ISTJ

(Introversion, Sensing, Thinking Judging)

Overview

ISTJs are generally practical, responsible, stable, and often quiet and serious. They focus their energy inward and re-energize through spending time on their own. ISTJs are typically very private and generally share their thoughts and acquired information with close friends. They can be sociable in situations where they are familiar with their ‘role’ but prefer private conversation to large group settings. They follow set rules and regulations and value tradition, community involvement, and hard work. An ISTJ will likely think things through before sharing their insights and as such, their ideas are usually well thought out. They want to be accurate and are often perfectionists. Their natural focus is on common sense and they see the practical and realistic side to any situation. They are also often financially responsible.

ISTJs generally observe their environment through their five senses, and all observations are detailed and specific. They usually look for realistic and practical facts and data that can be effectively handled and systematically understood. They prefer order and the sequential processing of information. They tend to use categorized criteria to support their objective approach to gathering information. These categories are often used to further organize the information. An ISTJ usually stores specific details in their memory and are subsequently accurate and precise in their comments and actions. An ISTJ also naturally looks at the immediate situation but when required, does ‘big picture’ thinking by incorporating the facts.

The ISTJ is usually a hard worker and is orientated to completing all tasks on or before the deadline. They are motivated by tasks that they understand and resist jobs that do not make sense to them. They are generally very reliable and expect others to exemplify their own personal commitment to responsibility and competence. Since their focus is on work, personal needs are considered once all obligations have been met. In their interactions with people, the ISTJ may not consider emotions and is often more focused on the task. The ISTJ also prefers stability and does not like change. As such, an ISTJ tends to make modifications when current procedures no longer work or when evidence supports the possibility of improved results and greater efficiency.

Procrastination

An ISTJ’s work ethic often leads them to thoroughly complete each assignment, paper, and report. However, it can be difficult for a student to have enough time to complete each assigned task at their optimal level. And ISTJ may procrastinate or leave a project undone if they are not able to meet their own high standards or when they feel overwhelmed with the information and data they have compiled. To overcome this, an ISTJ should try stepping back and looking at the big picture.
**Career Exploration**

An ISTJ tends to find career satisfaction with careers that have the following characteristics:

- Uses technical skills to work with facts and details
- Produces a real product or service
- Are governed by rules and regulation
- Provides an opportunity for long-term security
- Offers a stable and traditional work environment
- Uses an organizational reporting structure
- Requires a minimal amount of risk taking and limited change
- Allows independent work to be completed in an adequate time frame
- Provides an opportunity for greater responsibility and compensation through promotion and performance evaluation

When exploring career options, an ISTJ will often...

- Perform thorough research on currently available careers
- Logically and realistically assess each career option
- Need to intentionally consider options that would require change
- Need to include their personal values as part of the selection criteria
- Benefit from weighing out all their options to avoid making a hasty career decision

**Careers to Consider**

The following is a list of suggested occupations that fit the qualities of an ISTJ or are careers that other ISTJs have found to be satisfying. Use this list as a starting point for further investigation but do not limit your options to only this list.

- Accountant
- Administrator
- Auditor
- Bank Employee
- Bank Examiner
- Computer Programmer
- Corrections Officer
- Credit Analyst
- Dentist
- Detective
- Electrician
- Engineer
- Estate Planner
- Financial Officers
- General Surgeon
- Government Employee
- Health Care Administrator
- Insurance Underwriter
- Judge
- Lab Technician
- Law Researcher
- Legal Secretary
- Librarian
- Manager/Supervisor
- Mechanic
- Medical Doctor
- Military Officer
- Nursing Administrator
- Pharmacist
- Police Officer
- Pollution Control
- Purchasing Agent
- School Broker
- School Bus Driver
- School Principal
- Steelworker
- Stock Broker
- Tax Examiner
- Teacher: Technical/Math/Physical Education
- Technical Writer
- Veterinarian
- Word Processing Specialist
Work

At work, the ISTJ will often...

- Be hardworking, organized, efficient, and productive
- Set tangible goals
- Devise action plans to meet their established goals
- Consistently complete tasks on schedule and follow through with commitments
- Follow the established policies, procedures, and routines
- Desire clear and predictable expectations
- Prefer independent work but be comfortable with teamwork
- Take limited or no risks
- Reliably complete work without supervision
- Excel in areas they understand and practice

At Work, the ISTJ should be aware that they may...

- Experience difficulty in adapting to unexpected events or unscheduled opportunities
- Resist change and be reluctant to incorporate ideas that have not been tested
- Need to intentionally stay open to innovative ideas in order to prevent rigidity
- Focus on daily processes and neglect future needs and possibilities
- Have an eye for what is wrong or incorrect and miss what has been done correctly
- Need to remember the positive accomplishments of others
- Have a difficult time turning down work or delegating tasks to coworkers
- Focus on policies and procedures and become critical or judgmental if they feel unappreciated or unable to use their abilities
- Miss good opportunities when relying too heavily on proven experiences and dismiss new, untested processes

Life

Decision Making

When it comes to decision making, the ISTJ will often...

- Make sensible and logical decisions
- Objectively gather and analyze the facts
- Weigh information against their perception of what is realistic
- Need to consider the impact their decisions have on people
- Benefit from considering additional options and incorporating their values
- Need to slow down their decision-making process in order to consider all information

Playing

An ISTJ will often complete work before they participate in any extracurricular or ‘fun’ activity. For an ISTJ who has difficulty in balancing work and life, they may need to plan additional time for fun and relaxation. When selecting activities, their preference is often for projects that require independent, hands on work. When it comes to dating, the ISTJ student has reported to be too busy or will tend to date once a month.
Stress

An ISTJ often experiences stress when...

- The inadequate work of others has a negative impact on their own work
- Required to make a significant deviation from their routine
- Given information that is too broad
- Others disregard common sense
- Their work habits lead them to deny their personal needs
- They feel rushed and develop a perceived inability to complete the task
- Forced to make irrational, unexplainable, or immediate changes to their work
- Required to complete a task using an inefficient process

An ISTJ will often have a calm approach to handling a stressful situation. However, when they are affected by stress, an ISTJ will often...

- Pay even closer attention to the detail
- Begin to form solutions to problematic situations based on their past experiences
- Become overwhelmed with the amount of data obtained and lose control of all the details
- Become impulsive or compulsively worry about the future
- With great stress, abandon their typical approach and start to imagine all the negative possibilities through ‘catastrophizing’

An ISTJ can reduce stress by...

- Imagining the worst case scenario and planning accordingly
- Looking to the big picture and putting their stress into perspective
- Realistically determine what will matter in the future
- Leaving the situation and trying something uncharacteristic in order to realign their perspective