



**QAMAR CONSULTING**  
Discovering Potential & Optimizing Performance



**CAREER PLANNING KIT**

**ISEFP**

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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

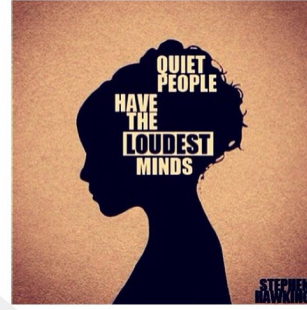
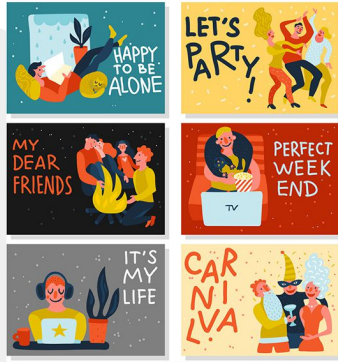
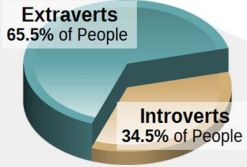
## INTROVERSION (I)

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:

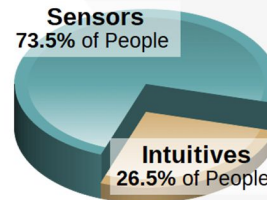
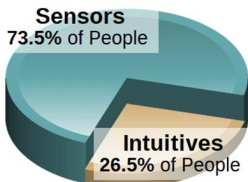
- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

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

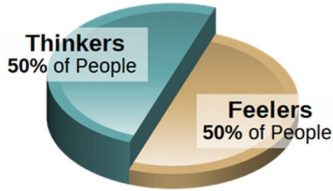
صفات:

☆ 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

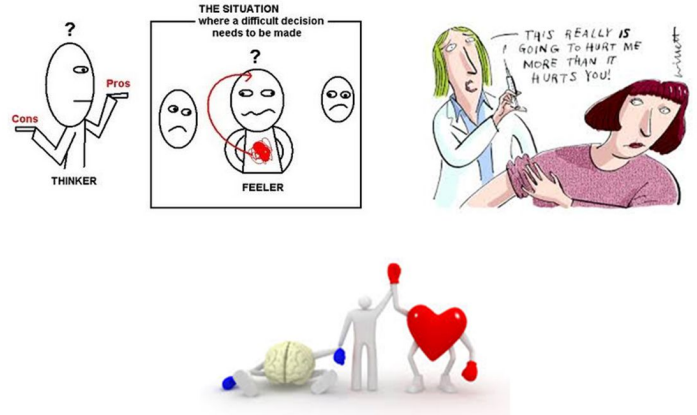
صفات:

☆ 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:

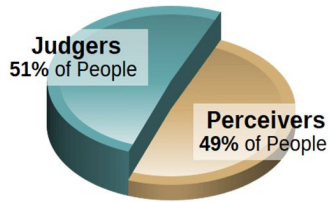
☆ وقت پر کام ختم کرنے والے

☆ 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:

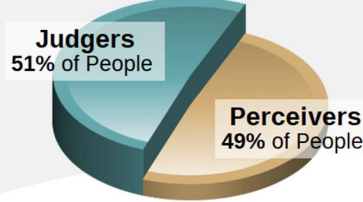
☆ نئے نئے تجربے کرنے والے

☆ 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

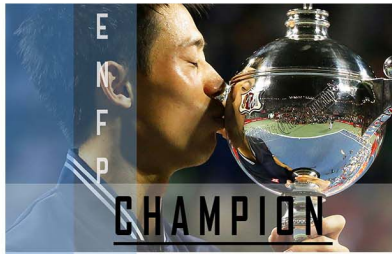


**PERFORMER**

- 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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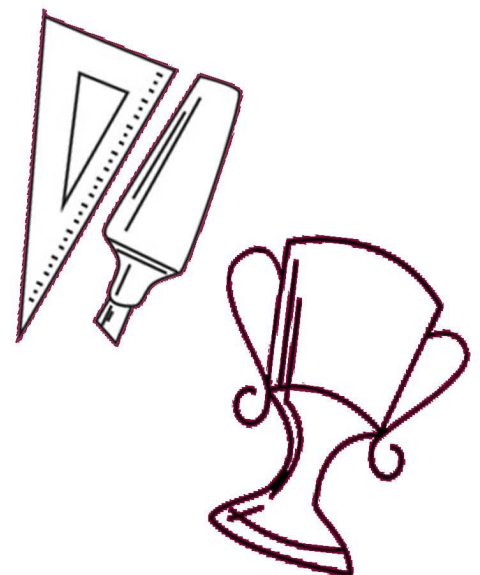
## ENTJ



**COMMANDER**

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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## ***CHAPTER 02***

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

**ISFP (Artist)**

# ISFP Born Talents



Adaptable سمجھوتہ

Modest سادہ مزاج

Caring دیکھ بھال کرنے والا

Observant پابند

Cooperative تعاون

Sensitive حساس

Gentle شریف

Spontaneous بغیر سوچے سمجھے کام کرنے والا

Harmonious پرامن

Trusting اعتماد

Loyal وفادار

Understanding جاننا





# ARTIST (ISFP)

Quietly supportive & unassuming

Stay in the background & help others in a quiet & understand way

Attuned to the needs of others & will help them deal with immediate problems

Prefer freedom & dislike being hampered by too much structure & too many constictive rules



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

- An affirming, supportive, and non-competitive atmosphere without a lot of hidden political agendas.
- Work that has a real practical purpose and where I can see and experience how I am able to help other people.
- A balance between working alone and working one-on-one, where the pace of my work is within my control.
- An environment that is relaxed, without a lot of rules, rigid structure, or restrictions on my personal time.
- The opportunity to work on a variety of projects that I believe in and where each day is different from the one before.

## *As an ISFP, I am Good at...*

- Paying close attention to details and facts of projects of interest.
- Helping others in direct and tangible ways.
- Working well as part of a team of caring people.
- Adapting well to change and approaching new situation with curiosity.
- Being supportive and helpful to co-workers, respecting supervisors and the chain of command.

## ***Work Related Strengths***

- Welcomes change and adapts well to new situations.
- Demonstrates sensitivity to people's needs and desires to help them in real ways.
- Is Practical and has realistic perceptions.
- Good common sense.
- Warmth and generosity.
- Is loyal to people and organizations you care deeply about.
- Pays attention to important details, especially those that concern people.
- Is thoughtful and has the ability to focus on current needs.
- Willing to support organization's goals.
- Has the ability to clearly assess current conditions and see what needs fixing.
- Flexibility and willingness to take calculated risks and try new approaches.

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

- Tendency to accept things at face value and miss deeper implications.
- Inability to see opportunities and options that don't exist at the moment.
- Tendency to take criticism and negative feedback very personally.
- Dislikes preparing in advance; may have trouble organizing time.
- Trouble making decisions.
- Dislikes excessive rules and overly structured bureaucracies.
- Difficulty making logical decisions if they conflict with personal feelings.
- Unwillingness to risk disharmony to fight for your idea or position.
- Tendency to become overwhelmed by large or highly complicated tasks.
- Resistance to setting long term goals and difficulty meeting deadlines.
- Difficulty disciplining direct reports or criticizing others.





# ISFP Career Trends and Potential Strengths

## Career Trends

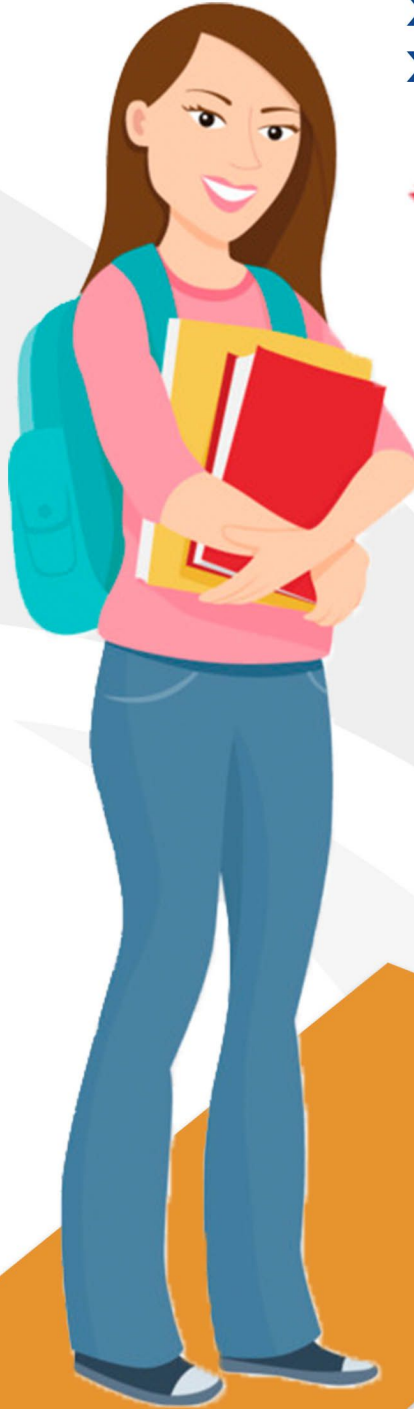
Occupations that are most popular with ISFPs are found in a wide variety of fields. Most of the attractive occupations involve some kind of hands-on, practical work with a tangible outcome. Another common theme is jobs involving working with people or animals.

## Potential Strengths

- Skilled at gentle persuasion
- Craftsmanship
- Adaptability
- People skills
- Can build consensus

## کیرئیر ٹرینڈ :

ایسے مشہور پیشے جو ISFP کے لئے ملتے ہیں وہ بہت سی فیلڈز ہیں، جس میں کچھ دلچسپی والے پیشے جو کہ ہاتھ سے کرنے والے ہیں اور ہنرمند ہیں۔ کچھ اور کام ایسے ہیں جس میں ISFP کو لوگوں کے ساتھ اور جانوروں کے ساتھ کام کرنا اچھا لگتا ہے۔



# Popular Occupations of ISFP

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

## HEALTH CARE

- Surgeon
- Pharmacist
- Occupational therapist
- Employee assistance counselor
- Registered nurse
- Emergency medical technician
- Pharmaceutical researcher
- Recreational therapist
- Licensed practical nurse
- Cardiology technologist
- Respiratory therapist
- Medical researcher
- Radiology technologist
- Exercise physiologist
- Speech and language pathologist

## SCIENCE/TECHNICAL

- Computer operator
- Systems analyst
- Aviation inspector
- Television camera operator

## CRAFTS/ARTISIAN

- Musical instrument maker
- Artist
- Cartoonist
- Animator
- Sketch artist
- Tailor
- Actor
- Musician
- Gardner

## SALES/SERVICE

- Merchandise planner
- Sports equipment salesperson
- Salesperson
- Home healthcare salesperson
- Teacher, (Preschool)
- Arts and manual arts therapist
- Fish and game warden
- Insurance fraud investigator
- Airplane traffic controller
- Emergency service dispatcher
- Airplane pilot
- College athletic coach
- Farmer
- Wilderness adventure leader
- Landscape designer
- Dance instructor





# *Less Popular Occupations of ISFP*

People with ISFP preference are less often attracted to careers and occupations that require a great deal of impersonal analysis of non-tangible, symbolic and technical material, such as in the physical and life sciences, system analysis and finance. In addition, they are less drawn to highly organize and structured career that require tough minded approaches to people or things, such as in management, administration, as law. ISFPs are also found less often in the performing and fine arts and in media and entertainment.





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Discovering Potential & Optimizing Performance

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

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Best of Luck

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