

MYERS-BRIGGS TYPE INDICATOR (MBTI®)

ISTP

(Introversion, Sensing, Thinking, Perceiving)

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

The above four letters are known as a 'type' and are based on the Myers-Briggs Type Indicator® (MBTI®). If you have not already completed an assessment to find out your type, [click here](#) to take the MBTI®. After completing the assessment, sign up for a **workshop** to learn more about the MBTI® and receive your results.

Note: The MBTI® is available to U of S students and alumni and an NSID is required to sign in and complete the assessment.

The following information has been compiled from numerous MBTI® resources. It is intended to be an overview and shows how type can apply to many aspects of life. It is not, however, a complete description. Please see the attached works cited list for additional information.



► ISTP Overview

ISTPs are generally quiet, spontaneous, adaptable, easygoing, and logical. They tend to focus their energy inward and reenergize through spending time on their own. The ISTP may be shy around people they are getting to know and generally keep to themselves unless they feel particularly passionate about a topic or are driven into action by a situation. The ISTP is often perceptive and uses an analytical framework to logically assess areas of interest. They are also quite independent and find that their most effective thinking occurs while spending time on their own.

The ISTP is usually interested in detailed information, specific data, and proven facts. They tend to organize and retain data in order to make judgments and provide explanations. The ISTP will often focus on the present situation and is generally uninterested in long-term planning or scheduling. They are comfortable with theory but are not overly interested in abstract thinking. For the ISTP, theory is most appealing when it has a practical application. ISTPs are also often action orientated. They are usually drawn to risky, exciting or thrilling activities. Based on this predisposition, the ISTP is usually not interested in conventional or repetitive routines. They also use their action orientated approach to deal with problems and crisis situations in a calm and effective manner.

The ISTP generally places a high value on efficiency and desires to expend the least amount of energy to meet their goals. They also value freedom and flexibility and will often complete tasks in spite of any rules or regulations. This persistence often influences their ability to navigate through restrictions in order to accomplish seemingly impossible tasks. The ISTP prefers hands-on work and would rather be doing a task instead of discussing it. They usually desire the completion of quality work and hold others to this high standard. However, their tendency towards risk and spontaneity may result in not following through with some responsibilities or commitments. In their interaction with people, their focus for action can result in neglecting the personal needs of others. The ISTP is generally not comfortable with emotions and tends to neglect this aspect of themselves and others.



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

▶ ISTP and School

Learning

The ISTP student will often...

- Learn most effectively through ‘doing’ and practical applications
- Create categories to facilitate the logical assessment of information
- Look for the underlying meaning of data
- Efficiently use the smallest amount of energy required to accomplish a task at a satisfactory level
- Improve their standard of work by creating a plan that still optimizes their energy output
- Prefer instructors to present clear and unbiased information
- Desire an independent study environment

Writing

An ISTP generally starts their writing by gathering information to gain a better understanding of an object or situation. In this process, they often have the ability to take unorganized information and create a greater sense of order. Once all information is gathered, the ISTP is able to produce a clear piece of writing. The ISTP should be cautious that they do not delay the writing process and remain in the fact-finding stage. Overall, the ISTP tends to prefer writing short pieces of work and usually dislikes writing on personal topics.

In the writing process, the ISTP will often...

- Complete meticulous research
- Work quickly when writing on topics of interest
- Struggle with connecting the individual facts or concepts to the larger picture
- Potentially offend their audience by their direct or blunt writing style
- Benefit from using photographs, a notebook, or computer to help organize information and facilitate the writing process
- Need to revise their original draft to include additional human examples and remove unnecessary data or facts

Procrastination

Since the ISTP has a preference for keeping things open-ended, they may have a tendency to procrastinate on completing tasks. They may also avoid or put off school work that they deem to be irrelevant or uninteresting. It can be beneficial for the ISTP to focus on the practical necessity of completing their current studies in order to achieve their long-term career goals. It is also important for the ISTP to identify what motivates them and outline a project plan that includes rewards. The use of rewards can be helpful for an ISTP to learn how to delay their gratification. As well, the ISTP would likely be able to decrease procrastination by further developing their time management skills.



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

► ISTP and Career Exploration

An ISTP tends to find career satisfaction with careers that have the following characteristics:

- Applies their technical knowledge to practical situations
- Provides an opportunity to master and use their skills for specific tasks
- Involves efficiently working with their hands or tools
- Provides clear instructions for projects that produce concrete or useful products
- Involves working with other competent individuals that they respect
- Provides an opportunity for problem solving, crisis management, or other action-orientated activities
- Permits independent work with minimal time guidelines
- Involves challenging and fun work with minimal supervision

When exploring career options, an ISTP will often...

- Compile specific facts and statistics that pertain to their career options
- Naturally focus on current opportunities and benefit from predicting future career possibilities
- Take all available time to examine their options and chose only when required
- Feel uncertain about their career choice

Careers to Consider

The following is a list of suggested occupations that fit the qualities of an ISTP or are careers that other ISTPs have found to be satisfying. Use this list as a starting point for further investigation but do not limit your options to only this list.

- | | | | |
|--|--|--|--|
| <ul style="list-style-type: none"> • Police Officer/Law Enforcement • Intelligence Agent • Weapons Operator • Firefighter • Private Detective • Military Officer • Computer Repair Person • Automotive Products Retailer | <ul style="list-style-type: none"> • Computer Programmer • Electronic Technicians • Electrical Engineer • Air Force Personnel • Race Car Driver • Pilot • Farmer • Hunter • Forest Ranger | <ul style="list-style-type: none"> • Mechanic • Carpenter • Farmer • Coal Miner • Steelworker • Laborer • Transportation Worker • Chiropractor • Medical Technician | <ul style="list-style-type: none"> • Dental Hygienist/Assistant • Purchasing Agent • Securities Analyst • Banker • Legal Secretary • Economist • Coach/Trainer • Commercial Artist • Service Worker |
|--|--|--|--|

For information on a specific career, check out www.saskjobfutures.ca or www.alis.gov.ab.ca



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

Job Search

During their job search, an ISTP will often...

- Gather specific job related information
- Need to intentionally organize a job search plan with specific deadlines
- Need to expend extra effort in their job search
- Convey skills and past experiences through their job search documents
- Take risks and adapt quickly to new job possibilities
- Use uncommon techniques to find jobs
- Only network when they understand the benefits
- Objectively analyze and logically assess each option

During an interview, an ISTP will often...

- Appear quiet and reserved when initially meeting employers
- Answer questions in a straightforward manner
- Benefit from practicing to discuss their skills and abilities
- Need to be cautious of the amount of detail they provide, be able to discuss future projections, and assess hypothetical situations

► ISTP and Work

At work, the ISTP will often...

- Maintain their concentration while completing projects of interest
- Gather and organize information in a way that makes it understandable
- Be drawn to work with real or tangible products
- Focus on the 'doing' aspect of a project
- Prefer working on their own
- Respect colleagues for their ability to complete tasks
- Potentially break the rules when challenging inefficient processes
- Focus on completing tasks without unnecessary discussions or effort
- Readily adapt their work load to address immediate needs
- Approach their work with a flexibility that responds to problems when they occur
- Desire freedom to complete a task within their own timeframe
- Remain calm during crisis or difficult situations



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTJ	ESFJ	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

At work, the ISTP should be aware that they may...

- Need to spend additional time in the planning stage of a project
- Need to anticipate future possibilities and plan accordingly
- Be easily enticed by new projects and need to ensure they complete their current commitments
- Lose patience with broad discussions
- Need to persevere to complete a task
- Take shortcuts and appear disorganized or unconcerned with their work
- Become easily bored with routine tasks
- Benefit from learning to be more reliable through improved organizational skills
- Be uninterested in long-term solutions and prefer immediate fixes
- Appear irresponsible from their inclination for spontaneity
- Become critical or negative and withdraw or delay their decisions when they feel unappreciated
- Focus on the task and think personal feelings and needs are unnecessary

Teamwork

On a team, the ISTP will often...

- Provide the necessary data, facts, and information
- Organize and analyze their work in an efficient manner
- Resolve conflict through logical explanations and reasoning
- Motivate team members to action
- Persevere when working on tasks of interest
- Treat people in a fair and equitable manner

On a team, the ISTP should be aware that they may...

- Avoid dealing with interpersonal conflict
- Irritate their team by only focusing on specifics, jumping too quickly to the next task, or when being too unorganized
- Become frustrated with irrational team members who are too dependent on their feelings, expend too much energy on unnecessary tasks, or conduct pointless meetings
- Need to remember to appreciate people's contributions
- Need to intentionally develop rapport with team members

Leadership

The ISTP is known to be a good technical leader that can handle a crisis or action-filled situation. As a leader, the ISTP will often...

- Use a quiet approach that sets an example for others to follow
- Desire freedom from policies and procedures
- Compile all necessary information to persuade others
- Use their logical framework to accomplish tasks
- Consider all opinions before deciding
- Expect all team members to equally contribute



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

► ISTEP and Life

Communication

The ISTEP will often...

- Desire to hear logical, objective, and practical information
- Refrain from unnecessary communication
- Rely heavily on non-verbal communication
- Dislike surface level conversations
- Provide feedback that is straightforward and practical
- Desire to provide their input and discuss topics of interest

The ISTEP should be aware that they may need to...

- Intentionally communicate their thoughts and important information with people
- Prevent hurting people by becoming more comfortable with sharing their emotions
- Be more considerate of some people's need to express their feelings
- Focus on developing their listening abilities
- Intentionally provide feedback and be cautious of their abrupt communication style

Decision Making

When it comes to decision making, the ISTEP will often...

- Gather real or tangible data and base their decisions on this information
- Rationally and logically evaluate their options
- Need to intentionally examine the larger picture or additional possibilities
- Benefit from examining the impact their decision has on people
- Need to intentionally incorporate their values

Playing

In their spare time, the ISTEP usually enjoys being outdoors, watching sporting events, and participating in adventurous activities. Their natural hand-eye coordination tends to make them skilled in physical activities or working with tools. When working on a project of interest, the ISTEP has a tendency to become immersed and may rarely be seen by roommates and friends. In their personal relationships, the ISTEP post secondary student often indicates that they have never tried dating or will date infrequently.



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

Stress

An ISTP will often experience stress when...

- Feeling that their emotions are out of control
- Working within strict guidelines and requirements
- Perceiving their coworkers or supervisors are incompetent
- Confronted with a situation that cannot be logically assessed or explained
- Overwhelmed with their required tasks and neglect their personal needs
- Unable to determine the most efficient process
- Required to participate in too many extraverted activities
- Dealing with people who are excessively emotional

When they are affected by stress, an ISTP will often...

- Develop a firm and unwavering focus on logic
- Respond poorly when others provide helpful ideas
- Become overly sensitive to how other people perceive them
- Feel alienated from the people around them
- Use a tone that is underlined with complaining or sulking
- Under excessive stress, express emotions through outbursts of anger or tears

An ISTP can reduce stress by...

- Evaluating the facts in a situation to gain new insight
- Participating in independent activities that diverts their attention from the stressor
- Focusing on what they value
- Spending time on their own to reenergize
- Ignoring their concern of how other people perceive them



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

► What's Next?

Wondering where to go from here? Use any of the following suggestions to help guide you.

Are you wanting to:

Suggested Options:

Determine your MBTI® Type?

Take the **online assessment** and sign up for a **workshop**

Find out more about the MBTI®?

Sign out any of the Student Employment and Career Centre's **MBTI resources** or check out the following websites: **www.personalitypage.com**, **www.typelogic.com**, or **www.personalitypathways.com**

Discover more about yourself?

Return to the '**Discover Who I Am**' section and complete additional assessments or exercises

Learn about planning your career?

Explore additional sections of the '**Plan My Career**' website

Discuss your career questions with the friendly, helpful, and knowledgeable Student Employment and Career Centre staff?

Drop in to a **CareerChat** or schedule an appointment with a **career counselor**

Works Cited

- Brownword, Alan W., *It Takes All Types*. 2nd Ed. Nicasio, CA: Baytree Publication Company for HRM Press, Inc., 1999.
- Career Choice and MBTI® Type. 1989. Gainesville, FL: Center for Applications of Psychological Type, Inc., 1997.
- DiTiberio, John K., and Allen L. Hammer. *Introduction to Type in College*. Palo Alto, CA: Consulting Psychologists Press, Inc., 1993.
- Dranitsaris, Anne. *Behavioural Interview Guide*. Pickering, ON: Sage Developmental Resources Inc., 2001.
- Dunning, Donna. *Introduction to Type and Communication*. Palo Alto, CA: CPP, Inc., 2003.
- Fitzsimmons, Sharon. *Type & Time Management*. 1999. Edmonton, AB: Psychometrics Canada Ltd., 2001.
- Hammer, Allen. *Introduction to Type and Careers*. Palo Alto, CA: Consulting Psychologists Press, Inc., 1993.
- Heiss, Marina M. "Introverted Sensing Thinking Perceiving." *TypeLogic*. 26 Feb 2005. *TypeLogic*. 19 March 2008 <<http://www.typelogic.com/istp.html>>.
- Hirsh, Sandra Krebs. *Introduction to Type and Teams*. Pal Alto, CA: Consulting Psychologists Press, Inc., 1992.
- Hirsh, Sandra Krebs, and Jane A. G. Kise. *Introduction to Type and Coaching*. Palo Alto, CA: Consulting Psychologists Press, Inc., 2000.
- Hirsh, Sandra Krebs, and Jean M. Kummerow. *Introduction to Type in Organizations*. 3rd ed. Palo Alto, CA: Consulting Psychologists Press, Inc., 1998.
- "ISTP." *The Personality Type Tool Kit*. Communication Consultants, LLC., 1993.
- Loomis, Ann B. *Write from the Start*. Gainesville, FL: Center for applications of Psychological Type, 1999.
- Myers, Isabel Briggs. *Introduction to Type*. 6th ed. Palo Alto, CA: Consulting Psychologists Press, Inc., 1998.
- "Portrait of an ISTP." *The Personality Page*. 2006. BSM Consulting. 19 March 2008 <<http://www.personalitypage.com/ISTP.html>>.
- Provost, Judith A. *Procrastination*. 1988. Gainesville, FL: Centre for Applications of Psychological Type, 2001.
- Quenk, Naomi L. *In the Grip*. 2nd ed. Palo Alto, CA: Consulting Psychologists Press, Inc., 2000.
- Tieger, Paul D., and Barbara Barron-Tieger. *Do What You Are*. 3rd Ed. Boston, New York, London: Little, Brown and Company, 2001.