

# ISTJ

*Introverted Sensing (Si) - Extroverted Thinking (Te)*

## MAIN CHARACTERISTICS

### *PERSONALITY*

ISTJs are very observant: they notice everything that happens around them. They start by recording the smallest detail, without reacting externally, which can give them the appearance of slowness. In reality their field of observation is very extensive and varied; they note tiny variations but without expressing what they perceive.

ISTJs are generally calm, decisive, methodical, reserved, reliable and organized. They favor efficiency and functionality over aesthetics. They are meticulous, diligent and willingly systematic. A job undertaken is completed, and completed on time.

ISTJs are characterized by a strong sense of responsibility. They like to keep their word and are trustworthy: they do what they say and say what they do. They have a sense of duty in all areas, personal, family, professional, social and even in leisure activities where they like to be useful. This sense of duty can lead them to go against their preferences out of obligation; an ISTJ may thus behave in an extroverted manner at family celebrations or social events that he considers essential.

ISTJs are guardians of order; they love rites and traditions. They like things to go as planned and they hate delays. They are ready to help others, driven by their sense of duty, but do it all the more willingly because they see the usefulness of it. They do not like to act without a clear and rational motive.

To learn, ISTJs like to have a framework and precise and detailed instructions. The approach must be analytical and methodical; they will judge the quality of the teaching by the rigor and precision of the materials.

### *PROFESSIONAL LIFE*

The qualities of ISTJs are found in their professional environment: they are most often hard workers, organized and methodical, who like to follow an action plan and scrupulously respect schedules and deadlines. For ISTJs, work comes before leisure.

ISTJs respect rules, procedures and hierarchy; it is difficult for them to imagine that others would not do the same. They like organized structures, where there is a place for everything (or person) and where everything (or person) is in its place.

They are competent, rigorous, logical leaders who know how to organize the work of their colleagues, although it is sometimes difficult for them to delegate because they like to control in detail. They willingly put in place fair systems of reward and punishment, their tendency being to consider a good result as normal and to express themselves mainly to criticize what is wrong.

ISTJs are often comfortable in the professions of accountants, lawyers, auditors, bankers, and soldiers. But it is obviously possible for them to carry out any other type of activity that interests them.

## REACTIONS TO STRESS

### FIRST LEVEL

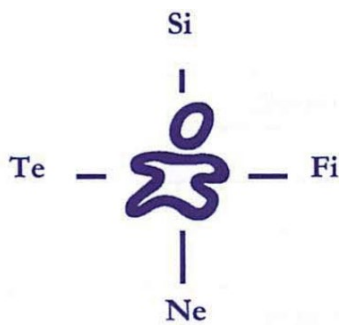
Under the effect of stress, the ISTJ's ability to observe can increase excessively and lead them to only pay attention to concrete and quantifiable details. They then run the danger of having their noses in the handlebars, of losing sight of the whole situation and the long-term consequences. They can thus lock themselves into repetitive patterns, fear change and discourage innovation around them on the grounds that it does not rely sufficiently on known elements.

Likewise, if it increases, their sense of organization can make them rigid and bureaucratic. Their system mindset can become obsessive and make them intransigent, even brittle. Any form of change can then be feared and rejected.

### SECOND LEVEL

If stress increases, ISTJs risk turning into their opposite: they can get carried away by very strong intuitions triggered by unexpected emotional situations and act impulsively. They risk feeling destabilized because they will have difficulty understanding the situation with their usual rational logic. Intuition can begin to function like the "housekeeper", sometimes capriciously and uncontrolled, in a rather negative sense, by showing everything that can go wrong. This can cause them to act unexpectedly, even explosively, in ways that are the opposite of their usual way of being.

## DEVELOPMENT PATH



After taking the time to observe to understand and analyze, ISTJs will benefit from taking into account their own needs and the feelings they experience, which they often tend to forget in favor of logic and organization. . It will also make them more sensitive to others and open them to new points of view. This will bring them more flexibility, pleasure and lightness, which is what they deeply aspire to.

Their intuition can then flourish as it wishes without being considered incongruous, unrealistic or useless. They also risk being better perceived by those around them as more human and more accessible. They will gain in lightness and joy of living. They will feel less alone and less constrained by the weight of their responsibilities. Their sense of efficiency can only benefit in the long term.

## ISTJS SEEN BY THEMSELVES

“When faced with a new situation, or on the occasion of a first contact, I first begin by observing, listening to analyze, understand and form an initial opinion. And also to check if it is possible to “open up” without risk (that is to say firstly give my analysis based on observable facts or acts, and secondly, express a feeling).

I need accurate information before I act. I need security. In terms of learning, I start with the theoretical elements and then move on to practice. When I find myself in the situation of participants in a training seminar, I prefer the theoretical presentations of the speaker, the exchanges in pairs or in small groups of large group exercises. I don't really like video exercises or role-playing.

I appreciate when a meeting is structured and the times and agenda are respected. I appreciate working with professionals (colleagues or clients) who know their subject and clearly express what they want. I work well in a participatory management context, where professionalism is recognized. I have difficulty taking criticism from my line manager, especially when it is not based on facts. I cannot stand injustice, favoritism, bad faith, autocracy, betrayal. Otherwise I close in on myself.

When stressed, I give in to perfectionism. I am rarely satisfied with what I do. I also sometimes overwork myself to the detriment of my family and friendly relationships. I have little leisure. Professional activities have priority. I rest when my work is done

I often take charge of operations: lead a meeting, propose an organization, a control system. I have a strong sense of synthesis. My comments are structured, argued and recognized as clearly understandable.

I am discreet, and respectful of rules and procedures. I am cautious, even suspicious, of new people. I often think about the past, for which I am nostalgic. I don't use my intuition. I often keep my feelings to myself. I have difficulty expressing my emotions. For example, instead of being angry, I am aggressive. I need the perspective of others. I like working in a small team, with defined missions and clear objectives. I love learning (for myself and others).

I don't appreciate the unexpected. I often go to the same place for my vacations. And yet I dream of traveling, of discovering the world and the people...”.

## ISTJ IN BRIEF

Features	Order, method, reliability, stability, rational organization
Environment	Stable, organized, constant
Communication	Precise, concrete, targeted
Leadership	Hierarchical, based on order and authority
Learning	Methodical, following a plan, with application exercises
Change	Careful, planned, towards a determined goal
Decision	Logical, based on facts, by application of objective rules
Stress 1	Excessive rigor, bureaucracy
Stress 2	Uncontrolled behavior, impulsivity, negative views of the future