



Name - ISFP

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:

- ☐ Allow time and provide opportunities to discuss options and change plans; give me choices
- ☐ If necessary, get an agreement on when you'll know my decision
- ☐ Let me know when it is really important that I follow through
- ☐ Expect many questions
- ☐ Try not to impose unnecessary schedules or commitments on me
- ☐ When scheduling meetings, state topic(s) clearly
- ☐ Show how new approaches relate to the old ones
- ☐ Stress practical applications of your ideas
- ☐ Recognize work plans might change frequently and/or radically

What Energizes and Motivates Me:

- ☐ Work that encourages enactment of my personal values
- ☐ Opportunities to help and affirm
- ☐ A cooperative, open atmosphere
- ☐ Being valued as an individual
- ☐ Recognition and respect
- ☐ A relaxed, flexible approach

Frustrations Others Have With Me:

☐ "Stop wearing your heart on your sleeve!"

Pitfalls I Am Working On:

- ☐ Being overly self-critical
- ☐ Neglecting to plan for the future
- ☐ Withdrawing to avoid conflict
- ☐ Not representing my accomplishments in a business-like manner; getting shy and deflecting praise

What Stresses Me:

- ☐ Multiple tasks, demands, and/or roles
- ☐ Rigid structures and time pressures
- ☐ Conflict and hostility in the workplaces
- ☐ Insufficient time to work alone
- ☐ Controlling, demanding people
- ☐ A political climate that demands conformity to unacceptable values or procedures

Signs I Am Experiencing Chronic Stress:

- ☐ I become hypersensitive to others' mistakes; I judge incompetence harshly
- ☐ I share aggressive criticisms
- ☐ I express cynicism, distrust, and disappointment
- ☐ I express general and global negativity
- ☐ I can adopt a martyr attitude: "Woe is me! I did all of this for you!"
- ☐ I alternate between active and passive aggression
- ☐ I experience a loss of confidence and competence

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Stay emotionally level with me
- ☐ Keep the conflict brief; I dislike arguments that escalate or drag on for a long time
- ☐ Make sure to consider fairness and integrity; I dislike outcomes that are unfair and/or unethical
- ☐ Be aware that conflict can really drain me; give me space alone afterwards to process