



Name - ISTP

INSTRUCTIONS: As you can see below, there are 7 sections. In each section, the goal is to have 3 characteristics that best describe you. In some sections, like "Strategies For Working Successfully With Me," there are more than 3 characteristics typical of your personality type. With sections such as "Frustrations Others Have With Me," there are less than 3 characteristics. Please add, alter, or omit characteristics to get to 3 items per section that are most true of you. Remember that this document will be shared with your team. If everyone is real, your team will move to the next level. Once you are done please let the person who sent this to you so they can review it. Thanks!

Strategies For Working Successfully With Me:

- ☐ Allow time and provide opportunities to discuss options and change plans; give me choices
- ☐ If necessary, get an agreement on when you'll know my decision
- ☐ Let me know when it is really important that I follow through
- ☐ Expect many questions
- ☐ Try not to impose unnecessary schedules or commitments on me
- ☐ When scheduling meetings, state topic(s) clearly
- ☐ Show how new approaches relate to the old ones
- ☐ Stress practical applications of your ideas
- ☐ Recognize work plans might change frequently or radically

What Energizes and Motivates Me:

- ☐ Freedom to work as long and intensively as I desire
- ☐ Concrete projects with tangible results
- ☐ Being respected for my expertise
- ☐ Being included and heard in important discussions and decisions
- ☐ Autonomy and independence

Frustrations Others Have With Me:

- ☐ "Stop nit-picking!" I can at times get stuck on distinctions without differences.

Pitfalls I Am Working On:

- ☐ Dismissing how others view my actions or principles
- ☐ Being unaware of the needs and wants of others
- ☐ Talking direct, but not necessarily effective approaches
- ☐ Not completing things

What Stresses Me:

- ☐ Working under strict rules and regulations
- ☐ Working with incompetent people
- ☐ Being responsible for or dependent on others' work results
- ☐ Anything illogical, unjust, or unfair
- ☐ Too little time alone
- ☐ Being confronted with strong emotions

Signs I Am Experiencing Chronic Stress:

- ☐ I can become cutting and sarcastic in my judgments
- ☐ Slowness and distractedness replaces my normal sharp acuity
- ☐ Logic becomes emphasized to the extreme
- ☐ I feel a profound sense of alienation or psychological distance from others
- ☐ I express passive-aggression
- ☐ I develop a fear of losing control of my feelings

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Explain to me your perspective and reasoning, and then give me space and time to analyze
- ☐ Allow me to explain my own reasoning in return; be patient and please do not interrupt my flow of logic as I talk
- ☐ Be upfront with me; I may not pick up on subtlety
- ☐ Focus on logic and sensibility