

The Stabilizer

Inspector (ISTJ), Protector (ISFJ), Provider (ESFJ), and Supervisor (ESTJ)

Stabilizers are concrete in communicating and cooperative in pursuing their goals. Their greatest strength is logistics. Their most developed intelligence role is either that of the *Conservator* (Protectors and Providers) or the *Administrator* (Inspector and Supervisor). As the *security-seeking* temperament, Stabilizers are practical and frugal types. They "share certain core values, among them the belief in a strong work ethic, the need for people and institutions to be responsible, the importance of following the rules and of serving one's community". Stabilizers value experience, and they seek a tangible return on their investments. Believing in common sense, they are not attracted to idle speculation. They are the glue of civilization, maintaining and nurturing institutions that have been established by the dint of hard work. They tend to be conventional and cooperative in their work, wanting to make sure everybody gets what they deserve, no more and no less. They follow the rules and conventions of their cohort or group and expect others to do as well.

Interests: In their education and careers, Stabilizers' primary interest is business and commerce, with an eye toward practical applications in managing equipment and hardware. They are preoccupied with maintaining the morality of their group.

Orientation: Stabilizers have a strong sense of duty. They forgo the pleasures of the moment to prepare for unseen eventualities. They regard past events with a sense of resignation. They guard against the corruption of outside influences, and look to past experiences to guide their present choices.

Self-image: The Stabilizers' self-esteem is based on their dependability; their self-respect on their beneficence; and their self-confidence on their respectability.

Values: Stabilizers are concerned about the well-being of people and institutions that they hold dear. They trust authority and seek security. They strive for a sense of belonging and want to be appreciated for their contributions. They aspire to become executives, whether by managing their own households or by running a multinational corporation.

Social roles: In romantic relationships, Stabilizers regard themselves as *helpmates*, working together with their spouse to establish a secure home. As parents, they focus on raising their children to become productive and law-abiding citizens. In business and social situations, they are stabilizers, establishing procedures and ensuring that the material needs of the group are met.

Learning: Stabilizers want teachers who are thorough and provide information in a sequential order which helps them to see common sense. They are interested in the details, policies and procedures, the rules and the law. They refer constantly to text books and enjoy lecture style deliveries and are stimulated by reviewing cases, evaluating and testing theories and react to non-conservative approaches.

Stress: Stabilizers often experience stress when rules, expectations, and structure are unclear, or when those around them do not act according to established norms. The extraverted (expressive) types—Providers and Supervisors—may respond by becoming critical of others. The introverted (attentive) types—Protectors and Inspectors—may take on the burden of trying to correct the perceived faults in the system themselves, resulting in overwork and burnout. Stabilizers also experience stress when the results of their hard work go unnoticed or unappreciated. They can become rescuers who like to fix things, and if they can't they can become coercive, dominating, oppressive, bitter, dictatorial, possessive and righteous.

Traits in common with other temperaments

- Concrete in communicating (like Activators)
Stabilizers focus on facts. They are concerned about practical needs like providing goods and services that help society function smoothly.
- Cooperative in pursuing their goals (like Activators)
Stabilizers value teamwork. They are committed to preserving established social institutions. Cautious toward change, Stabilizers work within the system to ensure that all contingencies are considered.