



Name - ISFJ

INSTRUCTIONS: As you can see below, there are 7 sections. In each section, the goal is to have 3 characteristics that best describe you. In some sections, like "Strategies For Working Successfully With Me," there are more than 3 characteristics typical of your personality type. With sections such as "Frustrations Others Have With Me," there are less than 3 characteristics. Please add, alter, or omit characteristics to get to 3 items per section that are most true of you. Remember that this document will be shared with your team. If everyone is real, your team will move to the next level. Once you are done please let the person who sent this to you so they can review it. Thanks!

Strategies For Working Successfully With Me:

- ☐ When scheduling meetings, state topics clearly
- ☐ Stick with agendas; provide structure in presentations
- ☐ Be realistic about timeframes and schedules
- ☐ Show how new approaches relate to old ones
- ☐ Stress practical applications of your ideas
- ☐ Be on time and be prepared
- ☐ Come to conclusions; don't leave issues unresolved
- ☐ Be decisive and definitive
- ☐ Be organized and efficient; don't waste my time
- ☐ Avoid last minute changes
- ☐ Keep work plans up to date

What Energizes and Motivates Me:

- ☐ Organizing facts and details to accomplish a goal
- ☐ Closure on tasks and projects
- ☐ A quiet workspace with few interruptions
- ☐ Clear, stable structures, procedures, and expectations
- ☐ Adequate resources
- ☐ Being in control of my work schedule

Frustrations Others Have With Me:

☐ "Stop worrying about everyone!"

Pitfalls I Am Working On:

- ☐ Not taking credit due
- ☐ Ignoring my own needs
- ☐ Missing the big picture
- ☐ Failing to set priorities

What Stresses Me:

- ☐ Nearing deadlines
- ☐ Others' incomplete or sloppy work
- ☐ Being asked to change with no logical rationale
- ☐ Being required to do things inefficiently or ineffectively, without adequate resources
- ☐ Being asked to "wing it", brainstorm, role play, or imagine outcomes

Signs I Am Experiencing Chronic Stress:

- ☐ I can develop a dogged focus on details without discriminating what is relevant
- ☐ I can experience global negativity and pessimism, catastrophizing
- ☐ I become impulsive and irresponsible
- ☐ I start blaming or accusing others
- ☐ Sleepless nights
- ☐ I alternate between excessively accommodating others' and withdrawing or resisting

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Stay emotionally level with me
- ☐ Highlight areas of agreement and harmony between us
- ☐ Take ownership of your part of the conflict, as I will likely take ownership of my part of the conflict
- ☐ Prompt me to share my thoughts and feelings; silence does not mean agreement