

ISTJ

Introverted Sensing with Thinking

People with ISTJ preferences are extremely dependable and have a complete, realistic, and practical respect for the facts. They absorb, remember, and use any number of facts and are careful about their accuracy. When they see that something needs to be done, they accept the responsibility, often beyond the call of duty. They like everything clearly stated.

Their private reactions, which seldom show in their faces, are often vivid and intense. Even when dealing with a crisis they look calm and composed. Not until you know them very well do you discover that behind their outer calm they are viewing the situation from an intensely individual angle. When ISTJs are "on duty" and dealing with the world, however, their behavior is sound and sensible.

ISTJs are thorough, painstaking, systematic, hard-working, and careful with particulars and procedures. Their perseverance tends to stabilize everything with which they are connected. They do not enter into things impulsively, but once committed, they are very hard to distract or discourage.

ISTJs often choose careers where their talents for organization and accuracy are rewarded. Examples are accounting, civil engineering, law, production, construction, health careers, and office work. They often move into supervisory and management roles.

If they are in charge of something, their practical judgment and valuing of procedure makes them consistent and conservative, assembling the necessary facts to support their evaluations and decisions. They look for solutions to present problems in the successes of the past. With time they become masters of even the smallest elements of their work, but don't give themselves any special credit for this knowledge.

They *may* encounter problems if they expect everyone to be as logical and analytical as they are. They then run the danger of inappropriately passing judgment on others or overriding less forceful people. A useful role is for them to use their thinking to make decisions about inanimate objects or their own behavior, and to use their perception to understand others. If they use their senses to see what really matters to others, so that it becomes a fact to be respected, they may go to generous lengths to help.

Another problem may arise *if* the ISTJ's thinking remains undeveloped. They may retreat, becoming absorbed with their inner reactions to sense-impressions, with nothing of value being produced. They may also tend to be somewhat suspicious of imagination and intuition, and not take it seriously enough.