

ESTJ

Extravert, Sensing, Thinking, Judging

ESTJs represent approximately 13% of the American population.

Potential Strengths

ESTJs are friendly, outgoing and honest. They tend to be traditional and conservative in their views and are comfortable expressing their opinions. Because ESTJs trust their own personal experiences, they are most interested in working with real things, and solving immediate problems rather than dealing with theory or possibilities. Usually well-organized and efficient, ESTJs work hard to meet or exceed the expectations others have for them. They are practical and realistic, and want everything to make sense and be in order.

ESTJs are direct and frank, liking to get busy, stay busy, and have a lot to show for their efforts. Using logic to draw their conclusions, ESTJs like to make decisions and get on with their next project. Responsible and conscientious, they enjoy being in charge and therefore are usually great managers, able to keep others organized and on track.

Potential Weaknesses

Because ESTJs are comfortable with structure, they can sometimes try to impose it on others and be rather rigid in their style. Their strong opinions are sometimes communicated as judgments and harsh criticism, even if they are not intended to be. Without others telling them, they may not think about the impact their decisions have on people. They need to consider the feelings of people around them, even if they do not completely understand them.

Not particularly interested in possibilities, ESTJs sometimes resist considering anything other than proven experience. They don't naturally question what options may exist, if they aren't obvious at the moment. In their haste to make a decision, ESTJs sometimes don't wait to gather all the information they may need to make a sound choice. Taking time to look at all the information can help them be more effective.

As an ESTJ, I am good at . . .

- Working hard, pulling my weight, and contributing to a team effort
- Communicating directly and honestly, without a hidden agenda
- Organizing projects and developing efficient systems
- Making the tough decisions and giving constructive criticism
- Using available resources and solving problems as they arise
- Setting and meeting deadlines and goals

I need to watch my tendency to . . .

- Speak over others or intimidate them with my forceful style
- Jump to conclusions before I have gathered all the information
- Dismiss as implausible ideas that have not yet been proven
- Hold others to my high standards
- Only notice and comment on the flaws, rather than the positive attributes of projects or people

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What I need in a career for it to be satisfying

1. An organized and efficient atmosphere with explicit rules, expectations, and standards to follow
2. A busy and active workplace, where I work with many different people throughout the day
3. The opportunity to hold a high level of responsibility, where my experiences and opinions are respected
4. Work that is of a practical nature, where I can see the results of my work and where my contributions are measured in fair, logical ways
5. A stable and predictable environment, where like-minded people pull together to get things done

Careers to consider

Police/Probation Officer	Funeral Director	Cook
Sales: Computers/Real Estate	Military Officer	Security Guard
Insurance Agent	Auditor	Farmer
Teacher: Trade/technical	Clinical Technician	Judge
Computer Analyst	General Contractor	Pharmacist
Factory Supervisor	Construction Worker	Office Manager
Bank/Loan Officer	Project Manager	Administrator
Purchasing Manager	Database Manager	Credit Analyst
Physician: General Medicine	Stockbroker	Dentist
Engineer: mechanical/applied fields	Executive	

Recommendations for the job search

1. **Using my strengths, I excel when I:**
 - Use my extensive network of friends and contacts
 - Run an organized and efficient job search
 - Gather all known facts about potential jobs
 - Make decisions based on a realistic assessment of myself and the job
 - Present myself as a capable, competent candidate for the job
 - Give specific examples of my past experiences and accomplishments
2. **Avoiding my weaknesses, I need to:**
 - Postpone making decisions until I have fully considered my options
 - Listen carefully to others, taking care not to interrupt
 - Look down the road and consider the possible impact in the future
 - Be willing to try less conventional approaches to finding a job
 - Take time to establish rapport before getting down to business