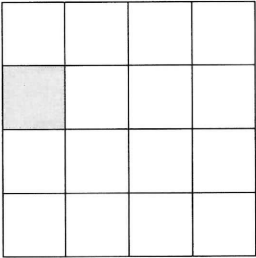


ISTP

Dominant Introverted Thinking Auxiliary Extraverted Sensing



ISTPs are logical solvers of practical problems. They are keen observers of their immediate environment and act quickly to deal with day-to-day needs.

Change is generally comfortable for ISTPs because they are stimulated by things that need to be fixed. They have the ability to process large amounts of data in a logical way, to flexibly adapt to what is going on around them, and to act decisively. They have more difficulty seeing long-range issues and developing plans to achieve long-term goals because their orientation is to the present and the immediate. They are impatient with theories and discussions of complex "what ifs," and they may also overlook the effects of their actions on people.

When They Have to Deal with Losses

ISTPs contribute by:

- Adapting flexibly
- Expecting more change, seeing it as part of an ongoing process
- Staying logical
- Not dwelling on the past

ISTPs have difficulty with:

- Showing emotion
- Dealing with others' emotions
- Celebrating the past
- Leaving an environment they developed when they are still excited about it
- Putting up with others who have trouble with the change or trouble letting go

During the Transition Period

ISTPs report the following reactions:

- Feel little need for a transition period
- Want to move ahead, begin experimenting
- Use it as a time to reevaluate and regroup (figure out what worked well and what didn't)
- Feel impatient with others who are uncertain

ISTPs tend to focus on:

- Guarding against others' complacency in the transition period
- Tying up loose ends, projects, and so on
- Making plans, looking at new ways to do things

During the Startup Phase

ISTPs report the following as obstacles to starting:

- Other types who need to emotionally accept the change
- Groups that prefer the status quo
- Being expected to plan everything fully in advance of action
- Illogical plans

ISTPs contribute by:

- Action—jumping into the new
- Motivating (or pushing?) the fence sitters
- Figuring out how to deal with unexpected problems

What ISTPs need during a time of change:

- Freedom
- Action
- Fairness
- Ongoing evaluation of what's working and what isn't
- The opportunity to plan as they go
- Not to overanalyze—to get moving

What ISTPs report when not supported in a time of change:

- Withdraw their energy, lack motivation
- Procrastinate
- Become sarcastic and critical
- Become cynical