

ISTJ: (Introverted-Sensing-Thinking-Judging)

- ISTJs are, at heart, inspectors
- Have an uncommon capacity to focus on detail in areas that they believe to be important.
- Are task-oriented and conscientious. ISTJs want to do the job right. Their sense of how to carry out their tasks is deceptively unique and creative. While following established procedures they are often fine-tuning and making even more efficient the methods used to inspect the systems in their area of responsibility.
- Can quickly sense an inconsistency between established procedures and efficiency of outcomes. It is as if they are the ultimate efficiency experts automatically aware when fine-tuning is called for.
- Powers of concentration are uncommon and prefer to work in an uninterrupted fashion. This hyper focus can be problematic when they run into a problem they cannot solve. They are wired to solve problems and when unable they can have difficulty letting go. A form of paralysis by analysis gets triggered that can render an ISTJ ineffective, unsettled and highly stressed.
- Can have difficulty understanding what people want of them and may be uncomfortable conveying warmth apart from a situation of personal intimacy.
- Are conscientious and reliable and do not like it when others are not.
- Their sense of self is intricately connected to being thorough and reliable. Consequently, it is important, both at work and at home that their efforts are acknowledged and appreciated.
- ISTJs are usually quiet, serious and may not be comfortable with social chitchat. This natural reserve may come across as being aloof or critical.

- Task oriented and prefer a step-by-step approach. Like a bricklayer, ISTJs want to be sure that the foundation is solid.
- Do not work well in systems that do not provide clear guidelines of expectations. If the conditions for acknowledgement are convoluted and their efforts are not acknowledged, ISTJs can find themselves in a state of apprehension, anxiety, and distress trying to figure out how to do it right. They will bring their work home with them, preoccupied by a need to figure out what needs to be done. They may have difficulty sleeping and, even when asleep, dream about the problems they are trying to solve. If a resolution is not found they may burn out and have to leave the job.
- Most find life a serious business. Friends and loved ones may try to get ISTJs to “lighten up,” but beyond a certain point, it would be like asking them not to be who they are.
- If their need for predictability and control goes beyond a certain point, may not be able to effectively accommodate natural and normal differences in a life partner or child.