



PALADIN ASSOCIATES, INC.

JANUARY 2002 NEWSLETTER Ó

In keeping with our original program, we are using the newsletter to highlight a different personality type each month. Hopefully, the information will be helpful and will encourage you to determine your own type and then to use it throughout your life.

We are also adding our version of type to tee shirts. These shirts are intended to display the essence of your type and can make excellent gifts for those of other types. To order, just go to our site and look in the on-line store.

The personality type we are highlighting for January is the ISTJ. The ISTJ tee shirt exhibits this picture.



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**ISTJ: Planner Inspector
Temperament-Cooperative Guardian
Interaction Style “Chart the Course”**

Frequently Occurring Characteristics:

1. Monitoring and ensuring predictable quality.
2. Thorough, systematic, and careful.
3. Talents lie in administrating and regulating.
4. Want to conserve the resources of the organization, group, family, or culture and persevere toward that goal.
5. Hierarchy and tradition oriented.
6. Not interested in theory or in radical changes.
7. May miss the “big picture”.
8. Follow standard operating procedures and expect others to do the same.
9. Represent about 4-5% of the population.

10. Prefer the old-fashioned to the newfangled every time.
11. A large percentage is found in the military.

Dynamics:

Dominant Function- Introverted Sensing Si: Inferior Function- Extraverted Intuition Ne.

Those preferring Sensing like to take in information through sight, sound, and other senses to find out what is actually happening. They are observant of what is going on around them and are especially good at recognizing the practical realities of a situation. They select details that fit their interests and prior experience-remember them, let others go. They seek responsibility and a sense of belonging. Under great stress, when the inferior function may “kick-in”, ISTJs may be unable to use their customary calm and reasonable judgment. Their extraverted intuition can exhibit itself in catastrophizing-imagining a host of negative possibilities for themselves and others.

They value:

- Being concerned.
- Trusting authority.
- Yearning to belong.
- Seeking security.
- Prizing gratitude.
- Aspiring to be an executive.

Areas of Concern:

If ISTJs have not developed their Thinking function, they may not have reliable ways of dealing with the world and instead focus solely on their memories and internal data. If they have not developed their Sensing, they may rush into premature judgments and actions without considering new information.

In the work place, if they are not able to function in their preferred manner, they may become frustrated and may:

1. Become ridged about time, schedules, and procedures-go “by the book”.
2. Be critical and judgmental of others.
3. Find it difficult to delegate-to trust anyone else to do the job right.

Possible ISTJs:

1. Harry Truman.
2. Henry Ford.

3. Calvin Coolidge.
4. Queen Elizabeth
5. Scrooge.