



PERSONALITY
CENTRAL



ISFJ

CAREER REPORT

Discover your Ideal Career Path
with Personality Type

ETHAN LIN

3rd Edition

ISFJ 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 black ink that reads "Ethan Lin". The script is cursive and fluid, 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 ISFJ personality with their natural strengths:

STRENGTHS

- **Responsible and reliable**

They are responsible and reliable individuals who are committed to their work and the people whom they deem important to them.

They can be counted upon to follow through and stick to their commitments.

- **Specific**

They speak in clear and 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.

- **Kind and 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

- **Trouble seeing outcomes of unfamiliar situations**

While being practical and realistic, ISFJs may have a challenge seeing possible outcomes of unfamiliar situations and as a result, they may resist change or entering into that situation.

- **Easily overworked**

ISFJs are very responsible individuals, but sometimes they take on too much responsibility upon themselves including work which does not belong to them.

As a result, they can easily become over-committed to obligations or overworked.

- **Overplanning**

Because of their discomfort with the unknown, ISFJs may over plan for certain events or situations and get stressed out when certain things don't pan out the way they expected it to.

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 ISFJ:

HEALTHCARE AND SOCIAL SERVICE

ISFJs make great healthcare workers as they are responsible, reliable individuals who have heart and compassion for others.

They are good at detail, facts and tangible evidence.

This makes them very warm and sympathetic toward patients who have medical conditions, and yet at the same time methodical, painstaking and thorough in ensuring their patients get the right treatment.

- Family Doctor
- Surgeon
- Occupational Therapist
- Nurse
- Optician
- Dentist
- Healthcare Administrator
- Hospice Nurse
- Dentist
- Veterinarian
- Nutritionist
- Social Worker
- General Counsellor

- Guidance Counsellor
- Probation Officer
- Pharmacist
- Community Service Worker

EDUCATION

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

In education, they may prefer teaching lower levels as they deal more with tangible and concrete facts rather than abstract concepts and big ideas, which are usually found at high levels of education.

Some of the careers they could consider are:

- Early Childhood Educator
- Special Education Teacher
- Primary School Teacher
- Educational Administrator
- Historian
- Religious Teacher
- Botanist
- Librarian

SERVICE SECTOR AND BUSINESS

ISFJs have a great organisational ability and will excel in organisations or companies that require following set rules or procedures.

Because of their considerate nature, ISFJs make great customer service representatives, so any role that involves meeting the needs of others will attract them, this could include:

- Personal Assistant
- Secretary
- Clerical Staff
- Retail Business Owner
- Retail Staff
- Customer Service Officer

- Customer Service Manager
- Air Stewardess
- Waiter/Waitress
- Restaurant Floor Manager
- Hotel Manager
- Administrative Staff
- Franchisee
- Clerical Supervisor
- General Executive
- Bookkeeper
- Auditor
- Accountant
- Human Resource Executive
- Paralegal

SPECIALIZED CRAFTS

ISFJs may also consider the creative and technical crafts as well.

Their methodical, painstaking method of executing their craft will ensure that the quality of their work is top-notch and consistent.

While they may not be considered 'creative' in the traditional sense of the word, their memory will often serve them well in producing and reproducing similar results.

Careers they may consider are:

- Interior Designer
- Artist
- Musician
- Electrician
- Car Mechanic
- Plumber
- Jeweller
- Farmer
- Merchandise Planner

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:

- **Well established and financially stable**

ISFJs enjoy being part of organisations that are well-established and financially stable companies.

Their track record and reputation assures ISFJs of their longevity.

Narrow your job search to multi-national corporations if this is important to you as they are more likely to be established organisations as compared to local corporations.

- **Clear roles and responsibilities**

ISFJs are drawn to organisations that give them clear roles and responsibilities with little room for ambiguity.

It gives them a clear and concrete indicator of whether they have sufficiently met the expectations for them.

During your interview, you should ask them about your responsibilities on the job.

The more clearly they can answer you, the more likely your job responsibilities will be defined.

Nonetheless, be ready that you will be asked to take on more than what is written in the job description.

- **Service Oriented**

ISFJs 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.

- **Values loyalty**

ISFJs prefer organisations that value the loyalty of their employees by reward or by recognition.

They are more likely to enjoy a company that is known to look out for the welfare of their employees, especially senior ones.

Before you go into a company, observe the middle management staff and if possible, talk about how long they have been with the company.

If an organisation values their employees, then it is likely that they will have several or a lot of employees who have worked there a long time.

STRESSORS

- **Cold or distant manager**

ISFJs respect managers that are caring, warm and considerate.

However, the cold and distant manager who demands performance and results from the ISFJ will get compliance, but will often frustrate the ISFJ because they may take it upon themselves that they're not meeting expectations.

- **Vague Instructions**

ISFJs want their roles and responsibilities clear, and they prefer to work with formal policy.

The overly casual style of some organisations that implies additional workload, unpredictable timelines and unclear objectives will frustrate the ISFJ.

JOB SEEKING



The job search process is unique to each personality.

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

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

STEP 1: THE CAREER EXPLORATION PROCESS

The ISFJ's career exploration process usually consists of:

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

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

- **Collect facts**

ISFJs will collect information about their job either through internet research or speak to a few people in the same role about salary, working hours and other facts about the job.

- **Action plans to achieve goals**

ISFJs will have in their minds a clear action plan and career path to get them to the position they would like to be. This plan will be clear, concrete and practical.

ISFJs may have blind spots in these areas:

- **Missing unexpected opportunities**

Because ISFJs 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.

- **Not taking into consideration future opportunities for job**

ISFJs may be too focused on the practical realities tied to the job that they do not consider possible future opportunities related to a job.

A job may not have an ideal salary or working hours, but perhaps it may lead to something the ISFJ is looking for.

Speak to people around you about career possibilities of the job you are applying for.

STEP 2: CHOOSING A CAREER

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

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

- **Using subjective person-centred approach**

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

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

However, ISFJs should also consider these:

- **Do not be influenced by what others want**

The ISFJs often succumb to the expectations of the people around them and their decisions are heavily influenced by these people.

Understand that your career is your choice so make a decision as independently as possible of these expectations; they are keys to your long-term job satisfaction.

- **Take some time**

ISFJs tend to want to conclude as soon as possible.

As a result, they may make hasty decisions when it comes to a big decision like their careers.

Give yourself some time before you decide on your career.

That extra waiting time will help you obtain more information or consider a few new factors that did not occur to you initially.

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 work ethic**

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.

- **Emphasize your ability to work in a team**

You have a balance between task and people orientation.

While being task-oriented and competent, you are also sensitive to the feelings of others, and you have a natural inclination toward collaboration.

This makes you an outstanding team player, and you should emphasise this gift during the interview.

- **Your great organisational skills**

You have great comfort in dealing with deadlines, schedules and so on and have little trouble keeping track of things that are going on.

Talk about how you are organised and precise in your work, giving examples in the past where you have done so; even a small thing like doing daily budgeting is something worth talking about.

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

Here are two 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.

- **Don't underrepresent your enthusiasm and interpersonal skills**

You may understate how good you are or how adept you are at interpersonal skills because of your humble nature.

Learn to speak confidently to your prospective employer as if you are the person that he/she is looking for.

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

- **Great focus and concentration**

ISFJs have great focus and concentration in their work and can be single-minded in the completion of their tasks, when not distracted.

- **Strong work ethic**

ISFJs have strong work ethics; almost always fulfilling commitments in their work and adhering to pre-agreed deadlines.

They can be trusted upon to follow through on their work.

- **Good cooperation and organisational skills**

ISFJs are very good team players, and as mentioned above, they have a great organisational ability being always on top of things and working with procedures well.

- **Practical and realistic attitude**

ISFJs 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.

- **Excellence in managing repeated procedures and tasks**

ISFJs are very comfortable with routine work, and they excel at managing repeated procedure and tasks, making them great administrators and reliable executives.

WEAKNESSES

- **The tendency to underestimate their contributions**

ISFJs are very humble individuals who almost always understate their ability and contribution to the team.

They are capable of much more than what they think they can.

ISFJs can learn to be more confident in themselves and their abilities.

- **Reluctance to try new ideas**

ISFJs prefer following established routines in their jobs and are uncomfortable with changes.

Change, however, is becoming more prevalent in our fast-moving world, and ISFJs have to learn to adapt or risk being left behind.

- **Sensitive to criticism**

ISFJs 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 ISFJs should instead use it as a guide for personal growth and development.

- **May be overwhelmed by several tasks at the same time**

ISFJs prefer to work on a single task at a time, bringing one to completion before proceeding with another.

However, in a fast-paced environment where the ISFJ has to handle multiple projects or tasks at the same time, they may become overwhelmed.

PROFESSIONAL DEVELOPMENT

- **Using your imagination to take advantage of opportunities**

While being grounded in reality, ISFJs can grow in the area of using their imagination; be it in work-related ideas or job opportunities, ISFJs can learn to listen to their hunches and their imagination to take advantage of windows of opportunity that they present themselves.

- **Apply logical analysis more consistently**

ISFJs are more used to making decisions based on what is important to them; hence they take a subjective, person-centred approach to it.

Practice using consistently objective, impersonal analysis, especially in work situations.

Learn to consider both sides of an argument and ponder on each of its pros and cons.

- **Communicate your values to others in a friendly manner**
ISFJs need to learn to attend to their own needs in addition to caring for others.

Often others only find out what ISFJ values after they have already had an outburst.

While you may find it hard to do so, you must learn to communicate your values to others in a casual tone and how you intend to see it manifested in the organisation.

This will pave the ground for mutual understanding.

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:

- **Work 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 probably have to muster up the courage to resolve them amicably with your colleagues and supervisors, if any.

- **Implement efficiency systems**

If you are a manager, you can create systems that help efficiency in work and require your direct-reports to follow these systems.

This will ensure you are not frustrated by differing expectations or subjective values and ensure work is done in the best way possible.

- **Ensure you have plenty of uninterrupted time for work**

In the current work environment, employers like to create open office concepts as a sign of collaboration and teamwork.

However, this environment may be more distracting for you to do good work.

Consider speaking to your boss about having your private space or work from another location.

- **Ask for meeting agendas in advance**

ISFJs can be impatient when a meeting hinders their work progress by being unfocused or too casual.

By asking for a written agenda, the team is less likely to have a casual meeting without specific, actionable steps and more likely to have a task-oriented and focused meeting.

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.

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

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

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.