



PERSONALITY
CENTRAL



ISTP

CAREER REPORT

Discover your Ideal Career Path
with Personality Type

ETHAN LIN

3rd Edition

ISTP CAREER REPORT

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CONTENT PAGE

| | |
|---------------------------------------|----|
| Message from the Author | 4 |
| Overview | 6 |
| Career Suggestions | 8 |
| Organisational Culture | 13 |
| Job Seeking | 16 |
| Work-Related Strengths and Weaknesses | 21 |
| Finding Job Satisfaction | 25 |
| Reflection Exercise | 27 |
| Last Words | 28 |

MESSAGE FROM THE AUTHOR

Choosing a career can be a daunting thing for people of any age.

How are we supposed to choose a career anyway?

The way society looks at careers feels so.... Final.

As if once the career is chosen, your life path is forever set and you'll either be happy or sad for the rest of life.

Feels like the same pressure you have to marry the right person!

The truth, as with most things, is somewhere in the middle.

There are indeed people who have resigned from finding a life of passion, fulfilment and joy that comes from choosing the right career.

They've given up.

Just settling for a routine life that pays the bills.

And yet there are those who chose the wrong career at the start, but yet eventually found the right one through exploration and research.

I was the latter.

I (INFP) studied accounts in university because I happen to be good in Math, only to find out midway that I HATED numbers.

I wanted to quit halfway, but because I was on scholarship, I persisted through but vowed never do to accounts in my life.

I went on to pursue my passion for understanding Type.

So here I am today.

The journey took several years, but I think I'm beginning to find my way.

Personality Type does not explain everything in life but knowing it is a big plus. Knowing it early, because you even choose your first field of study or job is even better.

I wished I learned this earlier in my life.

I wrote this because I know it will help you make a better decision in your professional life and I hope it will bless you tremendously and give you insights into yourself.

To your success!

Best Regards,

A handwritten signature in dark grey ink that reads "Ethan Lin". The script is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Ethan Lin
Founder,
Personality-Central.Com

OVERVIEW



We will begin an overview of the ISTP personality with their natural strengths:

STRENGTHS

- **Observant**
They are quietly observant of their environment, and although they do not speak as much, they do notice a lot of nuances.
- **Efficient**
They use language economically and efficiently, stating only the necessary things they think need to be stated.
- **Down-to-earth**
They are practical, down-to-earth individuals who are very much grounded in reality.

They trust facts and tangible evidence as a basis for their decisions.

- **Logical problem solvers**

They use logical, objective analysis to look at problems and come up with effective solutions.

BLIND SPOTS

- **May find it hard to share their feelings**

Because they use their mind more than their heart, ISTPs may find it hard to share their innermost feelings.

Others may find it hard to understand them as a result.

- **Lack planning skills**

ISTPs often do not prepare beforehand and will prefer to plunge into projects and tasks directly.

This will be an issue for work that does need preparation.

- **May be indecisive**

ISTPs may be afraid to make decisions due to their spontaneous nature and their need for harmony with those around them.

As such, they may be perceived as indecisive.

CAREER SUGGESTIONS



I must stress that all personality types exist in all occupations.

Due to other factors involved such as interests, geography, salary and working hours, most people do not end up in occupations that ideally fit their personality.

However, if you are in a job or career that is not ideal for your type:

- You may experience difficulty communicating or agreeing with your co-workers. Because everyone else speaks a different language from you, you may find communication issues arising in the course of your work.

- What you deem to be important in a job may not be in sync with your colleagues; hence, the use of your personalities' strengths in the course of your work may not lead to promotion or reward.
- Because you do not feel your work is valued, you may experience stress, dissatisfaction, burnout and lack of productivity.

It doesn't mean you have to quit your job right now.

As you will learn later on in this guide, you can find satisfaction in your current job with some simple strategies.

With that, let's look at some possible careers for the ISTP:

SERVICE

ISTPs are great with the use of their hands and are very suited for careers in the service, especially those related to crisis management.

Their flexibility and adaptability will allow them to thrive in situations where quick thinking is needed.

Some of the careers that would attract them are as follows:

- Army Officer
- Police Officer
- Weapons operator
- Road Marshall
- Firefighter
- Paramedic
- Intelligence Agent
- Private Detective
- Crime Scene Specialist
- Correctional Officers
- Security Guard
- Pilot

INFORMATION TECHNOLOGY

ISTPs may also enjoy some careers in the technology industry which requires a lot of logical thinking applied to software, hardware and IT systems.

These roles are usually independent which allows them to work alone in the course of their work and this will appeal to them.

Some jobs they may like are:

- Electrical Engineer
- Mechanical Engineer
- Aerospace Engineer
- Technical trainer
- Software developer
- Network integration specialist
- Computer programmer
- Product Tester
- Product safety engineer
- System support operator
- Telecommunications specialist
- Operations Research Analyst
- Quality Assurance Technician
- Marine biologist
- Computer engineer

GENERAL BUSINESS

ISTPs will thrive in the arena of business and finance, where a head for numbers, objective analysis and macro-environment awareness is required.

They will enjoy the nature of their work which largely has to deal with numbers and logical thinking.

These jobs may include: ➤

- Securities analyst
- General manager
- Banker
- Economist

- Paralegal
- Management consultant
- Insurance Examiner
- Purchasing agent and buyer
- Civil Engineer

SPECIALIZED CRAFTS

ISTP is adept at the use of their hands, and often they learn a craft or a skill very quickly by practice.

They will be attracted to jobs that require them to be hands-on and work at making or repairing something.

These jobs may include:

- Mechanic
- Racecar Driver
- Athlete
- Computer Repairman
- Farmer
- Fitness Coach
- Photographer
- Carpenter
- Automotive products retailer
- Park Ranger
- Gunsmith
- Silversmith
- Ship Captain
- Flight Instructor
- Pilot
- Taxidermist
- Studio, stage, and special effects specialist
- Musical instrument maker
- Artist
- Model and mould maker

HEALTHCARE

Particular segments of the healthcare industry will appeal to the ISTP.

While listening to patient's needs and empathising with their situation is not the strength of the ISTP, the ISTP can work with hard data, medical instruments and come up with facts that the patient would need to know.

- Emergency room technician
- Exercise physiologist
- Dental assistant
- Surgical technician
- Emergency room doctor
- Physiotherapist
- Veterinarians

Remember that this list only seeks to be a guide for what you can do and is not exhaustive.

There are hundreds of career choices out there that you can consider.

What you should take away from this section is to understand why certain jobs appeal to you and apply it to possible career paths in your consideration.

ORGANISATIONAL CULTURE



Even though you're in the right job, it is the culture or environment of the organisation that will ultimately determine your job satisfaction.

There are work environments that will support your development, and there are those that simply frustrate and stress you out.

When you are applying or considering a new job, consider looking for organisations that are known to have:

- **Efficient Organisation**

ISTPs enjoy being part of organisations that are efficient and where their policies and procedures are well-thought out.

They appreciate it when a standard operating procedure does not interfere with their productive and economical ways.

From an interview, it is hard to see if an organisation is efficient, but your best chance is in choosing an organisation with management related ISO certifications.

- **Value skills and craft**

ISTPs like organisations that value their skills and craft.

These are organisations that hire employees to work with their hands, and they have rewarded accordingly to the level of skill.

Jobs that require field work, or technical skill like carpentry or repair work would be suitable for the ISTP, but take note of and choose organisations that value and recognise your skill on of the job.

- **Project Oriented**

ISTPs prefer project-oriented work cultures, where the work environment and culture are ever changing based on the nature of the project being taken up; they are attracted to the flexible and constantly changing dynamics within the company.

An organisation that works with several different clients will likely have a project-oriented culture.

STRESSORS

- **Too much unnecessary policy and procedure**

In organisations where standard operating procedures and policy need to be strictly adhered to, and everything has a due process to it, the ISTP will encounter a lot of resistance to their work methods and their attempts at experimenting, leading to the ISTP feeling drained and unfulfilled.

- **Too much teamwork and interaction**

ISTPs enjoy the time they get to work alone on a project or a task.

When they are constantly asked to be part of committees, meetings and team projects, they get drained very quickly and will seek more time alone to recharge, and if they do not get it, they will be extremely frustrated, unproductive and burnt out after a while.

JOB SEEKING



The job search process is unique to each personality.

In this section, you will learn about strengths and weaknesses inherent to the ISTP's personality during the job search process.

This includes exploring careers, choosing one, and the interview process.

STEP 1: THE CAREER EXPLORATION PROCESS

The ISTP's career exploration process usually consists of:

- **Having immediate and tangible goals**
ISTPs usually have immediate and tangible careers goals like a target salary, working hours, job nature and responsibilities.

They will usually have a clear idea of what they're looking for before they start.

- **Taking advantage of unforeseen circumstances**

ISTPs stay open to opportunities that present themselves along the way and readily take advantage of unforeseen circumstances that may favour them.

- **Visit career websites or read books for advice**

ISTPs will likely go to career websites or read books for research to gain some advice on choosing the right career for them.

ISTPs may have blind spots in these areas:

- **May have no action plan**

ISTPs may have an issue in coming up with an action plan to achieve their long-term career goals.

Often, they will choose a career simply based on their immediate preferences.

Speak to your peers in the industry and talk to them about how you should plan your career progression; create a plan and stick to the plan.

- **Missing long-term implications of choosing a job**

As mentioned, ISTPs may choose a career just based on their immediate preferences like salary, working hours, job nature and so on.

However, they may reject a job based on these factors despite that job having great long-term potential.

Consider and weigh long term and short term factors together before you make a decision.

STEP 2: CHOOSING A CAREER

After looking at all your options, you will decide your choice.

Here are some things ISTPs will usually do when it comes to making the decision:

- **Logical analysis of Alternatives**

ISTPs conduct a logical analysis of the alternatives with an objective cost-benefit analysis.

It's an impersonal decision-making process by looking at the various pros and cons of their career options.

However, ISTPs should also consider these:

- **Personal Values**

Before they decide on their careers, ISTPs should also consider what is important to them as well such as on their personal interests, principles or relationships.

- **Set deadlines for decision**

Because of all the possibilities they are considering, ISTPs may be reluctant to decide for their career choice.

Set deadlines for your decision and ensure that you stick to them; possibly find someone you can be accountable to.

STEP 3: GETTING THE JOB

After you choose a few possible alternatives and sending your resume, the next step is to ace the interview.

In this section, you will understand your strengths in the interview process and some blind spots you have to watch out for.

- **Presently detailed picture of experiences**

Use your ability to recall your experiences in rich detail and share the relevant ones with your employer to demonstrate your competence and track record.

Share incidents where you really displayed your analytical or leadership ability and made a difference.

- **Demonstrate your ability to think logically**

If possible, show your ability to think objectively and logically when approaching situations.

Show how you consider pros and cons of various alternatives.

For most jobs you are attracted to, your employers will appreciate the impartial logic you use.

- **Show how you are adept at crisis management**

You are also very strong in crisis management.

You are fast in thinking on your feet and reacting to unfamiliar situations.

During the interview, talk about this and show how you have successfully dealt with unexpected circumstances with confidence and calm.

With these three strengths, you should be able to ace your interview.

Here are two tips to make your interview even better.

- **Prepare for hypothetical questions**

You are comfortable with practical, concrete questions which deal with current realities; however in interviews, sometimes you may get questions that deal with the hypothetical such as, "What would you do with a million dollars?"

Understand that these questions are to help the interviewers understand you more as a person based on your decisions.

- **Speak up during interviews**

ISTPs tend to be a little shy and soft-spoken, and this could work against them during the interviews.

Because of their demeanour, interviewers may under-rate their abilities and skills, impressive as it may be.

Learn to be vocal and sell yourself confidently during the interview; employers do value an individual who is willing to speak up.

WORK RELATED STRENGTHS AND WEAKNESSES



Getting the job is only the beginning of your journey.

Along the way, you will still face challenges in your workplace.

Ultimately, the way to excel in your workplace is to take up roles that take advantage of your personality strengths and minimise the use of your weaknesses.

In this section, I have included your personality strengths, weaknesses, and some tips for professional development.

STRENGTHS

- **Flexible and adaptable**

ISTPs are flexible and adaptable, and they are comfortable with adjusting and moving along with organisational changes.

- **Good observation skills**

ISTPs are quietly observant and will often notice details about things and people that no one has noticed or paid attention to.

- **Willingness to take calculated risks**

ISTPs are risk-takers; they are willing to try and experiment with new ideas or methods even with the risk of failure.

This makes them comfortable with pioneering or innovation efforts.

- **Practical and realistic attitude**

ISTPs are practical and down-to-earth in their approach to work and prefer to deal with the facts and concrete evidence in their decision making.

- **Calm under pressure**

ISTPs thrive when in stressful or pressurising situations.

They often maintain a calm demeanour and can think fast on their feet.

WEAKNESSES

- **Find it hard to see long-term consequences**

ISTPs primarily live in the present and find it hard to see long-term consequences of their everyday decisions.

This means they may forget long-term benefits for short-term gain.

- **Dislike verbal communication**

ISTPs are economical with their actions and words but dislike small talk and communication that they consider superfluous.

This means they will avoid building relationships with their colleagues unless necessary.

- **May be insensitive to others**

ISTPs can be too straightforward and frank when expressing themselves, sometimes unwittingly offending others without realising it.

- **Little patience for abstract and complex theories**

ISTPs like dealing with the practical and tangible facts, data and objectives.

When abstract and complex theories are shared with them, they get impatient and may feel they're wasting their time.

- **Bad organisational skills**

ISTPs may have a problem dealing with policies, procedures, deadlines and schedules, which are all part of making an organisation run.

PROFESSIONAL DEVELOPMENT

- **Improve your risk assessment skills**

ISTPs can hone their analytical and logical ability by assessing risks inherent to particular decisions made in the course of their work.

To further stretch it, ISTPs can consider long-term risks as well and evaluate whether particular decisions are good based on the short and long-term pros and cons.

They should bounce their ideas off others to check on its validity.

- **Brainstorm ideas with others**

While uncomfortable for the ISTP, they can develop by brainstorming ideas with other co-workers, and then hear out their suggestions and attempt to integrate them with their own.

Brainstorming may be theoretical or just an exercise in imagination, but it will help cultivate the ISTP's intuition.

- **Learn to work with a team to build a shared vision**

ISTPs can learn to work with a team to build a shared vision.

This will be very challenging for the ISTP with their need for independence and their preference for working with the here-and-now.

Working in a team will train the ISTP to be sensitive to the feelings and opinions of others and force them to communicate their ideas and learn how to cast a long-term goal.

FINDING JOB SATISFACTION



You may not always get the job you want, or even if you do, you might find that the things you do on a daily basis do not use your personality strengths.

This is just reality; most people do not get perfect fits for their jobs.

However, by altering your job scope, you can put yourself in a position where your strengths are used, and you become a recognised and valued individual in the organisation.

Here are some tips for altering your job scope to your personality:

- **Seek independence in your role**

You will probably find it stressful if you have to work in an environment with a lot of requirement for interaction with your co-workers or your supervisors.

Speak to your supervisor about having an independent work arrangement with fewer requirements for reporting.

- **Ask managers to be clear about their expectations of you**
Unclear or subjective expectations can be frustrating for you; in your work review, ask your manager or supervisor about their expectations of you and state that the clearer and more tangible, the better.
- **Considering taking a time management course**
You may find it a challenge to manage multiple obligations and may end up missing deadlines or schedules.

Consider taking a time management course if it helps you plan and organise your time better.

- **Find time for physical activity**
The office environment is usually not suited for physical activity.

If you work in an office, look for a nearby gym or some recreational group in your organisation so that you'll be able to participate in to help fulfil your need for physical action and movement.

REFLECTION EXERCISE

Describe what you want from your ideal job.

Don't list out the type of jobs that you want, but rather the nature of activities you prefer to be involved in.

e.g. Instead of writing that you would like to be a manager, write out that you would enjoy people management, organising and strategising.

List out at least three occupations or careers that will allow you to use your preferred skills as stated above.

Write out some weaknesses or blind spots you can start developing today to help you succeed in your chosen career.

LAST WORDS



Finding an ideal career is a challenging task, and even with the guidelines and advice given in this report, you still may not end up in your ideal career.

The truth is we live in a world where many other factors come into consideration: salary required to support our families, working hours, travelling time, personal interests, economic conditions, availability of jobs.

Nonetheless, this report will help you to understand more about yourself and which jobs will appeal to you.

Whichever career you are in, you can take these insights with you and use them to your advantage.

Most importantly, understand that your personality is unique.

Sometimes, we can be very discouraged and second guess ourselves on the job, especially when we are in a career that does not support our personality preferences.

Granted, to be successful in certain careers require you to act and behave in some ways, but you must come to a point where you understand the difference between who you are and what you do.

While you can adapt what you do and how you behave in certain situations, you must always live with the understanding of who you are and not be apologetic about it.

When you fully accept yourself, you will find happiness, confidence and courage to be the best you can be.

Here at Personality Central, we hope to bring out the best in you through the insights with personality type.

For more information, please visit www.personality-central.com.