



ISFJ CAREER GUIDANCE KIT

 **QAMAR CONSULTING**
Discovering Potential & Optimizing Performance

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION



INTROVERSION

Where do you get your energy from?

SENSING



INTUITION

What kind of information do you prefer to use?

THINKING



FEELING

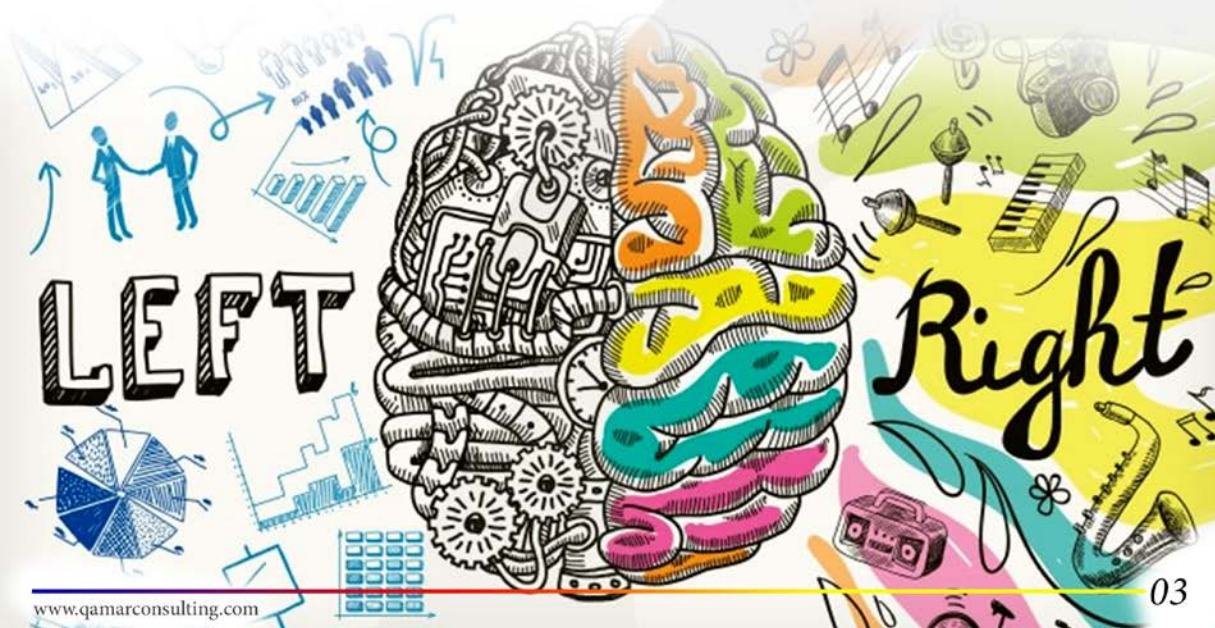
What process do you use to make decisions?

JUDGING



PERCEIVING

How do you deal with the world around you?



Understanding Preferences Through Pictures

EXTRAVERSION (E)

Keywords:
 Active
 Outward
 Sociable
 Open in communication
 Expressive in nature

INTROVERSION (I)

Keywords:
 Reflective
 Inward
 Reserved
 Private in communication
 Quiet in nature

Check your response which preference you prefer the most?

SENSING (S)

Keywords:
 Pay attention to facts and details
 Present focused
 Practical
 Conserve
 Repetition

INTUITION (N)

Keywords:
 Pay attention to patterns
 Future focused
 Imaginative
 Change
 variety

Check your response which preference you prefer the most?

THINKING (T)

Keywords:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice



FEELING (F)

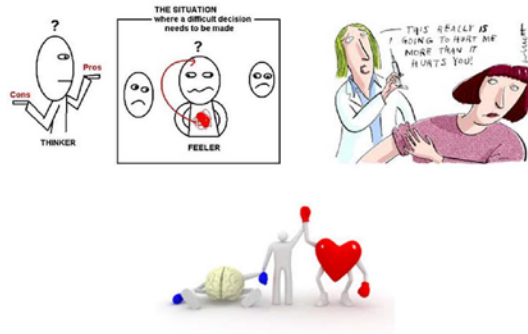
Keywords:

Decides with heart

Use personal convictions

Empathize and appreciate Personal

Concerned with values, relationships and harmony



Check your response which preference you prefer the most?

JUDGING (J)

Keywords:

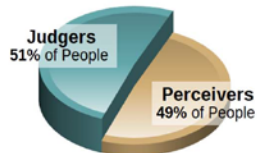
Organized

Control

Decisive

Deliberate

Plan



PERCIEIVING (P)

Keywords:

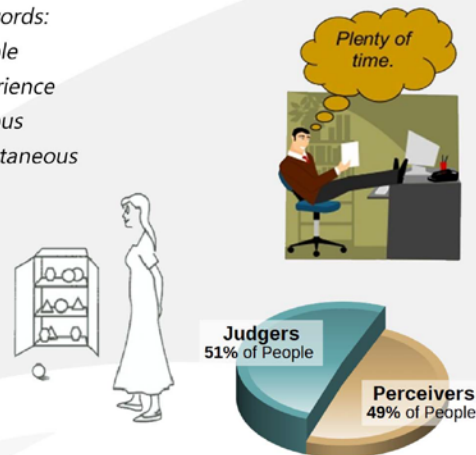
flexible

experience

Curious

Spontaneous

wait



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

- PRACTICAL
- SENSIBLE
- REALISTIC
- SYSTEMATIC
- REASONABLE

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ISFJ



PROTECTOR

- REALISTIC
- CONCRETE
- SPECIFIC
- KIND
- SENSITIVE

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INFJ



GUIDE

- INSIGHTFUL
- VISIONARY
- IDEALISTIC
- COMPLEX
- DEEP

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INTJ




MASTERMIND

- CONCEPTUAL
- CREATIVE
- INSIGHTFUL
- LONG RANGE THINKERS

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ISTP



CRAFTSMAN

- PRACTICAL
- REALISTIC
- FACTUAL
- PRAGMATIC

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ISFP



ARTIST

- TRUSTING
- KIND
- SENSITIVE
- GENTLE
- OBSERVANT

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INFP




HEALER

- CONCERNED
- CARING
- IDEALISTIC
- CURIOUS
- CREATIVE

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INTP




CONCEPTUALIZER

- LOGICAL
- ANALYTICAL
- OBJECTIVELY
- CRITICAL
- INSIGHTFUL

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ESTP




ACTIVIST

- OBSERVANT
- PROBLEM SOLVERS
- PRACTICAL
- RATIONAL
- STRAIGHTFORWARD

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- PRACTICAL
- SPECIFIC
- ACTIVE
- OPTIMISTIC

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ENFP



CHAMPION

- PRACTICAL
- SPECIFIC
- ACTIVE
- OPTIMISTIC
- PERSUASIVE

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ENTP



INVENTOR

- CREATIVE
- IMAGINATIVE
- CONCEPTUAL
- ASSERTIVE

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ESTJ



GUARDIAN

- OBJECTIVELY
- CRITICAL
- DECISIVE
- ASSERTIVE
- SYSTEMATIC

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ESFJ



PROVIDER

- WARM
- SYMPATHETIC
- PERSONABLE
- TACTFUL

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ENFJ



MENTOR

- PERSONABLE
- LOYAL
- SUPPORTIVE
- TRUSTWORTHY
- IMAGINATIVE

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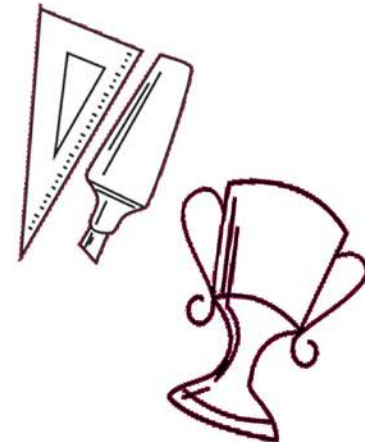
ENTJ



COMMANDER

- ANALYTICAL
- CHALLENGING
- DECISIVE
- CLEAR
- CONCEPTUAL

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CHAPTER 02

Mapping Your Career Journey

ISFJ (Protector)

ISFJ Born Talents

Accommodating ملنفسار

Patient صبر

Detailed تفصیلی

Practical عملی

Devoted جاں نثار

Protective حفاظتی

Loyal وفادار

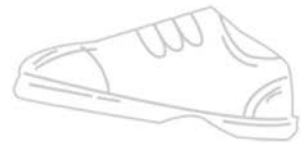
Quiet رسکون

Meticulous احتیاط زدہ

Responsible ذمے دار

Organized منظم

Traditional روایتی



PROTECTOR (ISFJ)



Loyal, quite, cooperative & Supportive

Considerate of the needs & situations of others

Take time to consider the situation carefully before making a decision

Respect traditions & conventions, take relationships & responsibilities seriously

What Excites ISFJ the Most?

Doing work that

- Requires careful observation and meticulous accuracy, where I can use my ability to remember facts and details
- Lets me work on tangible projects that help other people, often requiring great accuracy and attention to detail
- Lets me express my compassion and devotion by working hard behind the scenes, but where my contributions are recognized and appreciated
- Is done in a traditional, stable, orderly, and structured environment, where the results are practical and service oriented
- Requires that I adhere to standard procedures, use practical judgment, and follow through in a careful, organized way
- Lets me focus all my energy on one project or one person at a time, working on products or services that have observable end results
- Gives me a private work space so I can concentrate fully for extended periods of time and with a minimum of interruptions
- Lets me work primarily one on one, helping others, or with other people who share my personal values and beliefs
- Requires me to be organized and efficient in completing my assignments
- Does not require too frequently that I present my work in front of groups of people without having adequate time to prepare well in advance. Allows me to set and reach stated goals by providing me with the necessary resources.

ISFJ Career Trend and Potential Strength

Career Trends

There are two main groups in the occupations that are most popular with ISFJs. The large group involves jobs in office and administrative support that require careful attention to relevant details. The other group involves occupations in healthcare, where ISFJs take on a variety of roles that allow them to provide direct, practical help to others.



Potential Strength

- Ability to get things organized
- Preserve what works
- Build consensus
- People skills
- Set up effective procedures

کیرئیر ٹرینڈ :

دو طرح کے پیشے ہیں جو کہ ISFJ میں مشہور ہیں
بہت بڑا گروپ ISFJ کا office کے اور
انتظامیہ کے کاموں میں محتاط توجہ کی ضرورت کے
حامل پیشوں کا ہے۔ دوسرا گروپ صحت سے متعلق پیشوں
کا ہے۔ جس میں وہ براہ راست
مختلف قسم کے کردار نبھا سکتا ہے اور دوسروں
کے لئے عملی مدد کرتا ہے۔



During an Interview an ISFJ will often

- Present their team player attitude
- Provide a clear description of their past experiences
- Benefit from practicing to promote their skills or answer broad questions
- Need to remember to appear enthusiastic
- Need to learn how their people skills can be tied to the 'bottom line' and how to market this to a company.

Popular Occupations of ISFJ

People with ISFJ preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

1. Nursing: registered, licensed practical
2. Teaching: pre-k through elementary & other
3. Religious profession
4. Medical Technology
5. Medicine: family & general practice
6. Veterinary medicine
7. Dental hygiene
8. Health education & service
9. Social services & social work
10. Library & information service profession
11. Physical therapy
12. Dietician & nutritional specialist
13. Bookkeeping & bank teller
14. Social service administration
15. Personal services: trainer, cosmetology
16. Corrections & probation
17. Secretary & administrative assistant
18. Office support, data entry, word processing
19. Hotel, motel, lodging manager & clerk
20. Paralegal



Popular Occupations of ISFJ

However, there are successful people of all types in all occupations. The key to getting where one wants to go involves firstly identifying what one really wants, something that comes from a more individual place than type. Individuals with ISFJ preferences then need to use knowledge of their type to gain insight into how they might approach the different activities in planning a career. In other words, ISFJs need to build on the strengths of their type and address potential obstacles that may come along with their style as they explore options, connect with others, make decisions, and manage their careers.

Less Popular Occupations of ISFJ

Remember, every type is in virtually every career. People with ISFJ preferences are, however, less often attracted to careers and occupations in economics, marketing and sales, engineering, psychology, architecture, law and administration in such tough-minded fields as military and protective services. They are also typically found less often in careers characterized by a great deal of analytically oriented technical work or a distant analytical approach to people, work that requires ongoing attention to more theoretical and symbolic information, or careers that require continual adaptation and frequent change.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

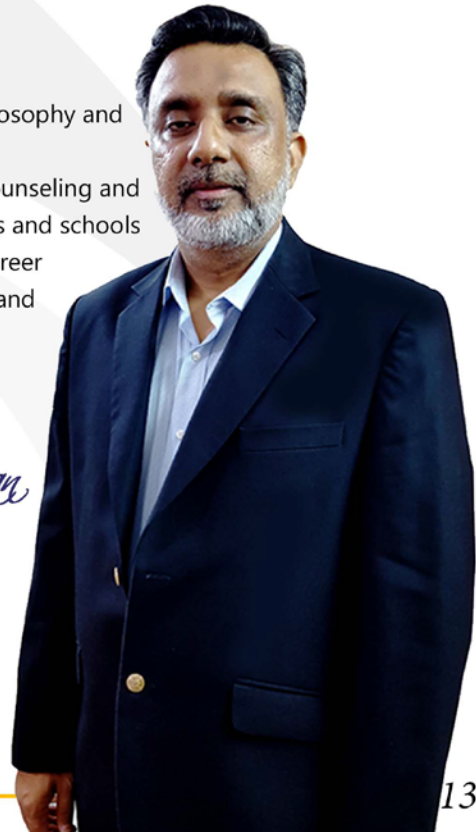
TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar ul Hassan

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