**ISTP Career Profile**

ISTPs are most likely to find interesting and satisfying those careers that make use of their depth of concentration, their reliance on facts, their use of logic and analysis, and their adaptability. ISTPs are found in a variety of careers, but are most often found in careers that require a tough-minded analytical and realistic approach. Many are related to building and production, while others involve providing direct delivery of technically oriented services. Their quiet adaptability, realistic grounding, and their willingness to critically analyze the facts often draw them to careers where they can take a pragmatic approach to problem-solving. They may also manifest a great curiosity about things, not so much in an abstract search for their meaning, but a curiosity about how and why they work and about their application.

Their keen powers of observation and their desire for a wealth of hands-on and sensory experiences often lead ISTPs to develop an exceptionally high level of skill with the tools or instruments they choose to use, whether that tool is a computer, a hammer, a spread­ sheet, or a sailboat. Consequently, ISTPs are often found in fields that require a craftsman-like approach, and if the field is more scientific, they are often found in the more applied aspects of the field. They often enjoy jobs that involve a measure of adventure, though they may choose to meet that need outside of their work life, and they tend to resist too much structure.

These characteristics of ISTPs are also relevant to the other careers in which they are often found, careers where precision and technical know-how are required. Hence, ISTPs are often found in careers where mechanical understanding plays an important part, or in careers where they can use logical analysis to make sense of a variety of facts and real world problems. They are often quite skilled at making the most effective use of what is actually available, and they may make very good troubleshooters. ISTPs report being attracted to careers that are fun, where they can make use of their grasp of the details, where there is intellectual stimulation, where there are tangible results from their work, or where they can respond and adapt to what is happening in the present. They are also drawn to outdoor activities and/or careers that provide them with some excitement. They need time alone, are not particularly inclined to supervise others, and often choose jobs where they can work independently.

For ISTPs the job search is an opportunity to apply their analytical skills to the facts of the job search. They can pragmatically gather information on prospective jobs, and critically look at what they need to do to apply for a job or to market themselves. Their ability to adapt to the needs of the moment, take risks, and think realistically about problems are usually communicated to others during the job search. Potential drawbacks for ISTPs during the job search include a tendency to focus on the immediate present rather than on long-term job plans, difficulty in following through with job search tasks, and putting off making job decisions out of fear that something more exciting may come along. Under stress, ISTPs can feel overwhelmed as they engage in this process, and can benefit from checking the facts and realities of their situation. They can also benefit from considering what is truly of value to them, which will give them the drive to persevere and follow through on all parts of the job search.

Examples of careers often chosen by ISTPs include police or military personnel, farming, skilled trade and crafts work, mechanics, electrical/electronic engineering or technical work, computer programming, law and accounting. Other careers in which ISTPs are often found are listed in the next section of this report.

ISTPs are found much less often in careers that require a great deal of nurturing work, relationship-oriented work and/or work that requires attention to more highly theoretical, abstract and symbolic material. They also tend to be found much less often in careers in the field of religion (whether ministry or education), and careers in the expressive arts. Careers in which ISTPs are less often found are also listed in the next section of this report

## • Careers in which ISTPs are most and least often found

In the previous type description you have read about some of the general career patterns that are often associated with being an ISTP. The specific occupations listed below are occupations in the CAPT data­ bank that have the highest and lowest percentages of ISTPs.

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All of the careers in the databank can be ranked from highest to lowest, based on the percentage of ISTPs found in that career. Careers at the top of the ranking are the careers in which there are a greater than average number of ISTPs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of ISTPs. It is important to remember that not all careers or classes of careers are represented in these lists.

The careers listed are intended to suggest patterns of interest for ISTPs, and to provide you with specific career ideas you may not have yet considered. They are not intended to be a list of careers that would absolutely be "right" for you. In fact, a wide variety of types are found in all careers and in any given career.

## • Careers most often selected by ISTPs

The careers in this list are the careers in CAPT's databank that have the highest percentage of ISTPs. The list begins with the careers that have the highest percentages.

1. Farmer
2. Military Officer or Enlistee
3. Engineer: Electrical or Electronic
4. Electrical or Electronic Engineering Technician
5. Coal Miner
6. Transportation Operator
7. Dental Hygienist
8. Construction, Warehouse, Groundskeepers and Other Laborers
9. Mechanic
10. Legal Secretary
11. Cleaning Service Worker
12. Surveyor
13. Corrections Officer or Probation Officer
14. Carpenter
15. Construction Worker
16. Steelworker
17. Cook
18. Small Business Manager
19. Physician: Pathology
20. Engineer: Mechanical
21. Craft Worker
22. Computer Programmer
23. Law Enforcement, Corrections, Park Rangers, and Guards
24. Lawyer
25. Engineering or Science Technician
26. Optometrist
27. City Works Technician
28. Media Specialist
29. Dental Assistant
30. Manager: Federal Executive
31. Machine Worker
32. Manager: Regional Utilities
33. Computer Professional
34. Physical Therapist
35. Manager: Fire
36. Engineer: All Categories
37. Administrator: Social Services
38. Lawyer or judge
39. Manager: Public
40. Accountant
41. Manager: City, County, or State Government
42. Typist
43. Guard or Watch Keeper
44. Respiratory Therapist
45. Computer Operations, Systems Researcher, or Analyst
46. School Bus Driver
47. Storekeeper
48. Manager: Corporate Executive
49. Teacher: Adult Education
50. Teacher: Coaching

## • Careers least often selected by ISTPs

The careers in this list are the careers in CAPT's databank that have the lowest percentage of ISTPs. The list begins with the careers that have the lowest percentages.

1. Police Detective
2. Director of Religious Education
3. Administrator: Student Personnel
4. Journalist
5. Consultant: Education
6. Engineer: Aeronautical
7. Clerical Supervisor
8. Scientist: Biology
9. Actor
10. Research Assistant
11. Nursing: Public Health
12. Dentist
13. Receptionist
14. Teacher: Pre-School
15. Fine Artist
16. Architect
17. Psychodrama Therapist
18. Suicide or Crisis Counselor
19. Occupational Therapist
20. Religious Order: Lay Member

In looking at these lists and related data we find that ISTPs tend to be drawn to those careers that appear to make use of their natural preferences. That is, the careers on the "most often selected" list are the careers to which we would expect ISTPs to be drawn, based on what we know about their type. The careers on the "least often selected" list are also what we would expect based on what we know about ISTPs.

ISTPs who work in careers that make use of their natural type preferences will more likely be satisfied and energized than ISTPs who work in careers that require them to make constant use of their nonpreferred functions. Working in a career that makes use of your natural preferences is more likely to be stimulating and enjoyable, and you are more likely to meet people of "like mind."

ISTPs who enter a career in which their type is more rarely found may find that they are less often working with people of "like mind." This may present you with some disadvantages as well as advantages. You may, for example, have difficulty understanding or being understood by your coworkers. In addition, ongoing use of your nonpreferred functions may lead you to feel stressed or fatigued. On the other hand, you may bring a unique and exceptionally valuable perspective to your work, one that your coworkers will not have considered. You may also carve out a path or choose a specialty within that career that is particularly suited to ISTPs. Alternatively, you may need to find a way outside of your career to satisfy your natural type preferences. As we noted earlier, there is much more to an individual than their type preferences, and all types tend to be found in all careers.

It is a fact that ISTPs are found in many of the careers on the "less often selected" list, but it is equally true that they are not found in very high numbers. If you are considering a career less often selected by ISTPs, you may also want to clarify the different factors influencing your career decisions. Is this a career that you feel a call to pursue? Are your family, friends, or environment pushing you to be in a particular career, one that may be less satisfying to ISTPs? Do you have an accurate picture of what is involved in that career? You may find it helpful to talk to a friend, persons in those careers, or counselor about some of these issues, in order to make more informed decisions.

*Gathering Career Information, Making Decisions, Planning and Taking Action*

You now have some sense of the patterns of career choice among ISTPs. This section of the report will address how your type preferences may influence three activities often involved in career exploration: gathering information, making decisions, and taking action. As you read this section of the report, keep in mind the following question: What do you need to do to make use of your strengths and to minimize the potential blindspots of your type as you go about these activities?

## • Gathering information

An important step in career exploration is finding out more about yourself and the careers you are considering, and there are a variety of ways to do that. You can, for example, call and meet with people, read biographies or reference materials, talk with a counselor, take career instruments, or do volunteer work.

Gathering information about yourself and about careers is an ongoing process in career exploration. It is important not only to take advantage of your natural strengths, but to be sure you don't miss some forms of information-gathering that may be less preferred by ISTPs. For example:

As an introvert you may be more likely or more inclined to engage in information-gathering activities that involve more alone-time and time for reflection. Examples include reading, and working through self­ assessment exercises. You may want to be sure that you also take time to gather information in ways that require interacting with others and gaining direct experience. Examples include networking, inter­ viewing, volunteering, or interning.

As a sensing type you may be more inclined to gather and trust the facts and realities (e.g., jobs available, salaries, location) about potential careers, and you may be more inclined to pursue hands-on experiences such as interning or volunteering. You may tend to gather and trust information on those careers that are most consistent with your work history. You may want to be sure that you attend to what your pattern of values, interests, and skills tell you about your career development, and you may want to consider careers that don't appear to fit with your work history.

As a thinking type you may be inclined to pursue and trust information you consider to be the most objective. Thus, you may be inclined to make use of reference materials and job analyses. You may also be more inclined to work through various exercises and analyses of your interests, skills, and other relevant information. In your pursuit of objective information you may miss information available from significant others or people you trust. You may also want to trust that you care about something, even if it seems illogical.

As a perceiving type you may be inclined to believe that you continually need more information, and you may benefit from making some judgments about the wealth of information you have already collected

## • Making decisions

Even though it may feel as though there must be one big decision in your career exploration, in fact you are making decisions all along the way. You have probably already made some tentative decisions about your type preferences, and you have probably already decided against some career options even as you have considered others.

The purpose of this section of the report is to help you see what may be the strengths and potential blindspots for your type as you go about making career decisions. Effective decision-making depends on having both good information (using sensing or intuition) and a reliable method for weighing that information (using thinking or feeling). The two middle letters of your type formula tell you which information-gathering function and which decision-making function you prefer to use.

As someone who prefers sensing, you may be most inclined to:

* trust more pragmatic kinds of information and pay the most attention to the facts, data, and givens in your career situation.
* face the realities of your career situation (e.g., your education, work history and experience, salary requirements, the commendations and criticisms you have received in the past).
* attend to what you have done in jobs in the past.
* attend to the facts of jobs and the market (e.g., what jobs and salaries are available, location).

For a more thorough assessment of your career situation, it may be important for you to allow yourself time to brainstorm career options without worrying about their practicality, or whether or not they fit with your past experience. You might also benefit from considering the possibilities for growth or change in various careers, and where you want to be several months or years down the road.

As someone who prefers thinking, you may also be inclined to:

* approach your decision-making in a more critical and impersonal manner, attempting to weigh all of the information objectively, including information about yourself.
* look at all of the consequences, both good and bad, of the various choices you have available to you.
* analyze your degree of fit with a career based on what you know of yourself and of your career options.
* make objective decisions which involve ideas or people you care about.

For a more thorough evaluation of your career situation, you may want to consider not only what is logical, but also how much you personally care about the various career options and whether a given career would be good or bad for your well-being. You may also want to consider the impact the choices may have for your long-term values, and on those about whom you care.

There is another factor associated with your type that may have an effect on how quickly you make decisions, and how comfortable you are with those decisions.

Persons with your combination of introversion and perceiving (1-P) are often described as reflective and adaptable. IP types are often able to make themselves comfortable in a variety of work environments, adapting themselves to careers that have varying degrees of fit for them, yet on the inside they often say that they have very high standards for what makes a career acceptable. They also report feeling undecided for long periods of time, even once they are in a career. If this description fits for you, it may be important for you to be aware that very high standards may slow your decision-making process and your willingness to commit yourself to one career. Remember, making a tentative commitment to a career doesn't mean you have closed off your options forever.

## • Making plans and taking action

Once you have made some decisions, you need to make plans and take action. Planning may include such things as setting career goals and breaking those goals down into short term tasks to be accomplished. Career goals may include settling on a first career, planning to make changes within a career you already have, or changing careers entirely. Short term tasks may include plans for getting further training or education, making business contacts, going on information interviews, and/or (re-)writing your resume. Taking action means moving from the planning to the doing phase and acting on the goals and tasks you have set for yourself.

The purpose of this section of the report is to make you aware of some of the strengths and potential blindspots your type may bring to these planning and action steps.

Your preference for introversion may show in a tendency to:

* plan and set goals well.
* prepare well for interviews.
* appear thoughtful and answer questions with care in interviews.
* represent yourself well in writing or on the resume.

Possible blindspots may be that you spend too much time thinking, reflecting and planning and not enough time doing. You may also isolate yourself and not seek input from others or use networks. Other potential blindspots may be that you appear underenergetic and pensive in interviews, or that you may not respond as well to parts of the interview that are unexpected.

Your preference for sensing may show in a tendency to:

* make good use of a structured career plan and subgoals.
* remember and make use of data and facts well, both in planning and in interviews.
* represent yourself accurately, recalling important details and experiences.
* be thorough, systematic, and exhibit follow­through on leads.

Possible blindspots may be that you do not want to try something new or consider a career change. You may also be in danger of focusing too much on past experience as the sole predictor of future options. Other potential blindspots may be that you interpret job requirements too literally, or you may have difficulty with such interview questions as "What would you do if ... ?"

Your preference for thinking may show in a tendency to:

* establish a strategy for the job search, and move logically from step to step.
* be good at doing objective research on a career or employer.
* be good at communicating competencies on paper or in interviews.
* be good at standing your ground in a tough interview.

Possible blindspots may be that you expect the process to proceed more logically than real life usually does, or that you may be too rigid in your use of a particular strategy. Other potential blindspots may be that you ignore useful information if the interviewer does not meet your expectations of competence, or that you appear too task-oriented in the interview and not sensitive to any interpersonal concerns involved in the position.

Your preference for perceiving may show in a tendency to:

* be able to adjust plans and redefine goals as you go along.
* be able to see options that others do not.
* be open to seize opportunities as they come along.
* appear flexible, spontaneous, and adaptable in interviews.

Possible blindspots may be that you spend too much time gathering information, and you may have difficulty acting or committing. Other potential blind­ spots may be that you do not set realistic time frames or deadlines for achieving goals. You may also be in danger of appearing too flexible and not goal-directed enough in interviews.