

# ISTP - Just Do It

ISTPs are frequently described with old clichés—“still water runs deep” or “a man of few words”—and they are difficult to read by others and slow to share in public. This quality (Introversion), coupled with perceptions that are hands-on, tangible, grounded, and very much oriented in the present (Sensor), give the ISTP a somewhat cool demeanor. Decisions are typically objective, impersonal, and analytically driven (Thinking). The ISTP’s daily lifestyle is spontaneous, flexible, and spur-of-the-moment (Perceiving), so that no matter what person or event comes along, the ISTP will be inclined to direct immediate attention, albeit privately, to the new set of circumstances.

## Learning and Communication Style

- Likes action and relevance and expects practical facts and details presented in logical order.
- Valued communication will tend to be precise, literal, objective, clear—and sparse.
- Actions speak louder—and more frequently—than words.
- Enjoys working alone.
- Likes personal reflection upon practical experience.

## Problem Solving and Stress

- This type is largely motivated by independent insight and a desire to solve problems and come to a clear understanding. Much of importance goes unsaid in this type—what is said will tend to be open, inquiring and tentative. There will be some firm conclusions and logical principles of importance to this type in problem solving, but rarely will these be given a voice. Effective problem solving must include ample time for reflection or independent trial and error.
- The people side of problem solving can stress this type, who tends not to be personally disclosing, overtly warm or emotionally expressive. ISTPs may struggle with the expression of personal feelings and emotion (others’ and their own).

## Values

- This is a highly practical, fun-loving, action-oriented type that prizes action and immediate application and experience.
- Sensitive to boredom and inaction, this type tends to ignore policy, procedure and organizational expectation to adapt creatively to solve problems.
- This type will speak the truth with little thought of future impact or social or organizational propriety—realistic and keenly observant, this is a group unaware or unconcerned with sacred cows and collective unmentionables.

## Workplace Contribution:

- Solves problems practically and immediately with calm, clear-headed resolve

## Leadership Qualities:

- Sets an example to act independently and to attend to the needs of the short term, unencumbered by tradition, procedure, or interpersonal demands

## Team Spirit:

- Teams are often an irritation and a diversion from effective, practical work which is best done alone

## Pathway to Professional Growth:

ISTPs must learn that the complexity of people and relationships deserves consideration. Shorts cuts or quick fixes are not the solution.