

ISTJ "CONSCIENTIOUS WORKERS" *'ASTER' *(excerpted from *Blending Temperaments* book)

AS AN ISTJ you join 6% of the population.

'Dependable' and 'duty' are words that best describe an ISTJ. Your type is not the rarest, but not the most common, either. ISTJs are characterized by decisiveness in practical affairs. They are loyal to institutions, organizations, and traditions.

The word of an ISTJ is their bond. This type is rather quiet and serious at home or at work. You hate to waste time, money, or effort on anything. You like to mend, fix, and save. You work without drawing much attention to yourself, and may go unnoticed, as well as unappreciated.

Details attract your type, so bank examiners, auditors, accountants or tax examiners fall into your category. ISTJs generally do not take chances with their money.

Some people see ISTJs as cold, ice-in-their-veins decision makers because they make decisions based on good, solid, reasonable facts and stick to them, no matter who disagrees with them for whatever reason. However, when they learn that something is very important to someone who means a lot to them, they will consider a decision based more on feeling. They will accept FEELING facts when those facts are presented in logical form, usually listed neatly on paper.

Your type is a pillar of strength. You honor the marriage contract, take responsibility, protect others. Duty is a word ISTJs understand and accept. They see themselves as "in charge." ISTJs need time to think over propositions presented by the spouse; they want all the facts, and want them to be accurate, because they respect facts.

When others appreciate your contribution and the standards it meets, your industriousness and loyalty, it warms your heart and satisfies you, though you may not be able to show it. As long as your product/service is appreciated and utilized, you're content.

ISTJs have a strong desire to be trusted. They reflect a sober and careful character; this and an iNtuitive's bubbly sparkle is a good blend.

ISTJs want to be useful and helpful. They want things done orderly and efficiently. People of your type are attracted to teaching, banking, clerking, medicine, insurance, managing, selling; all involving a desire to conserve. Sometimes an ISTJ is so eager to serve that he/she has a difficult time refusing added responsibility worried about who will do it if he/she doesn't.

ISTJs are the stabilizers of the social and economic world... from the old school... a good day's work for a good day's pay. They cannot understand anyone who shirks responsibility.

ISTJ mates may have some difficulty understanding the emotional needs of Feeling types, particularly the iNtuitive. Sometimes ISTJs can be sarcastic and critical but forget it very quickly and expect the other to, also. Introversion produces a tendency to see the side of "what won't work" rather than optimistic possibilities.

Because of their preference to use structure on the world, ISTJs want social events to proceed in a pre-planned or orderly manner with pleasant but not uproarious hilarity. ISTJ mates do not mind members of their family (and others) making demands on their time and resources as long as the

reasons for the request are sensible. ISTJs seldom complain of boredom and are content to live on an even keel. They enjoy routine, and do not like a lot of changes. They are product-oriented, usually liking to work with their hands. They resent somebody else's agenda when they are off work.

An ISTJ doesn't enter into things impulsively, but once in, they are very hard to distract, discourage, or stop. They do not quit unless experience convinces them they are wrong. They will go to any amount of trouble if they "can see the need of it."

Because of Thinking preference, an ISTJ makes decisions based on cause and effect without considering other people first. This causes much disturbance in homes where one spouse is a Feeling decider and tends to be a 'doormat.'

THE INDIVIDUAL LETTERS MEAN...

I •INTROVERSION—an inborn trait-- indicates that you prefer privacy to people. That you think first, then speak; say what you mean; make few verbal errors; being around people for long periods exhausts you. After a day's work and Extroverting, you need time to recoup. Only 25% of the world prefer Introversion.

S •SENSING—indicates that you respect logical, obvious common sense fact-finding... facts which can be seen, handled, smelled, heard. It means you probably prefer working with your hands than working with ideas; that you don't mind routine, as long as it has meaning. You join 75% of the world in this preference. Sensing people by choice, are wise to listen to iNtuitives when it comes to problem solving or looking ahead where no logical facts stand out.

T •THINKING—means that you make solid, consistent decisions based on known, accurate facts which seem cold, selfish and uncaring to others at times. You have skill in looking at things impersonally. You don't let your heart rule your head, in other words. A logical thinker is wise to consider a Feeling-person's suggestions regarding others' needs and wishes.

J •(Judging) STRUCTURED—indicates that the world sees you as a structured person who makes Thinking decisions. It shows that you like a planned day rather than a Spontaneous one. You like to know what's expected of you. Fifty percent of the world prefers structure; fifty percent prefers to be un-structured. Structured people with a work-ethic say, "Work, it must be done." Play-ethic people say, "Work, it must be fun." The world needs both kinds. Structured people must schedule play-time.

ISTJ s have an important role in our world. Society would be very unbalanced without you. Learn to consult your other less-preferred processes - iNtuitive fact-gathering and Feeling decisions occasionally. Enjoy your type. You're unique. This ole' world needs you.

* In God's flower-garden, an ISTJ is an aster-
Tall and strong, bright and distinct;

TIPS ON TEMPERAMENT MANAGEMENT

ISTJ "CONSCIENTIOUS WORKERS" *'ASTER'

Temperament does NOT label or limit a person, but rather frees one to be who they were designed to be. Discovering temperament completely changes some peoples' view of themselves and others, improving their self esteem and giving them a new lease on life. Others who have not struggled with low self worth, having never been put in a box, just appreciate knowing the legitimate differences in people, and make few immediate adjustments.

Temperament does not determine attitudes. Two people sharing the same temperament preferences may exhibit very different dispositions. Temperament can be compared to musical chords in various keys... distinctive in their own right, but enhanced when blended with tones from other keys. The more skilled the musician, the more beautiful the melody.

Occasionally people will use temperament preferences to excuse inappropriate or tactless behavior such as:

- "Don't fault me for giving you the silent treatment; I'm an Introvert."
- "I'm late, but it's OK; I'm Spontaneous".
- "You know how Extraverts are; we can't help but ask personal questions."
- "I have every right to do this job differently each time because I'm an Intuitive."
- "I've always done it this way and that's the way Sensing people are."

Temperament is a wonderful tool, but is not to be used as a hammer to beat someone over the head. Some people dislike being analyzed, categorized or discussed. Respect their privacy.

You are more than just an ISTJ. You are like a house with many rooms, acting and responding a little differently depending on which room you're in, with whom and under what circumstances.

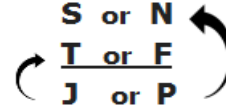
Every normal person is a blend of reserved/cautious Introversion; outgoing/confident Extraversion; fact & figures/hands-on Sensing; ideas & possibility iNtuitive; organized/closure Structure (J); open ended/crises sPontaneous (P). Temperament merely identifies our most natural or favorite way of acting or responding to people and situations

Everyone Extraverts their last letter: 'J' or 'P'. 'J' reflects the decision making preference—Thinking or Feeling; 'P' reflects information gathering preference—Sensing or iNtuitive.

Introverts' last letter *happens* to be their second favorite preference, but because it is used on the world, it becomes their best developed function.

 Extracted from *Self-Esteem—Gift From God*, (Smyth & Helwys). Other related titles: *Coaching Kids—Practical Tips for Effective Communication* by Jim and Ruth Ward (Smyth & Helwys);

This final column explains the order which individuals access their four preferences. Although the information is beneficial, not everyone desires to digest it fully. Hopefully, a quick reading will reveal understanding for behavior. Don't miss the last paragraph's thumb-nail for your temperament.



Introverts prefer to reserve use of their first and favorite preference for private use. Since Introverts are forced to use their second preference through Extraversion, they develop both the first and second functions.

Extraverts' last letter is their first and favorite preference which they easily Extravert on the world. However, since Extraverts prefer to use their favorite preference on the world, they often neglect developing their second preference.

Opposite our first preference is our fourth (least) preference.

Opposite our second preference is our third preference..

Purposely using less preferred preferences encourages healthy balance and enables better handling of different situations more wisely—produces a clearer and more beautiful melody. We can get “visas” anytime to enter the camps of our less preferred functions. Even though we will feel strange or awkward as we consult the third and fourth functions—our shadow side camps—we'll benefit from the practice and use of those helpers.

I	
S1	N 4
T 2	F 3
J	P

THUMB-NAIL:

As an ISTJ, you Extravert your second preference (Thinking decisions) on others which causes the world to see you as a manager needing closure. You prefer to be responsible just for yourself, using your first preference (Sensing) for your hobbies. Feeling (3rd) and iNtuitive (4th) would be areas on which to practice.

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