

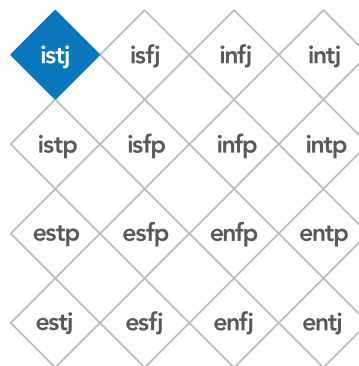


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PRACTICAL  
REALISTIC  
REASONABLE  
SENSIBLE  
DUTIFUL  
ANALYTICAL  
LOGICAL  
CONSISTENT  
SERIOUS  
RESERVED  
STEADY  
ORDERLY  
SYSTEMATIC  
ORGANIZED  
THOROUGH  
DECISIVE  
TRADITIONAL  
DEPENDABLE  
RESPONSIBLE  
LOYAL

## MYERS-BRIGGS TYPE INDICATOR® TYPE DESCRIPTION

Martijn Haex



### Introversion | Sensing | Thinking | Judging

ISTJs are quiet, serious people who succeed by being thorough and dependable. Logical, practical, and realistic, they take their responsibilities seriously and often go beyond the call of duty. They enjoy ordering and structuring their environment and their work. Traditions and loyalty are important to them.

They value home, family, financial security, and health.



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## Characteristics of ISTJs

- ISTJs are mainly interested in the realities they perceive with their five senses.
- They know what has worked in the past and base their decisions on facts and experience.
- They value security and stability.
- They take a logical, analytical approach to problems.
- They tend to put off play or leisure until all their responsibilities are met.

## ISTJs with Others

- ISTJs have a strong sense of loyalty and responsibility to their families and relationships.
- They may share their humor and their wealth of rich Sensing observations and memories only with close friends.
- They sometimes try to help others by pointing out what they are doing wrong.
- They tend to express their caring through actions rather than words and assume that others will notice.
- They always follow through on their commitments to others.
- ISTJs may have difficulty making sense of needs that differ widely from their own. However, once they are convinced that something matters to a person they care about, that need becomes a reality they must deal with, whether it makes sense to them or not; they then will go to generous lengths to meet the need.

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## ISTJs at Work

- ISTJs prefer to focus on the task rather than on the people involved.
- They work to establish standard policies and procedures.
- Their motto might be: "If it ain't broke, don't fix it."
- ISTJs will support change only when convinced by the facts that it will bring better results.
- They are logical and analytical, readily spotting the flaws in ideas and immediately pointing out why something won't work.
- When they see that something needs to be done, they accept the responsibility, often going beyond the call of duty.
- ISTJs often choose careers in which their talent for organization and accuracy is rewarded. Examples are accounting, civil engineering, law, production, construction, health careers, and office work. They often move into supervisory and management roles.
- They are less likely to be happy in work that demands mastery of abstract ideas or that requires constant and close contact with people.

## Potential Blind Spots for ISTJs

- If ISTJs have not developed their Sensing preference, they may not take in enough facts and then may rush into action prematurely.
- If they don't take in enough information, they run the risk of passing judgment on others inappropriately.
- They may be suspicious of imagination and intuition, and may not take them seriously.
- ISTJs may expect everyone to be as logical and analytical as they are and become impatient when events prove otherwise.
- If they have not developed their Thinking preference, they may retreat from the world, becoming absorbed with their inner reactions or sense impressions, and produce nothing of value in the outer world.
- They can sometimes appear critical of others' behavior.