



**QAMAR CONSULTING**  
Discovering Potential & Optimizing Performance



**CAREER PLANNING KIT**

**ISTP**

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## ***CHAPTER 01***

# ***Know Yourself & Understand Others***

# About Human Preferences

## EXTRAVERSION

## INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

## SENSING

## INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

## THINKING

## FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

## JUDGING

## PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

**LEFT**

**Right**

# Understanding Preferences Through Pictures

## EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

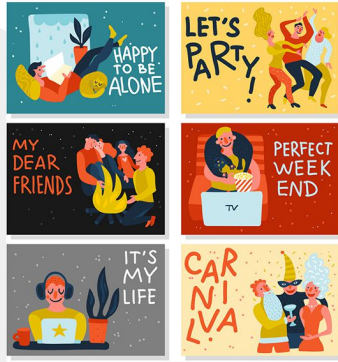
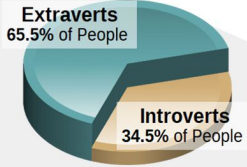
## INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

## SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

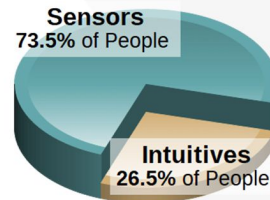
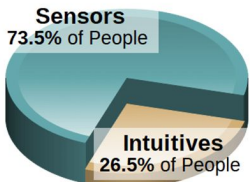
- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

## THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

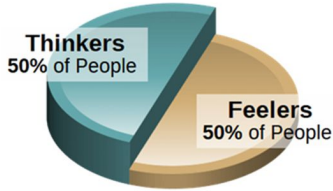
صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



## FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

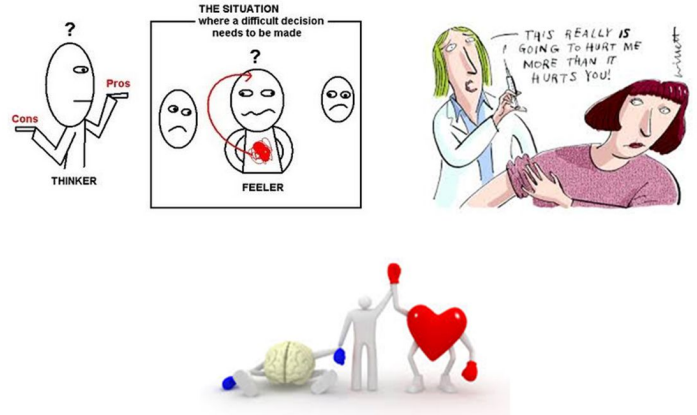
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

## JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

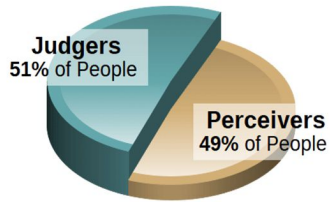
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



## PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

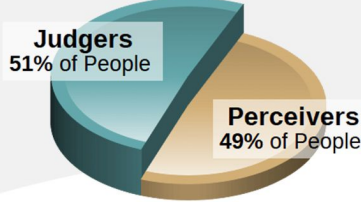
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

# Brief Overview Of 16 Personality Types

## ISTJ



### DUTIFUL

FACTUAL  
 LOGICAL  
 ORGANIZED  
 REALISTIC  
 RESERVED

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## ISFJ



### PROTECTOR

LOYAL  
 PATIENT  
 PRACTICAL  
 QUIET  
 TRADITIONAL

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## INFJ



### GUIDE

CONCEPTUAL  
 CREATIVE  
 DEEP  
 IDEALISTIC  
 SENSITIVE

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## INTJ



### MASTERMIND

ANALYTICAL  
 INDEPENDENT  
 ORIGINAL  
 PRIVATE  
 THEORETICAL

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## ISTP



### CRAFTSMAN

ADVENTUROUS  
 PRACTICAL  
 REALISTIC  
 SPONTANEOUS  
 INDEPENDENT

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## ISFP



### ARTIST

CARING  
 LOYAL  
 SENSITIVE  
 UNDERSTANDABLE  
 TRUSTFUL

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## INFP



### HEALER

DEEP  
 EMPATHETIC  
 IDEALISTIC  
 IMAGINATIVE  
 LOYAL

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## INTP



### CONCEPTUALIZER

INDEPENDENT  
 LOGICAL  
 ORIGINAL  
 SELF-DETERMINED  
 THEORETICAL

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## ESTP



### ACTIVIST

EASYGOING  
 ENERGETIC  
 OUTGOING  
 QUICK  
 VERSATILE

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# Brief Overview Of 16 Personality Types

## ESFP

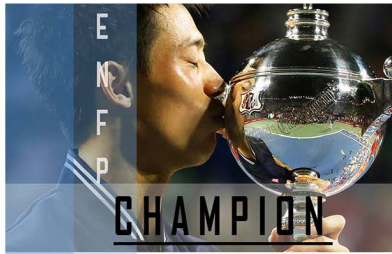


**PERFORMER**

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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## ENFP



**CHAMPION**

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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## ENTP



**INVENTOR**

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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## ESTJ



**GUARDIAN**

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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## ESFJ



**PROVIDER**

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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## ENFJ



**MENTOR**

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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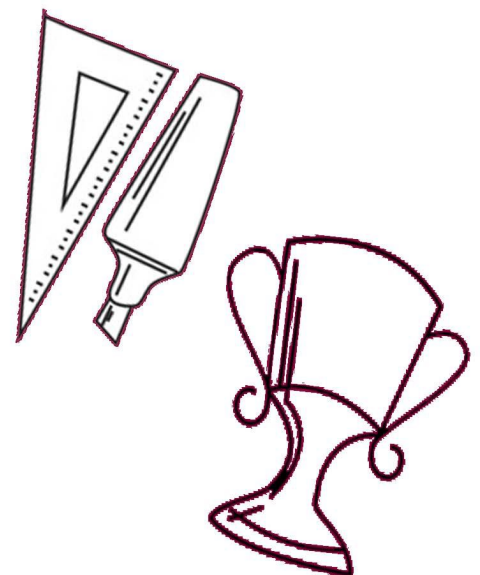
## ENTJ



**COMMANDER**

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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## ***CHAPTER 02***

### ***Mapping Your Career Journey***

**ISTP (Craftsman)**

# ISTP *Born Talents*

Adaptable تبدیل ہو جانے والا

Logical منطقی

Adventurous بہادر

Practical عملی

Applied عملی

Realistic حقیقی

Expedient لائق

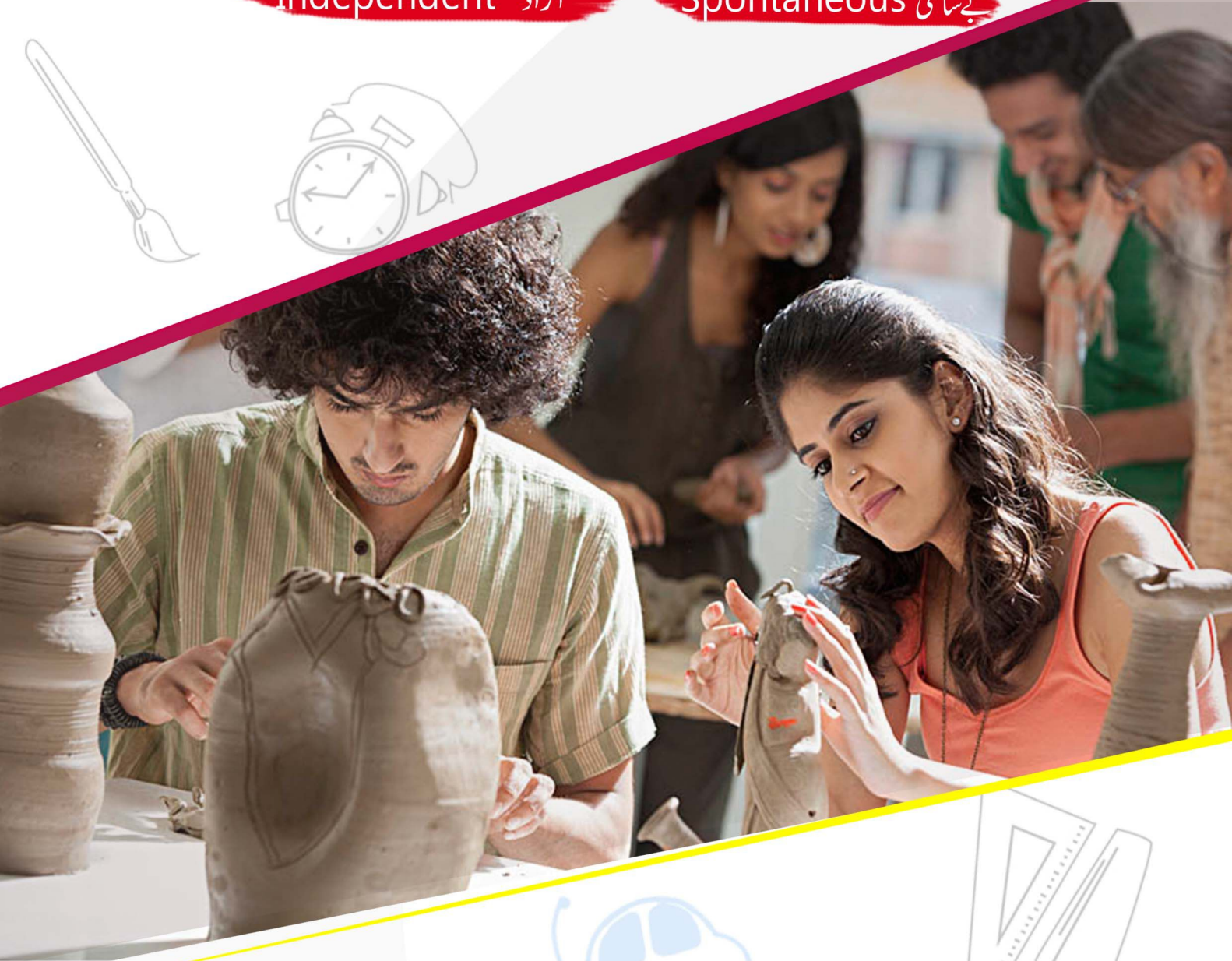
Resourceful وسائل ذمہ

Factual حقیقت پر مبنی

Self-determined پر عزم

Independent آزاد

Spontaneous بے ساختگی



# CRAFTSMAN (ISTP)

Calm, observant, adaptable  
troubleshooters  
seen as detached or impersonal

Immediate, not strategic, focus;  
do not like to discuss abstract  
or long-range goals



Expedient & dislike any  
dialogue that slows them down  
or wastes their time

Impatient with ongoing  
rehashing of information or  
highly structured participation

## *What I need in a Career for it to be Satisfying*

- Work that is clearly defined and specific in nature, where I master and then use my well-developed skills.
- The opportunity to work at my own pace, independently, without a lot of restrictions on my activities or demands on my times.
- An environment that is relaxed and informal, where I work along side other skilled people I respect and who respect me.
- The opportunity to engage in short-term problem solving, trouble shooting activities and crises management.
- Work that is practical and uses my ability to make sense of things logically, work that applies my technical knowledge of how things work.

## *As an ISTP, I am Good at...*

- Making careful, thorough observations, paying attention to details.
- Working alone with great ability to concentrate on projects that I enjoy.
- Mastering skills, especially those requiring the use of my hands or tools, using those skills with precisions.
- Working with real things and tangible products.

## ***Work Related Strengths***

- Ability to work well with defined tasks and tangible products.
- Keen powers of observation and an excellent memory for factual information.
- Ability to bring order to confusing data and to recognizable facts.
- Aptitude for working alone or alongside others you respect.
- Ability to stay calm and cool in a crisis or under pressure.
- Ability to recognize what needs doing and what is necessary to complete the job.
- Aptitude for working with your hands and with tools.
- Ability to adapt well to sudden change and shift gears quickly.
- Practicality and good common sense.
- Ability to identify and make good use of available resources.
- Flexibility and willingness to take risks and try new approaches.

## ***Work Related Blind Areas***

- Difficulty seeing the long term consequences of actions.
- Lack of interest in verbal communication, especially superficial conversations.
- Dislike advance preparation; trouble organizing time.
- Little patience for abstract and complex theories.
- Tend to be blunt and insensitive to the feelings of others.
- Tend to get bored and restless easily.
- Difficulty seeing opportunities and options that don't exist at the moment.
- Impatience with administrative details and procedures.
- Unwillingness to repeat yourself.
- Difficulty making some decisions.
- Strong independent streak and dislike of excessive rules and structured bureaucracy.
- Resistance to setting long term goals and difficulty meeting deadlines.



# ISTP Career Trends and Potential Strengths

## Career Trends

The main theme running through the most popular occupations for ISTPs involves applying some kind of technical expertise to a practical problem in order to produce something tangible. This is found in fields such as computers, engineering, production and electronics. ISTPs also show an interest in working outdoors.

## Potential Strengths

- Analytical skills
- Problem-solving ability
- Technical knowledge and expertise
- Adaptability
- Willingness to take risks

## کیرئیر ٹرینڈ :

سب سے مشہور پیشے جو کہ ISTP پسند کرتے ہیں اس میں Technical قسم کے کام آجاتے ہیں جس میں وہ کچھ الگ کرنا چاہتے ہیں یہ سب کچھ انھیں ، Engineering ، Computer Electronics اور Production کی فیلڈ میں ملتا ہے۔ باہر کے کاموں میں بھی ISTPs کو دلچسپی ہوتی ہے۔



# Popular Occupations of ISTP

People with ISTP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

## SALES/SERVICE/ACTION

- Child support
- Missing person investigator
- Animal breeder
- College athletic coach and trainer
- Photographer
- Criminalist and ballistics expert
- Weapons designer
- Military officer

## TECHNOLOGY

- Mechanical engineer
- Agricultural engineer
- Civil engineer
- Technical trainer
- Logistics and supply manager
- Network integration specialist
- Data processing equipment repairer
- Quality assurance technician
- Systems analyst
- Home network installer
- Information processing specialist
- Soil conservationist

## HEALTH CARE

- Ophthalmologist
- Orthodontist
- Emergency medical technician
- Surgical assistant

## BUSINESS/FINANCE

- Claims examiner
- Management consultant
- Cost estimator
- Insurance adjuster and examiner
- Recreational facility manager
- Price analyst
- Health club manager

## HANDS ON/TRADES

- Umpire/referee
- Lawn service manager
- Park naturalist
- Audiovisual/sound specialist
- Television camera operator
- Criminal investigator
- Insurance appraiser
- Flight engineer
- Farmer
- Studio, special effects specialist
- Silversmith
- Gunsmith
- Cabinetmaker and finish carpenter
- Sketch artist
- Wilderness adventure leader
- Building inspector



# Less Popular Occupations of ISTP

People with ISTP preference are less often attracted to careers and occupations in health care practice, personal care and services, religious professions, arts/design/entertainment, sales community and social services, and counseling/psychotherapy. They are typically found less often in careers that require a great deal of nurturing or relationship oriented work, and work that require attention to material that is highly theoretical or less tangible.





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**No one  
is *You*  
and that  
is your  
*Power***

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Best of Luck

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