



# VESIM BEHAVIORAL ASSESSMENT CENTRE

## ISTJ

(Introvert, Sensing, Thinking, Judging)

Take your time and do it right!

### Career Satisfactions for ISTJs

#### Doing work that:

Is technical in nature and lets me depend on my ability to use and remember important facts and details. Involves a real product or service done in a thoughtful, logical, and efficient way, preferably using standard operating procedures.

Lets me be independent, with plenty of time to work alone and use my excellent powers of concentration to complete projects and/or tasks.

Is done in a stable and traditional environment, where I will not be required to take unnecessary risks or use untested or experimental approaches.

Has results that are tangible and measurable, where precision and exacting standards are used and respected.

Has explicit objectives and a clearly defined organizational structure.

Gives me adequate time to prepare before presenting or turning in my work, preferably in a one-on-one or small group setting.

Gives me increasing levels of responsibility, with a minimum of social politics, where I am evaluated on how well I have achieved the requirements of the job description and am appreciated for my contributions.

Is done in an environment where my practical judgment and experience are valued and rewarded. Allows me to set and reach stated goals by providing me with the necessary resources.

#### Work-Related Strengths

#### Work-Related Weaknesses

Precision and accuracy and desire to get the job done right the first time  
 Follow established routines and policies  
 Ability to focus and concentrate on one task at a time in great depth  
 Ability to work alone  
 Sharp organizational skills  
 Thoroughness and close attention to the specifics: facts and details  
 Belief in the value of a traditional structure and the ability to work within it  
 Great maintainer of organizations  
 Stable, dependable, and can be counted on to follow through.

May have trouble adapting to changing systems  
 May need to see practical application to accept new ideas  
 Tend not to like change; may be inflexible  
 May not understand needs different from their own  
 May underestimate themselves and their contribution to the organization.

## Popular Occupations for ISTJs

### Business

Office Manager  
Accountant  
Auditor  
Manager/supervisor  
Word processing specialist  
Efficiency expert/analyst  
Insurance underwriter  
Logistics and supply manager  
Regulatory compliance officer  
Accountant/actuary  
Property manager: commercial/residential  
Construction and building inspector  
Construction manager  
Cost estimator  
Purchasing agent and contract specialist  
Insurance claims examiner  
Statistician  
Association manager and adviser  
Technical writer  
CIO  
Bill and account collector  
Real estate appraiser  
Government inspector

### Education

School principal  
Teacher: technical/industrial/math/P.E.  
Librarian  
Administrator  
Archivist

### Finance

Bank examiner  
Investment securities officer  
Tax preparer and examiner  
Stockbroker  
Estate planner  
Credit Analyst  
Budget analyst  
Cost estimator  
Treasurer, controller, CFO

### Legal/ Technology

Law researcher  
Electrician  
Engineer  
Mechanic  
Meteorologist  
Judge/magistrate  
Court clerk  
Electronics repairer

Agricultural scientist  
Computer engineer  
Web editor  
Computer programmer  
Technical writer  
Legal secretary/paralegal  
Pharmaceutical sales/researcher  
EEG technologist  
Geologist  
Mechanical/industrial/electrical engineer  
Reliability engineer  
Database administrator

### Health Care

Veterinarian  
Dentist  
Lab technologist  
Coroner  
Medical records technician  
Public health officer  
Optometrist  
Nursing administrator  
Pharmacist  
Exercise physiologist  
Medical researcher  
Orthodontist  
General surgeon  
Biology specimen technician  
Biomedical technologist  
Primary care physician

### Sales/Service

Police officer/detective  
IRS agent  
Government employee  
Military officer  
Real estate agent  
Sports equipment/merchandise sales  
Corrections officer  
Ship and boat captain  
Musical instrument maker  
Farmer  
Flight engineer  
Industrial safety and health engineer  
Fire prevention and protection specialist  
Commercial airplane pilot  
Probation officer  
Landscaping manager  
Postmaster and mail superintendent  
Environmental compliance inspector  
Immigration inspector

## Career

Whether you're a young adult trying to find your place in the world, or a not-so -young adult trying to find out if you're moving along the right path, it's important to understand yourself and the personality traits which will impact your likeliness to succeed or fail at various careers. It's equally important to understand what is really important to you. When armed with an understanding of your strengths and weaknesses, and an awareness of what you truly value, you are in an excellent position to pick a career which you will find rewarding.

ISTJs generally have the following traits:

- Value tradition, security, and peaceful living
- Will work long and hard to fulfill duties
- Can be depended on to follow through on tasks
- Loyal and faithful
- Stable, practical and down-to-earth
- Family-minded
- Dislike doing things which don't make sense to them
- Dislike abstract theory, unless they see the practical application
- Natural leaders
- Prefer to work alone, but work well in teams when necessary
- Extremely observant, they take in facts via their senses and store them internally
- Vast, rich inner store of facts which they rely on to understand problems which they encounter in their

lives

- Profound respect for facts and concrete information
- Make decisions objectively, applying logic and rational thinking
- Dislike change, unless they are shown it's benefit in a concrete way
- Have strong opinions about the way things should be done
- Appreciate structured, orderly environments
- Have very high standards for their own behavior and the behavior of others
- Not naturally in-tune with other people's feelings
- Able to accomplish almost anything if they put their minds to it
- Community minded "good citizens"

ISTJs have one character trait which puts them at a definite advantage in terms of career success - Perseverance. An ISTJ can do almost anything that they have decided to do. However, there are areas in which they will function more happily and naturally. An ISTJ will do best in a career in which they can use their excellent organizational skills and their powers of concentration to create order and structure. ISTJs seem to fit extremely well into the Management and Executive layer of the corporate business world. The following list of professions is built on our impressions of careers which would be especially suitable for an ISTJ. It is meant to be a starting place, rather than an exhaustive list. There are no guarantees that any or all of the careers listed here would be appropriate for you, or that your best career match is among those listed.

#### Possible Career Paths for the ISTJ:

- Business Executives, Administrators and Managers
- Accountants and Financial Officers
- Police and Detectives
- Judges
- Lawyers
- Medical Doctors / Dentists
- Computer Programmers, Systems Analysts, and Computer Specialists
- Military Leaders

#### Portrait of ISTJ

ISTJs are characterized by decisiveness in practical affairs, are the guardians of time-honored institution, and, if only one adjective could be selected, dependable would best describe this type which represents about 6% of the general population. The word of ISTJs is their bond, and they experience great uneasiness by thoughts of a bankrupt nation, state, institution, or family.

Whether at home or at work, this type is rather quiet and serious. ISTJs are extraordinarily persevering and dependable. The thought of dishonoring a contract would appall a person of this type. When they give their word, they give their honor. ISTJs can be counted on to conserve the resources of the institution they serve and bring to their work a practical point of view. They perform their duties without flourish or fanfare, therefore the dedication they bring to their work can go unnoticed and unappreciated.

ISTJs interest in thoroughness, details, justice, practical procedures, and smooth flow of personnel and material leads this type to occupations where these preferences are useful. For example, ISTJs make excellent bank examiners, auditors, accountants, or tax examiners. Investments in securities are likely to interest this type, particularly investments in blue-chip securities. ISTJs are not likely to take chances either with their own or other's money.

ISTJs are patient with their work and with procedures within an institution, although not always patient with the individual goals of people in that institution. ISTJs will see to it that resources are delivered when and where they are supposed to be; material will be in the right place at the right time. And ISTJs would prefer that this be the case with people, too.

ISTJs can handle difficult, detail figures and make sense of them. They communicate a message of reliability and stability, which often makes them excellent supervisors of, for example, a ward in a hospital, a library, or business operation. They would be capable of handling the duties of a mortician, a legal secretary, or a law researcher. High-school teachers of business, home economics, physical education, and the physical sciences are ISTJs, as are top-ranking officers of the Women's Army Corps. Often this type seem to have ice in their veins, for people fail to see an ISTJ's vulnerability to criticism.

As a husband or wife, the ISTJ is a pillar of strength. Just as this type honors business contracts, so do they honor the marriage contract? Loyal and faithful mates, they take responsibilities to children and mate seriously, giving lifelong commitment to these. Duty is a word the ISTJ understands. The male ISTJ sees himself as the breadwinner of a family, although he can accept a working wife — as long as responsibilities to children are not shirked. The male ISTJ's concept of masculinity is patriarchal, and both female and male ISTJs make steady, dependable partners. The female ISTJ may abandon the frivolous for the sensible and may not always deepen her sensuality.

As parents, ISTJs are consistent in handling children, and the rules of the family are made clear. A rebellious, nonconforming child may have a difficult time, however, with an ISTJ parent — and vice versa. As a child, the ISTJ is apt to be obedient and a source of pleasure to parents and teachers.

Although ISTJs are outstandingly practical and sensible, they can marry people who are thoroughly irresponsible, with the marriage developing into a relationship more parent-to-child than adult-to-adult. The ISTJ fluctuates from being rescuer to reformer of the wayward mate. The marriage then becomes a lifelong game: on one side, there is irresponsibility, promise of reform, brief period of reform, and irresponsibility again; on the ISTJ's part, the cycle is disapproval, rescue, scolding, forgiveness, acceptance of promise to do better, and on and on. This pattern often is seen when an ISTJ marries an alcoholic and enters a life of care taking punctuated by periods of anger and rejection. Somehow, although ISTJs can accept periodic fickleness and selfishness in significant others, they do not see this kind of behavior as acceptable in themselves.

ISTJs have a distaste for and distrust fanciness in speech, dress, or home. The ostentatious is abhorred, and a neat, orderly, and functional home and work environment is preferred. Durability of furnishings are primary concern, esthetics given slim consideration. The clothes an ISTJ wears tends to be practical and durable rather than in the latest style or luxurious. "No nonsense" in both food and clothes seems characteristic of this type who tend not to be attracted by exotic foods, beverages, or off places.

The male ISTJ may enjoy stag, men-only parties and use different sort of language when only men are present. The yearly hunting or fishing trip as a male ritual is often a part of recreation for an ISTJ. More than the female, the ISTJ male is apt to be involved in community service organizations that transmit traditional values to the young, such as Boy Scouting. The ISTJ takes particular delight in festive occasions held the context for rituals, for example, weddings, holiday feasts, and birthdays. At work, the ISTJ is apt to see the holiday office party as a necessary nuisance and would be likely to participate and enjoy these events.

#### Areas for Development

With any gift of strength, there is an associated weakness. Without "bad", there would be no "good". Without "difficult", there would be no "easy". We value our strengths, but we often curse and ignore our weaknesses. To grow as a person and get what we want out of life, we must not only capitalize upon our strengths, but also face our weaknesses and deal with them. That means taking a hard look at our personality type's potential problem areas.

Most of the weaker characteristics that are found in ISTJs are due to their dominant Introverted Sensing function controlling the personality to the point that all other functions are being used to defend Sensing demands,

rather than for their more balanced purposes. In such cases, an ISTJ may show some or all of the following weaknesses in varying degrees:

- Excessive love of food and drink
- Lack of interest in other people, or in relating to them
- Occasional inappropriate emotional displays
- General selfish "look after oneself" tendencies
- Uses judgement to dismiss other's opinions and perspectives, before really understanding them
- May judge others rather than themselves
- May look at external ideas and people with the primary purpose of finding fault
- May become slave to their routine and "by the book" ways of doing things, to the point that any deviation is completely unacceptable
- May have difficulty communicating their thoughts and feelings to anyone

Using your strengths is easy.

The secret to success for an ISTJ is learning to:

*BE OPEN TO POSSIBILITIES, CONSIDER IMPLICATIONS FOR PEOPLE, AND  
EMBRACE CHANGE.*

**CAREER COUNSELLINGS SESSIONS BY IN HOUSE FACULTY,ALUMNI'S , INDUSTRY EXPERTS & PLACEMENT TEAM**

| <b>SR. NO.</b> | <b>DATES</b>                     | <b>ACTIVITY</b>                                                                                                                                                                                      | <b>NO. OF STUDENTS</b> |
|----------------|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| <b>1</b>       | 17 th , 18 th & 19th August 2017 | Career Counselling Sessions through Mock GD/PI by <b>Respected Faculties</b> . 43 Faculties @ 20 Panels averaging 08 to 09 students per panel                                                        | 145                    |
| <b>2</b>       | 7th October 2017                 | Career Counselling Sessions through Mock GD/PI by <b>Proud Alumnus</b> . 23 Alumi's @ 12 Panels averaging 12 to 15 students per panel                                                                | 88                     |
| <b>3</b>       | 14TH October 2017                | <b>KNOW ME Exercise</b> - Perspective Study @ Student's Academics, Dream Sector, Dream Profile and Career expectations by Placement Team + Faculties - Career Counselling Session                    | 178                    |
| <b>4</b>       | 11 th August 2018                | Industry Interface and Interaction League - Career Counselling & guidance by Industry Experts - specialization wise. What corporates expects , Profiles available at entry level, how to bridge gap. | 167                    |
| <b>5</b>       | 15th September 2018              | <b>KNOW ME Exercise</b> - Perspective Study @ Student's Academics, Dream Sector, Dream Profile and Career expectations by Placement Team + Faculties - Career Counselling Session                    | 177                    |
| <b>6</b>       | 13 th October 2018               | Career Counselling Sessions by Mock GD/PI by <b>Proud Alumnus</b> . 19 Alumni's @ 8 Panels averaging 12 to 15 students per panel                                                                     | 121                    |
| <b>7</b>       | 5 th October 2019                | Career Counselling via Mock GD/PI Sessions by <b>Proud Alumnus</b> . 15 Alumi's @ 6 Panels averaging 12 to 15 students per panel                                                                     | 76                     |
| <b>8</b>       | 19 th October 2019               | <b>KNOW ME Exercise</b> - Perspective Study @ Student's Academics, Dream Sector, Dream Profile and Career expectations by Placement Team + Faculties - Career Counselling Session                    | 178                    |
| <b>9</b>       | 8 th February 2020               | Industry Interface and Interaction League - Career Counselling & guidance by Industry Experts - specialization wise. What corporates expects , Profiles available at entry level, how to bridge gap. | 126                    |
| <b>10</b>      | 23 rd November 2021              | Career Counselling Sessions via Mock GD/PI by respected alumni . 15 Alumni's @ 8 Panels averaging 5 to 8 students per panel.                                                                         | 56                     |
|                |                                  |                                                                                                                                                                                                      |                        |

### **Process followed to conduct the MBTI Assessment for Career Counselling:**

1. Preparations: a. Familiarize students with the Myers-Briggs Type Indicator (MBTI) assessment and its theoretical framework. b. Obtain the necessary assessment materials, including MBTI questionnaires or answer sheets. c. Create an appropriate testing environment, ensuring privacy and minimal distractions. d. We inform the students about the purpose and process of the MBTI assessment, ensuring their consent and addressing any concerns or questions they may have.
2. Introduction: a. Begin by explaining the MBTI assessment, its purpose, and how it can assist in career counselling. b. Highlight that the MBTI assesses personality preferences rather than skills or abilities, focusing on natural inclinations. c. Emphasize that there are no right or wrong answers and that the purpose is to understand personal preferences.
3. Distribution of Assessment Materials: a. We provide each student with a copy of the MBTI questionnaire or answer sheet. b. We explain the instructions clearly, including how to mark the responses. c. we also remind students to answer honestly based on their natural tendencies rather than what they think is expected.
4. Administering the Assessment: a. Allow sufficient time for students to complete the questionnaire, ensuring they understand the importance of accuracy. b. Answer any questions or provide clarification as needed during the assessment process. c. Remind students to review their answers and make any necessary corrections before submitting.
5. Collecting the Assessments: a. Once all the students have completed their questionnaires, collect the assessment materials from each individual. b. Ensure the confidentiality of the collected data and inform the students that their responses will remain anonymous.
6. Scoring and Interpretation: a. Use a reliable scoring system pen & paper to process the collected MBTI assessments. b. Obtain the individual MBTI type for each student based on the scoring results. c. Interpret the MBTI types, focusing on the implications for career choices and preferences. d. Analyze the students' strengths, weaknesses, and potential career paths associated with their MBTI types. E. Report are prepare for each student's
7. Feedback and counselling: a. Schedule individual sessions by mentors with each student to discuss their MBTI type and its implications for career planning. b. Provide an overview of the student's personality preferences, strengths, and potential areas of interest. c. Discuss various career options that align with their MBTI type and help them explore potential paths. d. Offer guidance on how they can leverage their personality preferences to make informed career decisions.
8. Follow-Up and Support: a. Provide additional resources and information to support the students in their career exploration. b. Encourage further self-reflection and exploration of different careers and industries. c. Remain available for ongoing support and follow-up sessions to address any questions or concerns that may arise.

Remember, the MBTI assessment is just one tool in the career counselling process. It should be used in conjunction with other methods and considerations to provide comprehensive guidance to students.

Step-by-step process from preparation to follow-up for conducting the MBTI assessment using pen and paper. It includes explaining the assessment, distributing questionnaires, collecting and scoring them, interpreting the results, providing individual feedback and counselling, discussing career options, offering resources and support, and concluding with necessary follow-up.

**For last 3 year we have ask students to take it online from Following link due to COVID 19 .**

<https://www.16personalities.com/free-personality-test>

| Year    | Total No of students | Date of Assessment                                   |
|---------|----------------------|------------------------------------------------------|
| 2022-23 | 180                  | 17 <sup>th</sup> March 2023                          |
| 2021-22 | 180                  | 19 <sup>th</sup> Feb 2022                            |
| 2020-21 | 180                  | 8 <sup>th</sup> Feb 2021                             |
| 2019-20 | 180                  | 4 <sup>th</sup> Dec 2019 & 16 <sup>th</sup> Jan 2020 |
| 2018-19 | 180                  | 26 Sept 2018                                         |
| 2017-18 | 180                  | 2 <sup>nd</sup> Dec 2017                             |

**REQUEST FOR GUEST FACULTY**  
**(A. Y. 2020-21)**

Date : 06/06/2021

Programme : MMS SEM II

Specialization: Mktg/Fin/HR/Operations/General Mgt/Any Other\_\_\_\_\_Finance\_\_\_\_\_

Internal Faculty Name: -\_\_\_Dr. Sushma Verma\_\_\_\_\_

**Name of Guest Faculty:** Mr. M.K Verma(MADHURENDRA KUMAR VERMA)

**Details of the Guest:**

Industry Expert Designation: Managing Director

Name & Address of the Company\_\_\_**Money Maxx Finance Services Pvt Ltd**

Mobile \_\_\_\_\_9324972002 E mail: mkverma47@yahoo.co.in

**Details of PTAX :- Challan (Y/N)\_\_\_\_\_ On Letterhead (Y/N)\_\_\_\_\_**

**Bank Details (For Payment via NEFT)**

Bank: PUNJAB NATIONAL BANK: Branch:\_\_\_Shivaji Path, Thane\_\_\_\_\_

A/c No.: \_1144000105084714: IFSC Code: PUNB0114400

**Specification of Guest Lecture**

Subject Name & Topic : Enlightening Financial Careers: Break and Oversight: BFSI Sector

Duration of session : \_\_\_1.5 hours\_\_\_\_\_ Hrs. No. of Participants: \_\_\_188

Date: 10.06.2021 Day: Thursday Time: From: \_\_\_6:15 pm to 7:45 pm

Venue (Class Room / Auditorium): Online Honorarium: \_Rs 2000

Mementoes & welcome Kit: none

**Dean-Academics**  
**VESIM**

**Director**  
**VESIM**

Form is Completely Filled (Y/N) \_\_\_\_\_ Feedback Forms Submitted (Yes/No)\_\_\_\_\_

To,  
Accts Dept,

Accept the Form for Payment ( Yes /No ) \_\_\_\_\_ Signature of Coordinator \_\_\_\_\_

**NOTE :1. Details of PTAX is Mandatory, if not filled payment will not be processed.**  
**2. Incomplete Form will not be processed for payment.**



**Vivekanand Education Society**  
**Institute of Management**

**Studies & Research**



## Enlightening Financial Careers

**Break & Oversight - BFSI Sector**



**M.K. Verma**

Director,  
M/s Money Maxx Finance  
Services Pvt. Ltd.  
Financial Consultancy &  
Advisory Firm

**IN ASSOCIATION WITH**  
**MR. M.K. VERMA,**  
**FINANCE CELL HAS**  
**ORGANIZED A**  
**WEBINAR ON CAREER**  
**GUIDANCE IN BFSI**  
**SECTOR**



**DATE: THURSDAY,**  
**10TH JUNE**



**TIME: 6:30 PM – 7:30 PM**

Contact:

**Prathamesh Sansare - 9834188970/Harshad Patil - 7767837770**

## **Profile of the Speaker:**

Mr. M.K. Verma

Director,

M/s Moneyy Maxx Finance Services Pvt. Ltd.

Financial Consultancy & Advisory Firm Professional

### **Summary**

- 23 years of experience in a Nationalized Bank as a Chief Credit Manager
- Expertise in Mobilization of Funds Cost of Capital Management, Supervision of High Value Credit Proposals, Working Capital Management and Financial Risk Management
- Guidance to firms and corporates as a Financial Advisor
- Visiting Faculty teaching Project Finance& Credit Management at – ▪ ICFAI Business School (IBS) Mumbai, since 2012 ▪ Bombay Stock Exchange (BSE) Mumbai, since 2014
- Conducted Sessions on MSME Finance & Credit Management at VJTI (Veermata Jijabai Technological Institute), Mumbai
- Internship to students of IIM Jammu, IBS Mumbai, T. A. Pai Management Institute, Manipal on live projects.