- **Ask managers to be clear about their expectations of you**  
Unclear or subjective expectations can be frustrating for you; in your work review, ask your manager or supervisor about their expectations of you and state that the clearer and more tangible, the better.
- **Set short-term achievable goals for yourself**  
Long-term goals or deadlines may seem meaningless and may not be motivating for you.

Consider setting short-term achievable goals for yourself so that it can push you to productivity.

- **Connect with your co-workers**  
If your work environment is very serious, consider finding a few co-workers that you can connect with and purposefully make an effort to build a genuine personal relationship with them.

You will find that work is far more engaging when you do not have colleagues, but friends.

## REFLECTION EXERCISE

Describe what you want from your ideal job.

Don't list out the type of jobs that you want, but rather the nature of activities you prefer to be involved in.

e.g. Instead of writing that you would like to be a manager, write out that you would enjoy people management, organising and strategising.

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List out at least three occupations or careers that will allow you to use your preferred skills as stated above.

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Write out some weaknesses or blind spots you can start developing today to help you succeed in your chosen career.

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## LAST WORDS



Finding an ideal career is a challenging task, and even with the guidelines and advice given in this report, you still may not end up in your ideal career.

The truth is we live in a world where many other factors come into consideration: salary required to support our families, working hours, travelling time, personal interests, economic conditions, availability of jobs.

Nonetheless, this report will help you to understand more about yourself and which jobs will appeal to you.

Whichever career you are in, you can take these insights with you and use them to your advantage.

Most importantly, understand that your personality is unique.

Sometimes, we can be very discouraged and second guess ourselves on the job, especially when we are in a career that does not support our personality preferences.

Granted, to be successful in certain careers require you to act and behave in some ways, but you must come to a point where you understand the difference between who you are and what you do.

While you can adapt what you do and how you behave in certain situations, you must always live with the understanding of who you are and not be apologetic about it.

When you fully accept yourself, you will find happiness, confidence and courage to be the best you can be.

Here at Personality Central, we hope to bring out the best in you through the insights with personality type.

For more information, please visit [www.personality-central.com](http://www.personality-central.com).