

ISTP

THEME

The theme of the ISTP is instrumentation. ISTPs are natural masters at using tools and instruments; they take pride in their skill and virtuosity, and they are exceptionally coordinated. They are keen observers of the environment and they tend to pick up signs in the external environment faster than most. They can be a storehouse of data and facts about things and events they find particularly interesting.

WORK LABEL

Promoter

BASIC CHARACTERISTICS

- Quiet and reserved
- Cool observer of life
- Usually interested in impersonal principles
- Interested in the how and why of things
- Does not waste personal energy

STRENGTHS

- Spontaneous
- Objective
- Independent
- Concretely analytical
- Skillful

OPPORTUNITIES FOR GROWTH

- Develop a sensitivity to others
- Push to have ideas understood
- Be open to the "big picture"
- Set long-term personal goals
- Communicate more

TO FUNCTION AT THEIR BEST

Variety, skills and techniques to master. Challenge of problems to solve and something to fix. Freedom to work independently. A sense of bringing about something new and important.

MAY BE FRUSTRATED BY

Restrictions, emotional situations. Being told how to work. Anything slow. Social requirements.

MAY INFURIATE OTHERS BY

Not communicating. Shooting from the hip. Lack of follow-through. Appearing anti-social and cold.

THEY VALUE

Flexibility, challenge and adventure.

ON A TEAM

They do their own thing.

MANAGEMENT STYLE

The management style of ISTPs is egalitarian, pragmatic and expedient. As a manager, the ISTP does whatever needs to be done to get the job done with the least possible effort.

IDEAL WORK ENVIRONMENT

The ideal work environment for the ISTP manager is one where there are specific and concrete problems to solve, and where there is an absence of routine and required procedures.

VALUES

ISTP managers appreciate and value variation on just about any theme. They may not be all that strategic, yet they can be highly tactical, using the tools available to them.

ATTITUDE

The basic attitude of ISTPs is one of optimism. Hand in hand with this attitude of optimism goes cheerfulness, sometimes blind faith, and a great deal of trust that eventually everything will move in the right direction.

GENERAL SKILLS

ISTPs are very skilled at the use of tools. They have a great capacity for variations on a theme and for executing minute changes which allows them to operate/manipulate situations, machines, materials and objects, with a great deal of skill.

DRIVING FORCE

ISTP managers have a high need for action, spontaneity and variation. ISTPs have an insatiable hunger for excitement that at times may lead them to operate on the brink of disaster.

ENERGY DIRECTION

ISTPs direct their energy toward exciting action and impactful performance. ISTP managers enjoy the opportunity to resolve unusual and difficult problems so they can constantly make full use of their gifts.

AUTHORITY ORIENTATION

ISTP managers tend not to consider hierarchies and pecking orders to be important; rather, power and authority is an issue of competency and the ability to think on one's feet.

ROLE PERCEPTION

ISTPs are more likely to be directive in their relationships. They want action now, and being one up is part of their nature.

CONFLICT RESOLUTION

ISTP managers are tacticians by nature. They instinctively know what to do as a battle is raging. Furthermore, they have little patience with anxiety and interpersonal tensions.

MODES OF LEARNING

ISTPs prefer to learn through hands-on methods, such as projects. They have an ability for accurate observation, and they require immediate results.

BLIND SPOTS AND PITFALLS

ISTPs may focus so much on keeping things moving and on fast action that they may ignore the human element--people needs. ISTPs tend to look for the quick fix and may be impatient with longer-range solutions.

IN THE GRIP

Energizers	Stressors	Grip Reactions	Remedies
Freedom to work as long and intensively on a project as desired	Working under strict rules and regulations	Becoming upset, expressed or unexpressed	Avoid confiding in others as long as possible
Working on concrete projects with tangible results	Working with, being supervised by, or supervising incompetent people	A profound sense of alienation and psychological distance from others	Deny and resist pervasive inner fears
Having work contributions genuinely appreciated	Being responsible for or dependent upon others' work results	Fear of permanently losing control of feelings and emotions	Temporarily adopt behaviors that meet others' expectations
Being respected for their special expertise	Anything illogical, unjust, or unfair	Passive-aggressiveness	Ignore or disengage from the situation
Being included and heard in important discussions and decisions	Too little time alone, too many people, being required to extravert	A complaining, pouting tone	Take time alone to recover and regroup energies
Autonomy and independence	Being confronted with strong emotions	Hypersensitivity to signs that they are ignored, disregarded or disliked	Receive (unsolicited) validation and confirmation from others that the situation is indeed stressful.