



objective critics
factual SPONTANEOUS
LOGICAL PROBLEM SOLVERS
 careful observers
ISTP **expedient**
 PRACTICAL
 self-determined
calm during crises REALISTIC
 ADVENTUROUS **DETACHED** logical
 RESPOND QUICKLY
 analytical **independent**
SELF-DETERMINED
RESIST REGIMENTATION
LEAD THROUGH
 adaptable **ACTION**
troubleshooters
confident
 THRIVE ON VARIETY **applied**

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Source: Introduction to Myers-Briggs Type® in Organizations (4rd ed.) by Sandra Krebs Hirsh and Jean M. Kummerow



ISTP

Logical Pragmatist

Work Style

- Act as troubleshooters, rising to meet the needs of the occasion
- Function as walking databases of information in any area that interests them
- Figure out practical ways to get things done, overcoming obstacles in the way
- Remain calm during crises and thus have a settling effect on others
- Add expertise in areas of interest in which they have technical skills

Leadership Style

- Lead by taking action and setting an example
- Want everyone to be treated as an equal and to pull his or her own weight
- Respond quickly when trouble arises, using the most expedient techniques
- Manage others loosely and prefer minimal supervision themselves
- Operate from clear, logical principles

Potential Pitfalls

- May keep important things to themselves and thereby appear unconcerned
- May lack follow-through, moving on before their prior effort bears fruit
- May conserve efforts, be overly expedient, and take shortcuts
- May appear indecisive, lacking in interest, energy, and follow through

Suggestions for Development

- May need to open up and share concerns and information with others
 - May need to develop perseverance or communicate changes in direction
 - May need to plan and put in the effort necessary to achieve desired results
 - May need to devise methods of setting and meeting goals
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