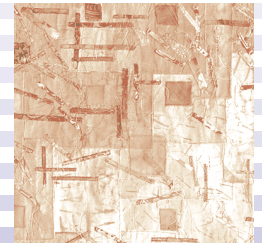


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# Introduction



Isabel Briggs Myers wrote *Introduction to Type*® for clients to use after they have attended an introductory feedback session explaining psychological type and their results on the *Myers-Briggs Type Indicator*® (MBTI®) personality inventory. Her purpose was to equip clients with the information they need to reflect on their own psychological type and to begin integrating that knowledge into their everyday lives. Her intent was that everyone introduced to type and the MBTI receive this basic resource.

## Using *Introduction to Type*®

This new edition maintains the integrity of Isabel Myers' original presentation of psychological type while adding knowledge from decades of experience in introducing type. Changes and additions include the following:

- New formatting to make the information more accessible to readers
- Revised type descriptions based on research and increased knowledge about type development
- Suggestions for applying type in a variety of settings
- An outline of the dynamic and developmental theory underlying the MBTI
- Additional information about type combinations

- Practical ethical guidelines for using type
- Recommendations for further reading

*Introduction to Type*®, Sixth Edition, is designed for use during an introductory feedback session and for further exploration following the session. It provides the initial information necessary to make constructive use of the MBTI and also offers a gateway to lifelong personal and professional development. It is the foundation for the *Introduction to Type*® series, which leads MBTI users into increasingly deeper levels of the Jungian model of human personality and into applications of psychological type:

### Psychological type model of personality

- *Introduction to Type*® *Dynamics and Development* by Katharine D. Myers and Linda K. Kirby
- *In the Grip: Understanding Type, Stress, and the Inferior Function* by Naomi L. Quenk

### Applications of psychological type

- *Introduction to Type*® *in Organizations* by Sandra Krebs Hirsh and Jean M. Kummerow
- *Introduction to Type*® *and Communication* by Donna Dunning
- *Introduction to Type*® *and Conflict* by Damian Killen and Danica Murphy
- *Introduction to Type*® *and Emotional Intelligence* by Roger R. Pearman
- *Introduction to Type*® *and Teams* by Elizabeth Hirsh, Katherine W. Hirsh, and Sandra Krebs Hirsh
- *Introduction to Type*® *and Careers* by Allen L. Hammer
- *Introduction to Type*® *in College* by John K. DiTiberio and Allen L. Hammer
- *Using Type in Selling* by Susan A. Brock
- *Introduction to Type*® *and Coaching* by Sandra Krebs Hirsh and Jane A. G. Kise

Be sure to read “Things to Remember About Type,” p. 42, to help you use the MBTI accurately and constructively.



## Introverted Sensing with Extraverted Feeling

Dominant function: S <sub>I</sub>	Tertiary function: T
Auxiliary function: F <sub>E</sub>	Fourth/inferior function: N <sub>E</sub>

### At Their Best

People with ISFJ preferences are dependable and considerate, committed to the people and groups with which they are associated, and faithful in carrying out responsibilities. They work with steady energy to complete jobs fully and on time. They will go to great trouble to do something they see as necessary but dislike being required to do anything that doesn't make sense to them.

ISFJs focus on what people need and want, and they establish orderly procedures to be sure those needs and wants are fulfilled. They take roles and responsibilities seriously and want others to do the same. Family relationships and responsibilities are extremely important to ISFJs, who fulfill their roles conscientiously and expect other family members to do the same.

### Characteristics of ISFJs

ISFJs have a realistic and practical respect for facts. They use their Sensing primarily internally, where they have a wealth of stored information. They remember clearly the details of things that have personal meaning for them, such as tones of voice and facial expressions. Thus, ISFJs are likely to be

- Practical and realistic
- Concrete and specific

ISFJs use Feeling to make decisions based on personal values and concern for others. They value harmony and cooperation and work to create them. Thus, they are likely to be

- Cooperative and thoughtful of others
- Kind and sensitive

Their opinions are firm because their decisions are based on careful application of their clear values and their wealth of stored data. ISFJs respect established procedures and authority, believing that these have persisted because they function well. Therefore they will support change only when new data show it will be of practical benefit to people.

### How Others May See Them

ISFJs are unassuming and quiet in their interactions, often putting the needs of others—especially family members—ahead of their own. They are uncomfortable with con-

frontation and will go a long way to accommodate others, though their respect for traditions and people's feelings can lead them to challenge actions they perceive as hurtful or insensitive. People see their values, their desire for structure and closure, their kindness. What others may not see is the wealth of rich, accurate internal Sensing impressions and memories. Others usually see ISFJs as

- Quiet, serious, and conscientious
- Considerate, good caretakers
- Honoring commitments, preserving traditions

### Potential Areas for Growth

Sometimes life circumstances have not supported ISFJs in the development and expression of their Feeling and Sensing preferences.

- If they have not developed their *Feeling*, ISFJs may not have reliable ways of dealing with the world and instead focus solely on their Sensing memories and impressions.
- If they have not developed their *Sensing*, they may rush into value judgments or taking care of others without considering the realities.

If ISFJs do not find a place where they can use their gifts and be appreciated for their contributions, they usually feel frustrated and may

- Become rigid in supporting hierarchy, authority, and procedures
- Feel unappreciated, resentful—complain a lot
- Be overly focused on immediate impacts of decisions

It is natural for ISFJs to give less attention to their non-preferred Intuitive and Thinking parts. If they neglect these too much, however, they may

- Not see the wider ramifications of current decisions or procedures
- Find it difficult to assert their needs
- Be uncomfortable applying impersonal criteria to decisions, even when needed

Under great stress, ISFJs can get caught up in “catastrophizing”—imagining a host of negative possibilities. They may then express these without their usual consideration for the impact on people around them.