

ISTJ ***Introverted - Sensing - Thinking - Judging***
“Take Your Time and Do It Right”

As an ISTJ, 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 measureable, 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 contribution.
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.

Work-related strengths and weaknesses of ISTJs include:

STRENGTHS:

Precise and accurate in all work

Follow established routines and procedures

Have excellent powers of concentration and are able to work alone without the need for socializing

Great maintainer of organizations

Stable, dependable, and can be counted on to follow through

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

Popular Occupations for ISTJs

BUSINESS:

- Office manager
- Accountant
- Auditor
- Manager/supervisor
- Word processing specialist
- Efficiency expert/analyst
- Insurance underwriter

ISTJs often enjoy career 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.

CIVIL SERVICE:

- IRS agent
- Government employee
- Military officer
- Police officer/detective
- Corrections sergeant

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.

FINANCE:

- Bank examiner
- Investment securities officer
- Tax examiner
- Stockbroker
- Estate planner
- Credit analyst

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
- Teacher: technical/industrial/math/physical education
- Librarian
- Administrator

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
- Legal secretary
- Electrician
- Engineer
- Mechanic
- Computer programmer
- Technical writer

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.

MEDICINE:

- General surgeon
- Dentist
- Veterinarian
- Nursing administrator
- Health care administrator
- Pharmacist
- Lab 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 rewards 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.

Excerpt from Do What You Are: Discover the Perfect Career For You Through The Secrets of Personality Type; Paul D. Tiger & Barbara Barron-Tieger.