

ISFP

General Strengths: ISFPs prefer to work behind the scenes to meet others' needs, foster harmony, and uphold group values. They model compassion and gentleness, preferring to win cooperation through example.

Value to the PLC	How to Show ISFPs Their Value as PLC Members
Putting a face on data, such as the needs of individual students Reminding others of our mission, values, and traditions Helping quietly; providing direct and personal care Adding flexibility to rules and processes	Quietly acknowledge the many practical tasks they accomplish Help them in creating a harmonious, respectful atmosphere Listen to their thoughts on solving immediate, concrete problems Recognize that people are more important than goals or policies
Approach to Data	Approach to Accountability
Enjoy analysis and digging into the details—unless math anxiety is present Want clear connections between spending time with data and helping individual students Prefer formative assessment and assignment results to standardized tests Look to include data on the whole child	Focus on what they can do personally to improve student achievement Appreciate vision and leadership toward implementing rigor and a thinking curriculum Hope to influence each child to strive for success Prefer clear goals but flexibility in how goals are met
Supportive PLC Activity Preferences	Communication Style
Co-teaching to learn through experiences and to receive immediate feedback A clear PLC focus—limiting the initiatives undertaken at any given moment Collaborating to develop or improve lessons Analyzing results of their own students' recent work	Often prefer to communicate by example, not through words Benefit from protocols that allow for reflection and ensure that all can be heard Concentrate on concrete realities, practical matters, and details May not voice dissenting opinions unless asked by people they trust
What Causes Distress or Discouragement	Strategies for Relieving Stress
Conflict that has become a personal attack rather than a dispute about how things will be done Rules or structures that become too restrictive, to the detriment of people	Pull back from meeting others' needs; work with an objective person to set boundaries Interact with the natural world—outdoor activities, gardening, playing with animals

An ISFP might say: “My natural tendency is to go unnoticed in a group, but my students are too important to me; I need to be heard. Give me time to process as we collaborate to set goals and choose strategies. I'll be thinking of the needs of each student and how to ensure they feel valued. When I do speak up, listen carefully. My input reflects a need to influence our overall values and goals.”