



Myers – Briggs Type Indicator® Career Report

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QAMAR CONSULTING
Discovering Potential & Optimizing Performance

Report prepared for

ISTP

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Introduction

This report is prepared to help you understand your results on the **Myers-Briggs Type Indicator®** (MBTI®) instrument and how they can be applied in the organizational settings.

The MBTI assessment is a self-awareness tool based on the theories of Swiss psychologist **Carl Gustav Jung** and the work of an American mother-and-daughter team, **Katherine Briggs** and **Isabel Myers**. With more than sixty years of research and development supporting its reliability and validity, the MBTI tool has helped millions worldwide develop a deeper understanding of themselves and others.

The MBTI Assessment is nonjudgmental and helps people learn about themselves through an investigation of what they prefer, or their preferences. The MBTI assessment sorts individuals in terms of four pairs of preferences, or dichotomies, that reflect

Source of Energy

Mode of Taking in Information

Mode of Evaluating Information

Lifestyle

Extraversion-Introversion (E-I)

Sensing – iNtuition (S-N)

Thinking – Feeling (T-F)

Judging – Perceiving (J-P)

In understanding your MBTI results, remember that the MBTI tool

- Describes rather than prescribes, and therefore is used to open possibilities, not to limit options
- Identifies preferences, not skills, abilities, or competencies
- Assumes that all preferences are equally important and can be used by every person
- Is well documented with thousands of scientific studies conducted during a sixty-year period
- Is supported by ongoing research

How Your MBTI® Career Report for Students is Organized

- **Summary of your MBTI® Results**
- **Overview**
- **Learning**
- **Writing**
- **Procrastination**
- **Work Related Strengths**
- **Work Related Weaknesses**
- **Career Satisfaction**
- **Career Exploration**
- **Job Search**
- **Conclusion**

Summary of Your MBTI® Results

This report is based on your results (best fit type) you have mentioned in the self scorable MBTI answer sheets after type verification process during the feedback session.

Best Fit Type				
Where you focus their attention	E	Extraversion Preferences for drawing energy from the outside world of people, activities, and things	I	Introversion Preferences for drawing energy from one's inner world of ideas, emotions, and impressions
The way you take in information	S	Sensing Preferences for taking in information through the five senses and noticing what is actual	N	Intuition Preferences for taking in information through a "sixth sense" and noticing what might be
The way you make decisions	T	Thinking Preferences for organizing and structuring information to decide in a logical, objective	F	Feeling Preferences for organizing and structuring information to decide in a personal, values-based way
How you deal with the outer world	J	Judging Preferences for living a planned and organized life	P	Perceiving Preferences for living a spontaneous and flexible life

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

ISTP Snapshot

ISTPs are pragmatic, aware of facts, expedient, realistic, and not likely to be convinced by anything but reasoning. They enjoy working independently, relying on logic and resourcefulness to solve immediate organizational problems. Although the descriptors below generally describe ISTPs, some may not fit you exactly due to individual differences within each type.

Adaptable	Adventurous	Applied
Expedient	Factual	Independent
Logical	Practical	Realistic
Resourceful	Self-determined	Spontaneous

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.

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 schoolwork 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.

WORK RELATED STRENGTHS

- Ability to work well with defined tasks and tangible products
- Keen powers of observation and an excellent memory for factual information
- Ability to bring order to confusing data and to recognizable facts
- Aptitude for working alone or alongside others you respect
- Ability to stay calm and cool in a crisis or under pressure
- Ability to recognize what needs doing and what is necessary to complete the job
- Aptitude for working with your hands and with tools
- Ability to adapt well to sudden change and shift gears quickly
- Practicality and good common sense
- Ability to identify and make good use of available resources
- Flexibility and willingness to take risks and try new approaches

WORK RELATED WEAKNESSES

- Difficulty seeing the long term consequences of actions
- Lack of interest in verbal communication, especially superficial conversations
- Dislike advance preparation; trouble organizing time
- Little patience for abstract and complex theories
- Tend to be blunt and insensitive to the feelings of others
- Tend to get bored and restless easily
- Difficulty seeing opportunities and options that don't exist at the moment
- Impatience with administrative details and procedures
- Unwillingness to repeat yourself
- Difficulty making some decisions
- Strong independent streak and dislike of excessive rules and structured bureaucracy
- Resistance to setting long term goals and difficulty meeting deadlines

CAREER SATISFACTION FOR ISTP

Doing work that

- Lets me identify and use resources that are available to me in the most efficient manner possible
- Lets me practice, master, and then use skills I have acquired, especially mechanical skills or those requiring the use of tools
- Lets me apply my understanding and technical knowledge of the world around me and see the logical principles underlying my work; lets me engage in troubleshooting and problem solving
- Has clear directions; where I can work expediently and deal with real and practical products
- Is fun and active and lets me work independently with frequent opportunities to get out of my work space and be outdoors
- Is done in an environment without excessive rules or operating standards imposed by others; where I can enjoy spontaneous adventures and step in to manage any crisis
- Lets me work independently, with a minimum of supervision, and where I am not required to closely supervise others
- Gives me plenty of time to pursue my interests and hobbies
- Gives me a substantial amount of enjoyment and is continually challenging
- Lets me use an economy of motion and energy and does not require needless routine or procedures

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

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

For more than 60 years, the MBTI tool has helped millions of people throughout the world gain a deeper understanding of themselves and how they interact with others, helping them improve how they communicate, work, and learn.

REFERENCES

Tieger, P. D., & Barron, B. (2007). *Do What You Are "Discover the Perfect Career for You Through the Secrets of Personality Type"* (4th ed.). Park Avenue, New York: Hachete Book Group, USA.

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POPULAR OCCUPATIONS FOR ISTP'S

People with ISTP preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

- Coal Miner
- Dental assistant
- Engineer
- Engineering or Science technician
- Farmer
- Laborer
- Law Enforcement
- Mechanic
- Military officer
- Transportation worker

(ALLEN L. HAMMER - INTRODUCTION TO TYPE AND CAREERS)

- Accounting
- Agriculture and Plant Sciences
- Aviation: Air Crew, Assembler, Mechanic
- Computer Sciences: System's Administrator
- Construction and Trades: Carpentry, Electrical
- Electrical, Telecommunications, Installation and Repair
- Engine and Equipment Mechanic
- Engineering: Electrical, Mechanical, Software
- Forestry
- Geology and Geophysics
- Law: Lawyer
- Machinist
- Manager and administrator
- Military
- Physical Therapy
- Protective Science ; Law Enforcement, Corrections
- Power and Chemical Plant Operations
- Surveying
- Teaching; Adult Education, Coaching

(CHARLES R. MARTIN, PHD - LOOKING AT YOUR TYPE "YOUR CAREER")

- Accountant Purchasing Agent
- Carpenter
- Cleaning Service
- Commercial Artist
- Computer Repair Technician
- Construction Worker
- Cook
- Corrections officer
- Craft Worker
- Dental Assistant
- Detective
- Emergency Medical Technician
- Farmer
- Fire Fighter
- Guard
- Hygienist
- Intelligent Agent
- Laborer
- Marine Biologist
- Mechanic
- Medical Technologist
- Military Officer
- Teacher, Technical Trainer
- Park Ranger
- Physical Therapist
- Pilot
- Police Officer
- Probation Officer
- Race Driver
- Securities Analyst
- Steel Worker
- Optometrist
- Transportation Operator

(DONNA DUNNING - WHAT'S YOUR TYPE OF CAREER)

- Agricultural Engineer
- Airline Mechanic
- Airplane Dispatcher
- Audio Visual Specialist
- Electrical/Mechanical/Civil Engineer
- Banker
- Business and finance
- Carpenter
- Child Support
- Civil Engineer
- Coach/Trainer
- Computer Programmer
- Television Camera Operator
- Computer Repair Person
- Cost Estimator
- Criminal Investigator
- Criminalist
- Data Processing Equipment
- Dental Assistant
- Economist
- EEG Technologist
- Automotive Product Retailer
- Electronics Specialist
- Exercise Physiologist
- Farmer
- Fire Fighter
- Forester
- Geologist
- Gunsmith
- High School and College Athletic Coach
- Home network installer
- Information Services Developer
- Insurance Adjuster
- Insurance Appraiser
- Intelligence Agent
- Landscape Architect
- Lawn service manager
- Legal secretary
- Locomotive Engineer
- Logistics and Supply Manager
- Management consultant
- Marine biologist
- Marshal
- Mechanical Engineer
- Military officer
- Network Integration Specialist
- Network System Analyst
- Park naturalist
- Pharmaceutical Sales
- Photographer
- Pilot
- Police/Corrections Officer
- Private Investigator
- Product Safety Engineer
- Sports Equipment/Merchandise Sales
- Quality assurance technician
- Race Car Driver
- Radiological Technician
- Reliability Engineer
- Securities Analyst
- Ship and Boat Captain
- Silversmith
- Software Developers
- Purchasing Agent and Buyer
- Studio
- Surgical Technician
- Surveyor
- System Support Officer
- Taxidermists
- Technical Trainer
- Telecommunication Specialist
- Tester
- Transport Coordinator
- Weapons Operator

(PAUL D. TIEGER AND BARBARA BARRON - DO WHAT YOU ARE)

However, there are successful people of all types in all occupations. The key to getting where one wants to go involves firstly identifying what one really wants, something that comes from a more individual place than type. Individuals with ISTP preferences then need to use knowledge of their type to gain insight into how they might approach the different activities in planning a career. In other words, ISTPs need to build on the strengths of their type and address potential obstacles that may come along with their style as they explore options, connect with others, make decisions, and manage their careers.

LESS POPULAR CAREERS FOR ISTP

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with ISTP preferences are however less often attracted to careers and occupations in health care practice, personal care and services, religious professions, arts/design/entertainment, sales community and social services, and counseling/psychotherapy. They are typically found less often in careers that require a great deal of nurturing or relationship – oriented work, and work that require attention to material that is highly theoretical or less tangible.