



**QAMAR CONSULTING**  
Discovering Potential & Optimizing Performance



**CAREER PLANNING KIT**

**ISFJ**

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## ***CHAPTER 01***

# ***Know Yourself & Understand Others***



# About Human Preferences

## EXTRAVERSION

## INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

## SENSING

## INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

## THINKING

## FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

## JUDGING

## PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

**LEFT**

**Right**



# Understanding Preferences Through Pictures

## EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

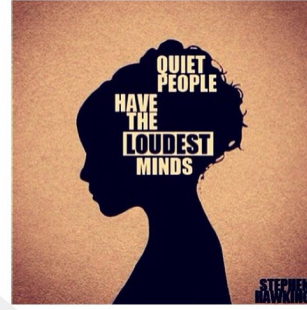
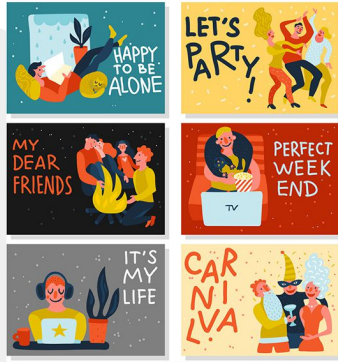
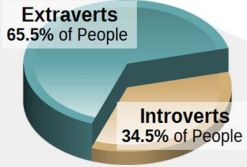
## INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

## SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

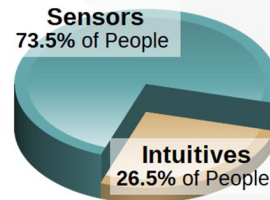
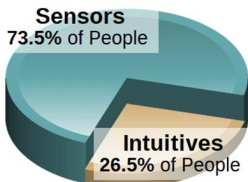
- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

## THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

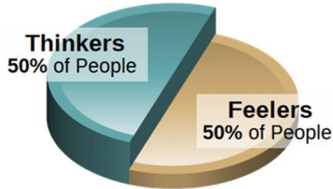
صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



## FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

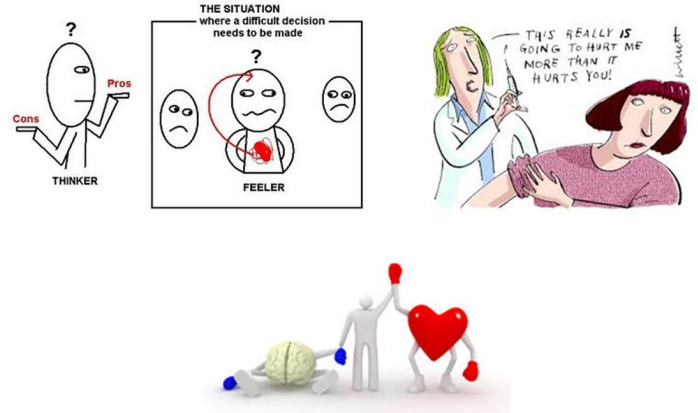
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رحمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

## JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

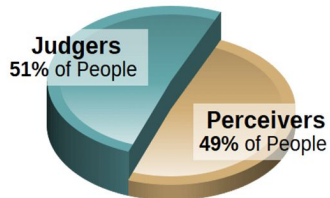
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



## PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

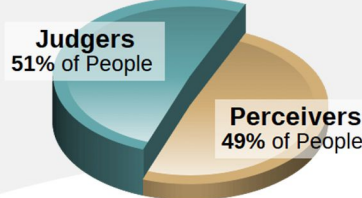
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?



# Brief Overview Of 16 Personality Types

## ISTJ



### DUTIFUL

FACTUAL  
 LOGICAL  
 ORGANIZED  
 REALISTIC  
 RESERVED

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## ISFJ



### PROTECTOR

LOYAL  
 PATIENT  
 PRACTICAL  
 QUIET  
 TRADITIONAL

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## INFJ



### GUIDE

CONCEPTUAL  
 CREATIVE  
 DEEP  
 IDEALISTIC  
 SENSITIVE

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## INTJ



### MASTERMIND

ANALYTICAL  
 INDEPENDENT  
 ORIGINAL  
 PRIVATE  
 THEORETICAL

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## ISTP



### CRAFTSMAN

ADVENTUROUS  
 PRACTICAL  
 REALISTIC  
 SPONTANEOUS  
 INDEPENDENT

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## ISFP



### ARTIST

CARING  
 LOYAL  
 SENSITIVE  
 UNDERSTANDABLE  
 TRUSTFUL

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## INFP



### HEALER

DEEP  
 EMPATHETIC  
 IDEALISTIC  
 IMAGINATIVE  
 LOYAL

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## INTP



### CONCEPTUALIZER

INDEPENDENT  
 LOGICAL  
 ORIGINAL  
 SELF-DETERMINED  
 THEORETICAL

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## ESTP



### ACTIVIST

EASYGOING  
 ENERGETIC  
 OUTGOING  
 QUICK  
 VERSATILE

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# Brief Overview Of 16 Personality Types

## ESFP

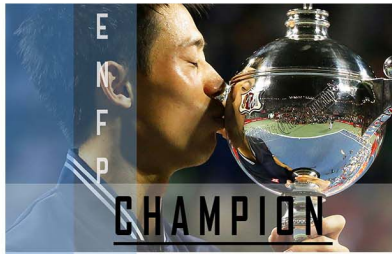


**PERFORMER**

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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## ENFP



**CHAMPION**

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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## ENTP



**INVENTOR**

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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## ESTJ



**GUARDIAN**

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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## ESFJ



**PROVIDER**

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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## ENFJ



**MENTOR**

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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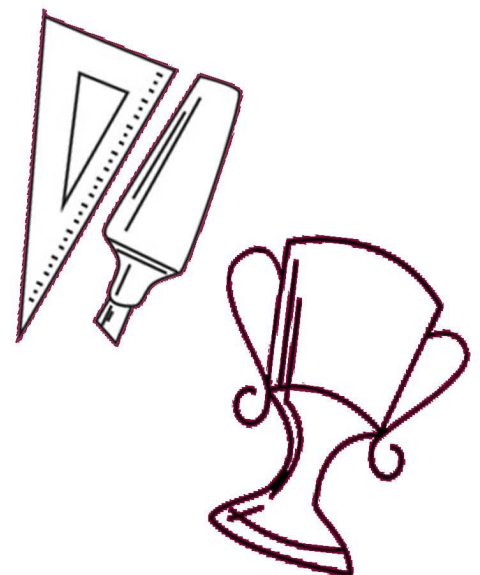
## ENTJ



**COMMANDER**

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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## ***CHAPTER 02***

### ***Mapping Your Career Journey***

**ISFJ (Protector)**

# ISFJ *Born Talents*

Accommodating ملنسار

Patient صبر

Detailed تفصیلی

Practical عملی

Devoted جاں نثار

Protective حفاظتی

Loyal وفادار

Quiet پرسکون

Meticulous احتیاط زدہ

Responsible ذمے دار

Organized منظم

Traditional روایتی





# PROTECTOR (ISFJ)



Loyal, quiet, cooperative, and supportive

Take time to consider the situation carefully before making a decision

Considerate of the needs and situations of others

Respect traditions and conventions; take relationships and responsibilities seriously

## *What I need in a Career for it to be Satisfying*

- The opportunity to work steadily on one project at a time, without a lot of interruptions or changes in plan.
- Work that requires accuracy and attention to detail, organization and adherence standard operating procedures.
- Work that lets me use a personal approach to helping others, preferably on a one-on-one basis.
- An environment that is structured and stable, where I know what is expected of me and I am rewarded for my hard work and contribution.
- Work that is of a practical nature and is service-oriented, so I can see that I am helping others in real and tangible ways.

## *As an ISFJ i am Good at....*

- Working hard, doing whatever is needed until the job is finished.
- Respecting the chain of command and following necessary rules and procedure.
- Helping others by explaining tasks with patience and clarity.
- Working with routines or repeated, sequential tasks.
- Carefully and thoroughly dealing with details and documenting activities.

## ***Work Related Strengths***

- Strong work ethic; responsible and hard working.
- Excellent with routines requiring sequential, repeated procedures or tasks.
- Accurate, thorough, and careful with details.
- Enjoy being in service to others; supportive with coworkers or subordinates.
- Enjoy using established ways of doing things; respect status given by titles.

## ***Work Related Blind Areas***

- May underestimate own value; may not be assertive about their own needs.
- Frequently overworked because they take on too much.
- May not see implications of future consequences.
- May not adjust well to constant change.
- May become discouraged if they no longer feel needed or appreciated.





# ISFJ Career Trends and Potential Strengths

## 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 Strengths

- 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۔



# Popular Occupations of ISFJ

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

## HEALTH CARE

- Primary care physician
- Veterinarian
- Licensed practical nurse
- Home health aid
- Massage therapist
- Biochemist
- Dentist
- Orthodontist
- Medical researcher
- Radiologist
- Anesthesiologist
- Respiratory therapist
- Pharmaceutical salesperson
- Occupational therapist
- Dental hygienist
- Surgical technologist
- Corrective therapist
- Dialysis technician

## BUSINESS/SERVICE

- Franchise owner
- Lawn service manager
- Computer programmer
- Museum research worker
- Real estate broker/agent
- Bookkeeper
- Title examiner
- Preferred customer service representative
- Claims representative

## SOCIAL SERVICE/EDUCATION

- Child welfare counselor
- Home health social worker
- Vocational counselor
- Special education teacher
- Farmer
- Police identification and records specialist
- Athletic trainer
- Zoologist
- Forest ranger
- Stringed instrument repairer

## CREATIVE/TECHNICAL

- Artist
- Musician
- Jeweler
- Crafts maker
- Sculptor
- Baker
- Chemist





# *Less Popular Occupations of ISFJ*

People with ISFJ preference are 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.





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**No one  
is *You*  
and that  
is your  
*Power***

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Best of Luck

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