

# ISTJ

ISTJs “R” rules, rituals, regulations... and right!



## INTROVERTED SENSING THINKING JUDGING

In general, ISTJs are systematic, painstaking, thorough, and hardworking. They get the job done and complete it on schedule. They are serious and sincere in whatever they do. They work well within a structure, follow the hierarchy, and are particularly strong and careful in keeping track of facts and details. They are cautious, generally seeking to maintain the status quo. They are at their best getting things to the right place at the right time. They honor their commitments.

- ISTJs pay extremely close attention to the facts and details of experience
- They tend to be matter-of-fact, sensible, and businesslike
- ISTJs are traditional, practical, and organized
- They focus on and gather impersonal facts, which they analyze

### Choosing a Major

- Tend to carefully gather facts before deciding
- Prefer fields where their attention to important details can be used
- Tend to choose majors such as accounting, finance, business, law, civil engineering, production, construction, health administration

### Learning Style

- Learn best when following a plan; may devise one themselves if not provided by the instructor
- Achieve through endurance and hard work, perspiration over inspiration
- Learn best sequentially
- Learning means mastering the facts
- Arrive at generalizations by accumulating facts

### Reading, Writing, Studying

- Usually excellent at time management
- Study best quietly alone on one project at a time
- May be avid readers
- Write first drafts from an outline of factual information using a format that's worked before
- Need to revise first drafts by adding conceptual overview and leaving out extraneous details

### Playing

- Usually prefer hands-on hobbies or projects they work on alone
- Like a neat room and hard-working, quiet, organized roommates
- Report dating no more than once a month or are too busy to date
- Feel they must get all their work done before playing

### Possible Causes of Stress

- May have a tendency to overlook long-range planning because today's checkbook is not balanced
- May be too perfectionistic about details
- High school study techniques may not work in college
- As adults, may work so hard that their health suffers

### Dealing with Stress

- Naturally tend to pay careful attention to important details
- Naturally tend to seek solutions to problems from past successes
- May need to learn to skim material
- May need to plan time for relaxation and fun
- Outline main points rather than memorizing

**Work Related Strengths:**

- Precise and accurate in all work
- Follow established routines and procedures
- Have excellent power of concentration and are able to work along without the need for socializing
- Great maintainer of organizations
- Stable, dependable, and can be counted on to follow through

**Work Related Weaknesses:**

- May have trouble adapting to changing systems
- May need to see practical application to accept new ideas
- Tend not to like change; may be inflexible
- May not understand needs different from their own
- May underestimate themselves and their contribution to the organization

**CAREER SATISFACTION** means doing work that:

1. Is technical in nature and lets me depend on my ability to use and remember important facts and details
2. Involves a real product or service done in a thoughtful, logical, and efficient way, preferably using standard operating procedures
3. Lets me be independent, with plenty of time to work alone and use my excellent powers of concentration to complete projects and/or tasks
4. Is done in a stable and traditional environment, where I will not be required to take unnecessary risks or use untested or experimental approaches
5. Has results that are tangible and measurable, where precision and exacting standards are used and respected
6. Has explicit objectives and a clearly defined organizational structure
7. Gives me adequate time to prepare before presenting or turning in my work, preferably in a one-on-one or small group setting
8. Gives me increasing levels of responsibility, with a minimum of social politics, where I am evaluated on how well I have achieved the requirements of the job description and am appreciated for my contributions
9. Is done in an environment where my practical judgment and experience are valued and rewarded
10. Allows me to set and reach stated goals by providing me with the necessary resources

## Popular Occupations for ISTJs

In listing occupations that are popular among ISTJs, it is important to note that there are successful people of all types in all occupations. However, the following are careers ISTJs may find particularly satisfying and some of the reasons why. This is by no means a comprehensive listing but is included to suggest possibilities you may not have previously considered. Although all of these occupations offer the potential for career satisfaction, the future demand for some careers is anticipated to be greater than for others.

### Business

Auditor	Office manager
Manager/supervisor	Word processing specialist
Efficiency expert/analyst	Insurance underwriter
Logistics and supply manager	Regulatory compliance officer
Chief information officer	Accountant/actuary
Bill and account collector	Property manager: commercial/residential
Construction and building inspector	Government inspector
Construction manager	Purchasing agent and contract specialist
Cost estimator	Insurance claims examiner
Statistician	Technical writer
Association manager and adviser	Real estate appraiser

ISTJs often enjoy careers in business and excel in the areas of managing systems and keeping things running smoothly. They usually prefer traditional, established organizations or businesses and by their presence provide a stabilizing effect on an operation. They are efficient and thorough in keeping track of costs and revenues and do not allow errors or omissions to go unchecked or uncorrected. As managers, they provide clear definition of roles and established ways of doing things for their employees. They often prefer businesses that produce tangible products or services.

### Sales/Service

Police officer/detective	IRS agent
Government employee	Military officer
Real estate agent	Sports equipment/merchandise sales
Corrections officer	Industrial safety and health engineer
Fire prevention and protection specialist	Ship and boat captain
Commercial airplane pilot	Probation officer
Landscaping manager	Flight engineer
Postmaster and mail superintendent	Environmental compliance inspector
Immigration and customs inspector	Architectural drafter
Farmer	Gunsmith
Musical instrument maker	Flight navigator

Careers in civil service often appeal to ISTJs desire to serve their community. They enjoy maintaining systems that serve or protect all people. They work well within a structured environment, and can take and give direction and supervision well. ISTJs apply their knowledge and past experience to efficiently and decisively handle current problems. They have good memories for facts and details and use practical judgment in all they do. They tend to enjoy sales of real products with which they have personal experience.

**Finance**

Bank examiner	Investment securities officer
Tax preparer and examiner	Stockbroker
Estate planner	Credit analyst
Budget analyst	Cost estimator
Treasurer, controller, and chief executive officer	

ISTJs are often said to have a head for numbers. They use and remember facts and details and can cite evidence to support their views. They are not easily distracted and work painstakingly to complete tasks accurately and meticulously. Careers in finance often require the ability to work well alone, absorb great amounts of data, and follow through on the precise execution of the computation.

**Education**

School principal	Librarian
Administrator	Teacher: technical/industrial/math/physical education
Archivist	

Careers in education are often satisfying for ISTJs, especially those involving administration and/or technical subjects. They do well when overseeing the operation of a school or curriculum. They look for practical possibilities and ways to maintain systems. Administrative and library careers enable the ISTJ to work independently, using objective analysis in keeping order or monitoring data such as test scores and budgets. Teaching can be enjoyable for ISTJs when working with technical and practical subjects, where there are plenty of opportunities for hands-on teaching and learning.

**Legal/Technical**

Law researcher	Electrician
Engineer	Mechanic
Computer programmer	Technical writer
Legal secretary/paralegal	Pharmaceutical sales/researcher
EEG technologist/technician	Geologist
Meteorologist	Airline mechanic
Agricultural scientist	Reliability engineer
Database administrator	Systems analyst
Web editor	Computer engineer
Data processing equipment repairer	Hardware engineer
Hardware/software tester	Judge/magistrate
Criminalist and ballistics expert	Court clerk
Electronics repairer	Mechanical/electrical/industrial engineer

These careers offer ISTJs the chance to use their technical skills and work with products that demand exacting accuracy. Because they take nothing for granted, they catch slips and oversights, and follow necessary procedures and systems faithfully. Many of these occupations give ISTJs the chance to work alone, employing their tremendous powers of concentration and applying their excellent factual recall and mastery of skills.

**Health Care**

Veterinarian	General surgeon
Dentist	Nursing administrator
Health care administrator	Pharmacist
Lab technologist	Medical researcher
Primary care physician	Biomedical technologist
Exercise physiologist	Pharmacist/pharmacy technician
Surgical technologist	Orthodontist
Coroner	Optometrist
Public health officer	Biology specimen technician
Environmental science technician	Medical records technician
EEG technologist	

ISTJs are often drawn to medical careers, especially those that are within the traditional structure of a hospital. They pay close attention to the immediate and practical concerns of their patients. They listen carefully and offer thoughtful and conservative advice and treatment plans. ISTJs are also successful administrators within health care settings, working conscientiously and steadily to meet their responsibilities and honor their commitments. They enjoy an orderly environment and one that regards task-orientation and jobs done on schedule. The more technical nature of dentistry and pharmacology is often enjoyable to ISTJs, who master factual information easily and retain it forever.

Remember, these are only some of the areas that provide satisfying expression for the unique natural talents of ISTJ.