



# ISTP

## Introverted Sensing Thinking Perceiving

The *Myers-Briggs Type Indicator*® (MBTI®), based on Jung's theory of psychological type, reports your preferences on four scales. Each scale represents two opposite preferences. The four letters that make up your type can help you understand yourself and your interactions with others.

Your type is the combination of preferences you chose when you answered the MBTI. It is up to you to decide what type you truly are, since only you know your true preferences. The scores on the MBTI indicate clarity of preference, not strength or ability to perform in the various areas. All of us use all of the functions at different times; your type indicates those functions you prefer to use most often.

There are no "good" or "bad" types. All types contribute special gifts to the world. Knowing your type can help you understand and develop both your most and least preferred functions, as well as help you understand and work with other people.

The information presented in this booklet was derived from various MBTI sources: the MBTI Manual by Isabel Myers and Mary McCaulley, *Introduction to Type* by Isabel Myers, *Introduction to Type in Organizations* by Sandra Hirsh and Jean Kummerow, and *Work, Play, and Type* by Judith Provost. CPP would like to thank these authors for their invaluable contributions to the world of type.

### Useful Resources:

*Gifts Differing* (1980) by Isabel Briggs Myers with Peter Myers

*The Inner Image* (1990) by William Yabroff

*LIFETypes* (1989) by Sandra Hirsh and Jean Kummerow

*Manual: A Guide to the Development and Use of the Myers-Briggs Type Indicator* (1985) by Isabel Briggs Myers and Mary McCaulley

*Portraits of Type* (1991) by Avril Thorne and Harrison Gough

*Work, Play, and Type* (1990) by Judith Provost

### E Extraversion

People who prefer Extraversion tend to focus on the outer world of people and things.

### S Sensing

People who prefer Sensing tend to focus on the present and on concrete information gained from their senses.

### T Thinking

People who prefer Thinking tend to base their decisions on logic and on objective analysis of cause and effect.

### J Judgment

People who prefer Judgment tend to like a planned and organized approach to life and prefer to have things settled.

### I Introversion

People who prefer Introversion tend to focus on the inner world of ideas and impressions.

### N iNtuition

People who prefer Intuition tend to focus on the future, with a view toward patterns and possibilities.

### F Feeling

People who prefer Feeling tend to base their decisions primarily on values and on subjective evaluation of person-centered concerns.

### P Perception

People who prefer Perception tend to like a flexible and spontaneous approach to life and prefer to keep their options open.

---

## Description of an ISTP

People with ISTP preferences use their thinking to look for the principles underlying the sensory information that comes into awareness. As a result, they are logical, analytical, and objectively critical. They are not likely to be convinced by anything but reasoning based on solid facts.

While they like to organize facts and data, they prefer not to organize situations or people unless they must for the sake of their work. They can be intensely but quietly curious. Socially they may be rather shy except with their best friends. They sometimes become so absorbed with one of their interests that they can ignore or lose track of external circumstances.

ISTPs are somewhat quiet and reserved, although they can be quite talkative on a subject where they can apply their great storehouse of information. In everyday activities they are adaptable, except when one of their ruling principles is violated, at which point they stop adapting. They are good with their hands, and like sports and the outdoors, or anything that provides a wealth of information for their senses.

If ISTPs have developed their powers of observing the world around them, they will have a firm grasp on the realities of any situation, and show a great capacity for the important and unique facts of a situation. They are interested in how and why, things work and are likely to be good at applied science, mechanics, or engineering. ISTPs who do not have technical or mechanical interests often use their talents to bring order out of unorganized facts. This ability can find expression in law, economics, marketing, sales, securities, or statistics.

ISTPs *may* rely so much on the logical approach of thinking that they overlook what other people care about and what they themselves care about. They may decide that something is not important, just because it isn't logical to care about it. If ISTPs always let their thinking suppress their feeling values, their feeling may build up pressure and find expression in inappropriate ways. Although good at analyzing what is wrong, ISTPs sometimes find it hard to express appreciation. But if they try, they will find it helpful on the job as well as in personal relationships.

ISTP people are in some danger of putting off decisions or of failing to follow through. One of their

outstanding traits is economy of effort. This trait is an asset if they judge accurately how much effort is needed; then they do what the situation requires without fuss or lost motion. If they cannot judge accurately, or if they just don't bother, then nothing of importance gets done.

### Leisure Activities of an ISTP

Characterized by their detached curiosity in leisure activity, whether spelunking or skydiving, they tend to choose activities that are solitary or enjoyed with a risk-taking friend. They often like manipulating mechanical things (planes, jet skis, rifles, etc.). They frequently bring droll humor into play and may seem to shift easily into play activities without drawing attention to themselves or without visible effort to plan. Other examples are: archery, amateur stand-up comedy or stage magic, scuba diving, or rappelling.

---

### Descriptive Adjectives of Your Type

adaptable	expedient	practical
adventurous	factual	realistic
analytical	independent	self-determined
applied	logical	spontaneous

---

### Personal Strengths of Your Type

I	Depth of concentration
S	Reliance on facts
T	Logic and analysis
P	Adaptability

---

### Dynamics of Your Type

Dominant function	Thinking
Secondary function	Sensing
Tertiary function	Intuition
Least preferred function	Feeling

---

## Organizational Preferences of an ISTP

ISTPs are adept at managing situations, aware of facts, expedient, realistic, and not likely to be convinced by anything but reasoning.

---

### Contributions to the Organization

- Act as troubleshooters, rising to meet the needs of the occasion or problems of the moment
- Function as a walking compendium of information
- Get things done in spite of the rules, not because of them
- Remain calm during crises and thus have settling effect on others
- May have a natural bent in technical areas

### Leadership Style

- Lead through actions by setting an example
- Prefer a cooperative team approach with everyone treated as an equal
- Respond quickly when trouble is at hand
- Manage others loosely and prefer minimal supervision
- Operate from ruling principles that govern actions

### Preferred Work Environment

- Contains action-oriented people focused on the immediate situation
- Project-oriented
- Unconstrained by rules
- Provides many new immediate problems to solve
- Allows for hands-on experience
- Action-oriented
- Fosters independence

### Potential Pitfalls

- May keep important things to themselves and appear unconcerned to others
- May move on before prior effort bears fruit
- May be too expedient, conserve efforts, and take short-cuts
- May appear indecisive and undirected

### Problem-solving Approach

- Examine the logical consequences
- Gather all the facts
- Generate all the possibilities
- Consider the impact on others

### Suggestions for Development

- May need to open up and share concerns and information with others
- May need to develop perseverance
- May need to plan and put in the effort necessary to achieve desired results
- May need to develop a habit of setting goals

**Characteristics Frequently Associated with Each Type**

**Sensing Types**

**ISTJ**  
Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.

**ISTP**  
Cool onlookers—quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.

**ESTP**  
Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.

**ESTJ**  
Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.

**ISFJ**  
Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough and painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.

**ISFP**  
Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.

**ESFP**  
Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.

**ESFJ**  
Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.

**INFJ**  
Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.

**INFP**  
Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.

**ENFP**  
Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.

**ENFJ**  
Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.

**INTJ**  
Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.

**INTP**  
Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.

**ENTP**  
Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.

**ENTJ**  
Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well-informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.

**Introvers**

**Extravers**

**Introvers**

**Extravers**