

DEFENDER

(ASSERTIVE)

ISFJ - A

ROLE: SENTINEL

Observant (S) and Judging (J) personality types, known for their focus on practicality, order, security and stability.

STRATEGY: CONFIDENT INDIVIDUALISM

Confident Individualists prefer doing things alone, choosing to rely on their own skills and instincts as opposed to seeking others' help.

TRAITS

Introverted (I) individuals prefer solitary activities and get exhausted by social interaction. They tend to be quite sensitive to external stimulation (e.g. sound) in general.

Observant (S) individuals are highly practical, pragmatic and down-to-earth. They tend to have strong habits and focus on what is happening or has already happened.

Feeling (F) individuals are sensitive and emotionally expressive. They are more empathic and less competitive than Thinking types, and focus on social harmony and cooperation.

Judging (J) individuals are decisive, thorough and highly organized. They value clarity, predictability and closure, preferring structure and planning to spontaneity.

Assertive (-A) individuals are self-assured, even-tempered and resistant to stress. They refuse to worry too much and do not push themselves too hard when it comes to achieving goals.

RESEARCH INSIGHT

Assertive Defenders are the most likely personality type to be humble in victory.



STRENGTHS

Supportive: Defenders are the universal helpers, sharing their knowledge, experience, time and energy with anyone who needs it.

Reliable and Patient: Rather than offering sporadic, excited rushes that leave things half finished, Defenders are meticulous and careful, taking a steady approach and adjusting as necessary to accomplish their end goals.

Enthusiastic: When the goal is right, Defenders take all their reliability and imagination and apply them to something they believe will make a difference in people's lives.

Loyal and Hard-Working: Defenders often form a strong attachment to the ideas and organizations they've dedicated themselves to. Anything

short of meeting their obligations with good, hard work fails their own expectations.

WEAKNESSES

Humble and Shy: Defenders are so concerned with others' feelings that they often refuse to make their thoughts known, or to take any duly earned credit for their contributions, even downplaying their successes entirely.

Take Things Too Personally: Defenders have trouble separating personal and impersonal situations, and any negativity from conflict or criticism can carry over from their professional to their personal lives, and back again.

Overload Themselves: Defenders' sense of duty, aversion to conflict, and perfectionism make it far too easy for them to overload themselves – or to be overloaded by others.

Reluctant to Change: These challenges can be particularly hard to address since Defenders value traditions and history highly in their decisions.



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DEFENDER

(TURBULENT)

ISFJ-T

ROLE: SENTINEL

Observant (S) and Judging (J) personality types, known for their focus on practicality, order, security and stability.

STRATEGY: CONSTANT IMPROVEMENT

Constant Improvers are quiet, individualistic people. They tend to be success-driven and often perfectionistic, spending a lot of time and effort on their work.

TRAITS

Introverted (I) individuals prefer solitary activities and get exhausted by social interaction. They tend to be quite sensitive to external stimulation (e.g. sound) in general.

Observant (S) individuals are highly practical, pragmatic and down-to-earth. They tend to have strong habits and focus on what is happening or has already happened.

Feeling (F) individuals are sensitive and emotionally expressive. They are more empathic and less competitive than Thinking types, and focus on social harmony and cooperation.

Judging (J) individuals are decisive, thorough and highly organized. They value clarity, predictability and closure, preferring structure and planning to spontaneity.

Turbulent (-T) individuals are self-conscious and sensitive to stress. They are likely to experience a wide range of emotions and to be success-driven, perfectionistic and eager to improve.

RESEARCH INSIGHT

Turbulent Defenders are the most likely personality type to arrive early for events.



STRENGTHS

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