

MYERS-BRIGGS TYPE INDICATOR® | GLOBAL STEP I™
INTERPRETIVE REPORT

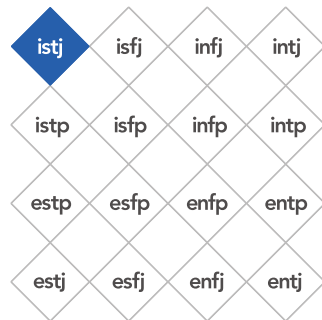
Prepared for
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June 18, 2026



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About Your Report

Your Myers-Briggs® Interpretive Report is designed to help you understand your results on the *Myers-Briggs Type Indicator*® (MBTI®) assessment. This assessment identifies which of 16 different personality types best describes you.

Your reported Myers-Briggs personality type
ISTJ

Your preferences
Introversion | Sensing | Thinking | Judging









The MBTI assessment was developed by Isabel Briggs Myers and her mother, Katharine Cook Briggs, who spent years observing people. They created the assessment based on the personality type theory proposed by psychologist Carl Jung. Their goal was to help people understand how natural, healthy differences in the way people take in information and come to conclusions lead so clearly to the different ways people act and react, make life choices, relate to others, and make sense of the world. These insights help explain why different people are interested in different things, prefer various kinds of work, and sometimes find it hard to understand each other. The MBTI assessment is now used by organizations and individuals around the world to improve their interactions and to promote effectiveness in their work and personal lives.

- Organizations use it to improve communication, teamwork, and leadership.
- Those entering the work world use it to choose careers likely to match their interests and strengths; those seeking a change use it to target new career directions.
- Educators and students use it to make learning more interesting and compatible with individual learning and teaching styles.
- People in relationships of all kinds use it to better understand one another, improve communication, and reduce conflict, resulting in more positive and productive interactions.

Isabel Briggs Myers created descriptions of the 16 personality types, including the description presented for you in this report. Your type description will help you see your type's distinctive characteristics and how your type differs from others. The insights gained will help you better understand and appreciate the basic differences between people and more successfully manage the impact of those differences.

Your Myers-Briggs Personality Type: ISTJ

The questions on the MBTI assessment are designed so that when you respond to a question, you show which preference in one of the four pairs of opposites you prefer.

EXTRAVERSION		or		INTROVERSION	Opposite ways to direct and receive energy
SENSING		or		INTUITION	Opposite ways to take in information
THINKING		or		FEELING	Opposite ways to decide and come to conclusions
JUDGING		or		PERCEIVING	Opposite ways to approach the outside world

Although each of us can and does use all of the preferences at least some of the time, people typically find one in each pair more comfortable and natural than its opposite. Think of your choices as something like being right- or left-handed. Both hands are valuable and useful, but most people use the hand they favor naturally more often and become more adept with it. In the same way, your type preferences are choices between equally valuable and useful qualities. Your ISTJ results are described below.

THE WAY YOU DIRECT AND RECEIVE ENERGY

Extraversion

People who prefer Extraversion tend to direct their energy toward the outside world and get energized by interacting with people and taking action.



Introversion

People who prefer Introversion tend to direct their energy toward their inner world and get energized by reflecting on their ideas and experiences.

THE WAY YOU TAKE IN INFORMATION

Sensing

People who prefer Sensing tend to take in information that is real and tangible. They focus mainly on what they perceive using the five senses.



Intuition

People who prefer Intuition tend to take in information by seeing the big picture. They focus mainly on the patterns and interrelationships they perceive.

THE WAY YOU DECIDE AND COME TO CONCLUSIONS

Thinking

People who prefer Thinking typically base their decisions and conclusions on logic, with accuracy and objective truth the primary goals.



Feeling

People who prefer Feeling typically base their decisions and conclusions on personal and social values, with understanding and harmony the primary goals.

THE WAY YOU APPROACH THE OUTSIDE WORLD

Judging

People who prefer Judging typically come to conclusions quickly and want to move on, and take an organized, planned approach to the world.



Perceiving

People who prefer Perceiving typically look for more information before coming to conclusions and take a spontaneous, flexible approach to the world.



You can depend on me

Quiet, serious, thorough, dependable

Practical, matter-of-fact, realistic, responsible

Decide logically what should be done and work toward it steadily

Enjoy making everything orderly and organized—work, home, life

Value traditions and loyalty

Your Type Description: ISTJ

ISTJs have a strong sense of responsibility and great loyalty to their organizations, families, and relationships. They work steadily to fulfill their commitments as promised and on time. They will make every effort to complete something they see as necessary but will resist doing anything that doesn't make sense to them.

ISTJs generally prefer to work alone and be accountable for the results. However, they are comfortable working as part of a team when it is necessary to do the job right, when roles are clearly defined, and when everyone fulfills assigned responsibilities. ISTJs have a profound respect for facts. They have an internal storehouse of information upon which they draw to understand the present. Thus, they are likely to be practical, realistic, and systematic.

ISTJs make decisions using an objective, logical, and tough-minded approach. Their focus is on the task or system as a whole rather than on individuals. Thus, they tend to be logical, analytical, detached, and reasonable. ISTJs are clear and steadfast in their opinions because they have arrived at them by applying logical criteria based on their experience and knowledge. They believe standard procedures exist because they work. They will support change only when facts demonstrate that it will bring about better results.

ISTJs are sociable when they are comfortable in the roles they are playing. However, they generally don't share their wealth of rich observations and memories except with close friends. Others see their standards and opinions, their desire for structure and schedules, but they may not see their individual, sometimes humorous, private reactions.

It can be hard for ISTJs to see the sense in needs that are very different from theirs. However, once they're convinced that something matters to a person they care about, that need becomes a fact. They will then go to great lengths to meet the need, even while continuing to think it doesn't make sense. Others usually see ISTJs as calm, reserved, serious, consistent, and orderly, and as valuing traditions.

Sometimes life circumstances have not supported ISTJs in the development and expression of their Sensing and Thinking preferences. If they have not developed their Sensing, ISTJs may rush into premature decisions and actions without considering new information. If they have not developed their Thinking, they may not have reliable ways of dealing with the outside world and instead may focus solely on their memories and internal data.

Your Unique Personality Type: ISTJ

The two middle letters of your Myers-Briggs personality type show the two mental processes that make your type unique.

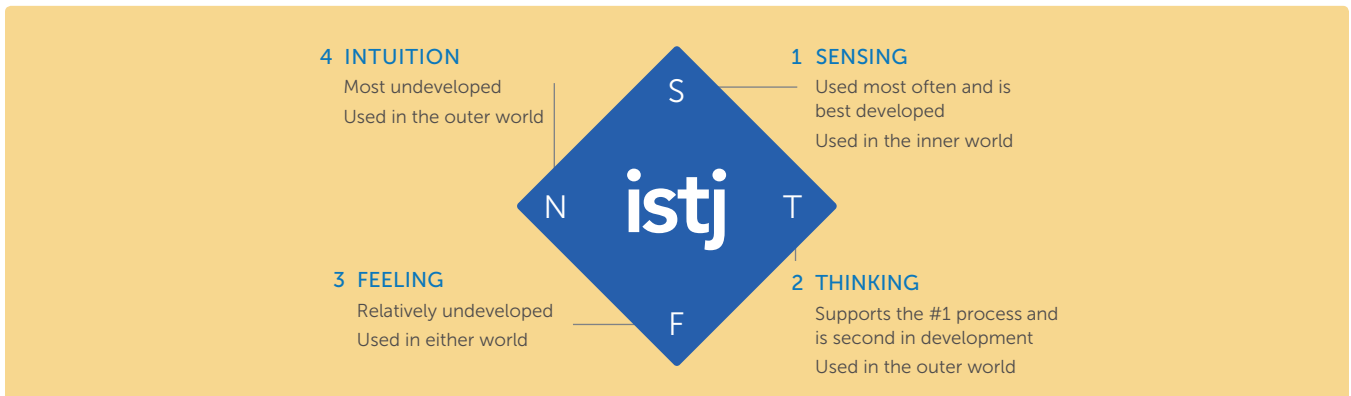
THE MENTAL PROCESSES



Your two middle letters are S (Sensing) and T (Thinking). As an ISTJ, you devote most of your energy to Sensing and support your Sensing with Thinking. Feeling (F) is not as appealing for your type and therefore is much less likely to be used. Least preferred and most rarely used of all is Intuition (N). ISTJs tend to develop Sensing and Thinking during the first half of life, and at midlife they begin to find Feeling and Intuition more interesting and easier to use.

The letters of your type also show what others are most likely to notice about you—what you use in the outside world versus what you reserve for your inner world of ideas and impressions. Here’s how that works for ISTJ.

You use your favorite process, Sensing, mostly in your inner world of thoughts and ideas, where others are unlikely to see it. You use your second process, Thinking, mostly in the outer world of people, things, and activities; this is what people can easily see when they observe you in action. Others may underestimate you at first because they see mostly your second process rather than your favorite process in your behavior. You tend to use your third and fourth processes, Feeling and Intuition, when a situation requires their use but quickly return to what is most natural and comfortable for you, Sensing and Thinking. Intuition is least appealing for you.



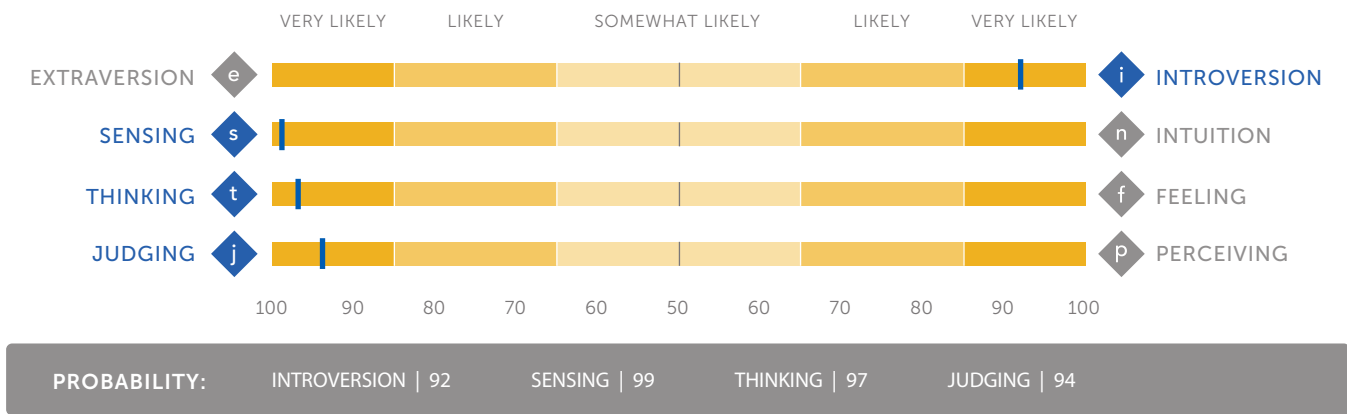
Your type description takes all of the above into account in describing ISTJs in everyday life. Review your description carefully. Does it match up with your self-knowledge? If the description makes you feel comfortably understood, then the Myers-Briggs personality type described for you is likely on target. The description is meant to help you trust and develop the preferences that come most naturally to you, while keeping in mind that, like most people, you use all of the preferences from time to time, depending on what the situation calls for.



Probability Index

Your MBTI responses indicate not only your preferences, but also the probability that your reported preferences really do fit you. The graph below shows the probability index for each of your preferences. The closer the blue marker is to a preference, the greater the probability that the preference describes you well. The probability index does not measure how much of a preference you have or how well you use that preference. It simply shows how likely it is that the preference you reported is accurate for you.

PROBABILITY INDEX FOR EACH OF YOUR MBTI® PREFERENCES



Do your assessment results seem to fit? Many find that their type results capture their personality attributes quite well. Others find that changing one or more of the preferences in their four-letter type yields a type description that fits them better. If in doubt, consider these suggestions.

- Think back to your frame of mind when you took the assessment. Did you answer the questions describing what truly comes most naturally and easily to you? Were your responses perhaps influenced by the situation in which you answered the questions, or by how you felt you should respond? If your responses did not reflect your natural way of being, then the type description presented for you may not entirely match.
- Was it hard to decide between the response options for some of the questions? If so, those choices may have affected your results and created a mismatch. You will find complete descriptions of all 16 Myers-Briggs personality types in the *Introduction to Myers-Briggs® Type* booklet by Isabel Briggs Myers. Review them with your type practitioner, who can assist you in finding the type that fits you best.