

ISTJ

(Introvert, Sensing, Thinking, Judging)
Take your time and do it right!

Career Satisfactions for ISTJs Doing work that:

- Is technical in nature and lets me depend on my ability to use and remember important facts and details.
- Involves a real product or service done in a thoughtful, logical, and efficient way, preferably using standard operating procedures.
- Lets me be independent, with plenty of time to work alone and use my excellent powers of concentration to complete projects and/or tasks.
- Is done in a stable and traditional environment, where I will not be required to take unnecessary risks or use untested or experimental approaches.
- Has results that are tangible and measurable, where precision and exacting standards are used and respected.
- Has explicit objectives and a clearly defined organizational structure.
- Gives me adequate time to prepare before presenting or turning in my work, preferably in a one-on-one or small group setting.
- Gives me increasing levels of responsibility, with a minimum of social politics, where I am evaluated on how well I have achieved the requirements of the job description and am appreciated for my contributions.
- Is done in an environment where my practical judgment and experience are valued and rewarded.
- Allows me to set and reach stated goals by providing me with the necessary resources.

Work-Related Strengths

- Precision and accuracy and desire to get the job done right the first time
- Follow established routines and policies
- Ability to focus and concentrate on one task at a time in great depth
- Ability to work alone
- Sharp organizational skills
- Thoroughness and close attention to the specifics: facts and details
- Belief in the value of a traditional structure and the ability to work within it
- Great maintainer of organizations
- Stable, dependable, and can be counted on to follow through.

Work-Related Weaknesses

- May have trouble adapting to changing systems
- May need to see practical application to accept new ideas
- Tend not to like change; may be inflexible
- May not understand needs different from their own
- May underestimate themselves and their contribution to the organization.

Source: *Do What You Are*, Paul D. Tieger & Barbara Barron-Tieger, 3rd edition, 2001
Please Understand Me, David Keirsey & Marilyn Bates, 4th edition, 1984.

Popular Occupations for ISTJs

Business

- Office Manager
- Accountant
- Auditor
- Manager/supervisor
- Word processing specialist
- Efficiency expert/analyst
- Insurance underwriter
- Logistics and supply manager
- Regulatory compliance officer
- Accountant/actuary
- Property manager: commercial/residential
- Construction and building inspector
- Construction manager
- Cost estimator
- Purchasing agent and contract specialist
- Insurance claims examiner
- Statistician
- Association manager and adviser
- Technical writer
- CIO
- Bill and account collector
- Real estate appraiser
- Government inspector

Education

- School principal
- Teacher: technical/industrial/math/P.E.
- Librarian
- Administrator
- Archivist

Finance

- Bank examiner
- Investment securities officer
- Tax preparer and examiner
- Stockbroker
- Estate planner
- Credit Analyst
- Budget analyst
- Cost estimator
- Treasurer, controller, CFO

Legal/Technology

- Law researcher
- Electrician
- Engineer
- Mechanic
- Meteorologist
- Judge/magistrate
- Court clerk
- Electronics repairer

- Agricultural scientist
- Computer engineer
- Web editor
- Computer programmer
- Technical writer
- Legal secretary/paralegal
- Pharmaceutical sales/researcher
- EEG technologist
- Geologist
- Mechanical/industrial/electrical engineer
- Reliability engineer
- Database administrator

Health Care

- Veterinarian
- Dentist
- Lab technologist
- Coroner
- Medical records technician
- Public health officer
- Optometrist
- Nursing administrator
- Pharmacist
- Exercise physiologist
- Medical researcher
- Orthodontist
- General surgeon
- Biology specimen technician
- Biomedical technologist
- Primary care physician

Sales/Service

- Police officer/detective
- IRS agent
- Government employee
- Military officer
- Real estate agent
- Sports equipment/merchandise sales
- Corrections officer
- Ship and boat captain
- Musical instrument maker
- Farmer
- Flight engineer
- Industrial safety and health engineer
- Fire prevention and protection specialist
- Commercial airplane pilot
- Probation officer
- Landscaping manager
- Postmaster and mail superintendent
- Environmental compliance inspector
- Immigration inspector

This list is meant to give ideas you may not have considered, but is not a comprehensive listing of every career that you might enjoy or find success in.

Portrait of an ISTJ

ISTJs are characterized by decisiveness in practical affairs, are the guardians of time-honored institution, and, if only one adjective could be selected, dependable would best describe this type which represents about 6% of the general population. The word of ISTJs is their bond, and they experience great uneasiness by thoughts of a bankrupt nation, state, institution, or family.

Whether at home or at work, this type is rather quiet and serious. ISTJs are extraordinarily persevering and dependable. The thought of dishonoring a contract would appall a person of this type. When they give their word, they give their honor. ISTJs can be counted on to conserve the resources of the institution they serve and bring to their work a practical point of view. They perform their duties without flourish or fanfare, therefore the dedication they bring to their work can go unnoticed and unappreciated.

ISTJs interest in thoroughness, details, justice, practical procedures, and smooth flow of personnel and material leads this type to occupations where these preferences are useful. For example, ISTJs make excellent bank examiners, auditors, accountants, or tax examiners. Investments in securities are likely to interest this type, particularly investments in blue-chip securities. ISTJs are not likely to take chances either with their own or other's money.

ISTJs are patient with their work and with procedures within an institution, although not always patient with the individual goals of people in that institution. ISTJs will see to it that resources are delivered when and where they are supposed to be; material will be in the right place at the right time. And ISTJs would prefer that this be the case with people, too.

ISTJs can handle difficult, detail figures and make sense of them. They communicate a message of reliability and stability, which often makes them excellent supervisors of, for example, a ward in a hospital, a library, or business operation. They would be capable of handling the duties of a mortician, a legal secretary, or a law researcher. High-school teachers of business, home economics, physical education, and the physical sciences are ISTJs, as are top-ranking officers of the Women's Army Corps. Often this type seem to have ice in their veins, for people fail to see an ISTJ's vulnerability to criticism.

As a husband or wife, the ISTJ is a pillar of strength. Just as this type honors business contracts, so do they honor the marriage contract. Loyal and faithful mates, they take responsibilities to children and mate seriously, giving lifelong commitment to these. Duty is a word the ISTJ understands. The male ISTJ sees himself as the breadwinner of a family, although he can accept a working wife — as long as responsibilities to children are not shirked. The male ISTJ's concept of masculinity is patriarchal, and both female and male ISTJs make steady, dependable partners. The female ISTJ may abandon the frivolous for the sensible and may not always deepen her sensuality.

As parents, ISTJs are consistent in handling children, and the rules of the family are made clear. A rebellious, nonconforming child may have a difficult time, however, with an ISTJ parent — and vice versa. As a child, the ISTJ is apt to be obedient and a source of pleasure to parents and teachers.

Although ISTJs are outstandingly practical and sensible, they can marry people who are thoroughly irresponsible, with the marriage developing into a relationship more parent-to-child than adult-to-adult. The ISTJ fluctuates from being rescuer to reformer of the wayward mate. The marriage then becomes a lifelong game: on

one side, there is irresponsibility, promise of reform, brief period of reform, and irresponsibility again; on the ISTJ's part, the cycle is disapproval, rescue, scolding, forgiveness, acceptance of promise to do better, and on and on. This pattern often is seen when an ISTJ marries an alcoholic and enters a life of care taking punctuated by periods of anger and rejection. Somehow, although ISTJs can accept periodic fickleness and selfishness in significant others, they do not see this kind of behavior as acceptable in themselves.

ISTJs have a distaste for and distrust fanciness in speech, dress, or home. The ostentatious is abhorred, and a neat, orderly, and functional home and work environment is preferred. Durability of furnishings are primary concern, esthetics given slim consideration. The clothes an ISTJ wears tends to be practical and durable rather than in the latest style or luxurious. "No nonsense" in both food and clothes seems characteristic of this type who tend not to be attracted by exotic foods, beverages, or off places.

The male ISTJ may enjoy stag, men-only parties and use different sort of language when only men are present. The yearly hunting or fishing trip as a male ritual is often a part of recreation for an ISTJ. More than the female, the ISTJ male is apt to be involved in community service organizations that transmit traditional values to the young, such as Boy Scouting. The ISTJ takes particular delight in festive occasions held the context for rituals, for example, weddings, holiday feasts, and birthdays. At work, the ISTJ is apt to see the holiday office party as a necessary nuisance and would be likely to participate and enjoy these events.

Using your strengths is easy.

The secret to success for an ISTJ is learning to:

***BE OPEN TO POSSIBILITIES, CONSIDER IMPLICATIONS FOR PEOPLE, AND
EMBRACE CHANGE.***