

jungian type

Adam Lane

ISTJ - Introverted Sensing with Thinking

Approach to People

People with ISTJ preferences are realistic, practical and factual. On first acquaintance they may appear to be somewhat cold and aloof. They can appear calm and assured even in times of crisis, keeping their inner feelings to themselves.

They have a keen sense of right and wrong, and their reliance on fact and cold logic may make it difficult for them to work comfortably with those who they perceive as being vague, woolly or ambiguous in their ideas. These others, in turn, may feel that the ISTJ is a “cold fish”: someone who is too pedantic and obsessed with detail. Not being a people person, an ISTJ may prefer formal communications and relationships. Their concentration on the practicalities of a situation and getting things done may lead to them being poor listeners.

ISTJs may expect others to share their sense of duty and their mastery of facts: in these circumstances they may become frustrated or hypercritical of those whom they regard as cavalier.

Approach to Task

ISTJs are highly systematic and thorough. They like procedures and apply logic and order to their work. They persevere and see things through to a conclusion even if the circumstances are difficult. They favour consistency and can have quite a traditional or conservative outlook on life.

ISTJs often gravitate towards work that requires accuracy and attention to detail. They may be found in the law, accountancy or engineering, or indeed any occupation that enables them to make use of their logic and focus on practicalities.

When faced with a problem, they will often look to the past, the “tried and tested” as their route to a solution. They can be suspicious of change or more imaginative, radical approaches to challenges.

Contribution to the Team

ISTJs are cautious and conscientious. They like to make sure that the details are wrapped up. They may rein in the more unconventional members of the team and point to the practicalities of the situation. They like to draw on the past to flag up why things have been done the way they are. They need to be convinced that new ideas will actually lead to some tangible improvement.



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ISTJs will fit in readily with existing systems and procedures: they are unlikely to challenge the status quo or experiment with new ideas.

Teams will value the ISTJ for their ability to question, tease out the facts and make sure that a conclusion is reached.

Developmental Hints

ISTJs can benefit from listening more to others. Their concentration on fact and logic and their grasp of the detail needs to be explained properly to the team, otherwise they may fail to convince since their introverted preference might keep things hidden from others.

