

ISTP

Introverted Thinking (Ti) - Extroverted Feeling (Se)

MAIN CHARACTERISTICS

PERSONALITY

ISTPs appear calm and reserved and at the same time are capable of rapid and intense actions.

Thought allows them to see things with detachment, to analyze and observe; their sensation gives them a great capacity for practical action. ISTPs may behave detached for a long period of time, especially in their relationships with people, and suddenly be willing to take risks.

They are therefore very unpredictable in society where, depending on the interest they feel, they can be distant or sociable, with significant variations in activity rates. Moreover, ISTPs like their unpredictable side and enjoy surprising people.

ISTPs are very observant; in areas that interest them, they can record and retain a large amount of facts. When they decide to take action, they have at their disposal a mass of concrete data which allows them to intervene with precision and efficiency. Strictly speaking, this is not a question of intuition, but of the synthesis of elements accumulated and analyzed at length.

ISTPs are generally good with their hands; in particular, they have a keen practical sense; they naturally know how to find out how things work and repairing what no longer works is one of their gifts. This practical sense combined with their capacity for observation makes their interventions particularly rapid and effective.

ISTPs do little programming; they prefer to be ready for any eventuality and use their ability to react. In their actions, they seek the most suitable means, because they hate wasting their time and energy. They like intense and varied activities.

While they may enjoy being in a group, especially for certain activities they enjoy, such as sports, ISTPs are above all individualists who prefer to work alone or with a small group of selected friends.

They learn primarily through action and experience and like to discover for themselves. Theoretical courses aimed at a general public bring them nothing. And they refuse to do what they do not see the use of.

PROFESSIONAL LIFE

Their observational skills and their sense of concreteness make them particularly comfortable in professions involving the mastery of tools in the broad sense or when it is necessary to demonstrate rapid and adapted reactions to an unforeseen situation. ISTPs are champions of troubleshooting, they enjoy finding practical solutions to emergency situations.

They demonstrate the same independence at work as in their social life, and do not like rules or procedures, which they will ignore or circumvent whenever possible. They also do not like the authority that could be exercised over them and do not seek to impose theirs on others.

When they have to lead, they do it by example, by getting their hands dirty and putting themselves at the forefront. The control they exercise is minimal.

ISTPs manage to ensure that their work offers them the variety and pleasure they need to truly enjoy it. More often than not, they will make their hobby and their job one and the same. They then demonstrate great dynamism and great expertise in their field. In these cases, they are capable of organization and method.

ISTPs thrive naturally in technical professions, where the use of figures and precise data is essential, such as statistics, economics, or which require manual agility or a sense of logistics. This is where ISTPs feel particularly comfortable, but it is obviously possible for them to pursue any other type of activity that interests them.

REACTIONS TO STRESS

FIRST LEVEL

When under stress, wanting to find quick and economical ways to accomplish the task too quickly, especially if they are only moderately interested in it, can push ISTPs to rush their work or delay completing it.

Their attention to detail can, if they are not careful, lead them to let themselves be overwhelmed by all kinds of concrete data which accumulate in a continuous flow, without being able to make a decision or move on to the next step. 'action. And when they decide to act, their immediate excess of reactivity can prevent them from having an overview of the situation.

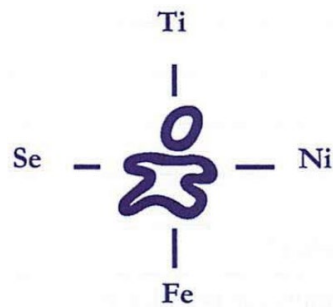
They may have difficulty expressing their feelings, or connecting with those of others, which makes them appear cold, distant, and uncaring.

SECOND LEVEL

Higher stress can result in ISTPs having a gloomy view of the future, misinterpretations, or confusion, which can cause them to become withdrawn.

When stress increases further, it can result in judgments without nuance, externalizing in a clear-cut form the values that they usually have difficulty formulating, with a moralizing tone. When their feelings are expressed, it can be in a violent and even devastating form. Their love, for example, can become possessive.

DEVELOPMENT PATH



ISTPs should take the time to reflect on the meaning of their actions and consider the long-term consequences of their interventions. To do this, they will need to imagine possibilities and anticipate the future. They will thus implement their intuition.

ISTPs will also need to learn to appeal to their personal values. To do this, they will first need to recognize and accept them as such, which will encourage them to qualify their judgments and integrate the values of other people. This will allow them to refine their relational style, to better express their feelings and to better

understand how they can be perceived.

ISTPS SEEN BY THEMSELVES

"Apart from the animation days, I spend a large part of my time in my office at my private home to design and prepare future seminars (I don't have a secretary to organize the logistics, I do everything myself). I take great pleasure in creating new documentation and designing role-playing exercises. I do not plan my work at all, or only when imperative deadlines are imposed on me; It very rarely happens that I am not perfectly ready on the given day, because when I work on a project, I plan well in advance. I recently made the decision to write a practical book on employee management, but I am unable to set a discipline for progress in writing, which is done according to my desires.

Precision, need to "dissect" and analyze before forming an opinion. Judgments made and rely on verified elements that are difficult to return to. Objective, distrust of anything that could tinge the subjectivity or affectivity of specific decisions.

- Not very comfortable speaking, tending to say things without taking gloves, not understanding the importance of these words: "all truth is good to say and must be said".
- Can't stand hierarchy, obligations, imposed rules, especially if they don't make sense. Need autonomy, vital space to live and work, rebellious, stubborn, even insolent.
- Very rational, likes what is clear, precise, cannot tolerate what is left unsaid, speculation,
- Sometimes it's hard to understand that some people can bother with things that are obvious, those who are too fragile, too touchy, who lack humor.
- Having trouble accepting that my life is scheduled, regulated, organized and my activities planned.
- If I know how to be sociable, courteous, and if I am capable of giving arguments for hours to defend my positions, deep down I am quite impatient to find myself alone in silence! !
- The moments in which I am most uncomfortable are those related to feelings. For example, I feel bad when a colleague tries to find out (or unmask) my feelings. When, in addition, I am asked to integrate the emotional dimensions (you know that I like him, show me that you do too!) In the evaluation of a collaborator, I find it difficult not to be hurtful, this situation distresses me so much. "

ISTPs IN BRIEF

Features	Logical rigor, promptness of action, efficiency
Environment	Scalable, flexible, pragmatic
Communication	Concise, impersonal, focused on results
Leadership	By example, by getting your hands dirty
Learning	Through sustained practice of logic
Change	Adaptable, mobile, "writes straight with curved lines"
Decision	Based on logic and facts, fast, often unexpected by others
Stress 1	Excessive pragmatism, lack of overview, rationalism
Stress 2	Sentimentalism, disordered imagination