

~ REPORT FOR ~

E S T J

EXTRAVERTED • SENSING • THINKING • JUDGING



YOU'RE AN **ESTJ**

ESTJ stands for **Extraverted, Sensing, Thinking, Judging**.

Each letter of your personality type describes a key aspect of who you are.



EXTRAVERSION

Your Energy Style

Dominant, Outgoing,
Straightforward,
Forceful

Your energy style is Extraversion (in contrast with Introversion). This dimension describes how you manage your energy.

Extraverts are energized by engaging with other people. They approach the world enthusiastically and want to experience the excitement of life.

You enjoy:

- Interacting with people
- Being in busy surroundings
- Engaging with the outside world
- Expressing thoughts and feelings
- Being noticed by others
- Stimulation and activity



SENSING

Your Cognitive Style

Practical, Hands-On,
Conventional,
Detailed

Your cognitive style is Sensing (in contrast with Intuition). This dimension describes how you process information.

Sensors process information in a concrete, realistic way. They focus on observing and recalling facts and details.

You like to focus on:

- Observing sights, sounds, sensations
- Noticing details
- Experiencing the present moment
- Concrete, provable facts
- Realism and practicality
- Knowledge from past experience



THINKING

Your Values Style

Logical, Objective,
Pragmatic,
Rational

Your values style is Thinking (in contrast with Feeling). This dimension describes your orientation to personal values.

Thinkers value logic, competence, and objectivity. They believe that every person has a responsibility to take care of him or herself.

You are concerned with:

- Using logical reasoning
- Being unbiased and impartial
- Considering costs and benefits
- Seeking consistency and justice
- Keeping a competitive edge
- Making objective decisions



JUDGING

Your Self-Management Style

Organized,
Structured, Decisive,
Persistent

Your self-management style is Judging (in contrast with Perceiving). This dimension describes how you organize your life.

Judgers like structure and order. They keep organized and plan ahead, resist distractions, and stay focused on their goals.

You prefer to:

- Create a plan and stick to it
- See a task through to completion
- Adhere to a schedule
- Set goals and maintain focus
- Follow rules and regulations
- Set clear expectations

KNOWING YOURSELF

■ You are conventional, factual, and grounded in reality.

■ For you, the proof is in the past: what has worked and what has been done before.

■ You value evidence over conjecture, and trust your personal experience.

■ You look for rules to follow and standards to meet, and often take a leadership role in helping other people meet expectations as well.

■ You concern yourself with maintaining the social order and keeping others in line.

■ You are the consummate organizer, and want to bring structure to your surroundings.

■ You value predictability and prefer things to proceed in a logical order.

■ When you see a lack of organization, you often take the initiative to establish processes and guidelines, so that everyone knows what's expected.

■ You often take on a project manager role at home as well as at work, and excel at setting goals, making decisions, and organizing resources to accomplish a task.

■ You want to achieve efficient productivity and typically believe this is best accomplished when people and systems are well organized.



CORE VALUES

- ORGANIZATION
- RESPONSIBILITY
- EFFICIENCY
- EXPERIENCE



YOUR KEY MOTIVATORS

- MANAGING RESOURCES AND PROJECTS
- FOLLOWING STANDARDS AND PROCEDURES
- ACCOMPLISHING TASKS EFFICIENTLY
- FINDING PRACTICAL SOLUTIONS

DEALING WITH OTHERS



YOU CONNECT BY

- ORGANIZING EVENTS AND ACTIVITIES
- FULFILLING YOUR RESPONSIBILITIES
- RESPECTING TRADITION
- FINDING PRACTICAL AND LOGICAL SOLUTIONS

HOW YOU APPEAR TO OTHERS

- You command a situation, with a sense that you know how things should go and are ready to take charge to make sure that it happens.
- You are task-oriented and put work before play.
- Confident and tough-minded, you appear almost always to be in control.
- You appreciate structure and often begin to organize as soon as you enter a room.
- You want to establish the ground rules and make sure everyone does what they're supposed to.

■ You are often involved in institutions: clubs, associations, societies, and churches, where you usually take a leadership role.

■ You typically connect with others through sharing rituals and routine.

■ Social interaction for you often means following an established tradition to engage with others in a structured way.

■ You tend to respect and seek out hierarchy. You want to know who's in charge, and will assign levels of responsibility if none exist. Once a structure is in place, you typically trust authority figures and expect obedience from people of lower rank.



YOU COMMUNICATE BY

- TAKING CONTROL
- ESTABLISHING CLEAR RULES AND STRUCTURE
- OBSERVING DETAILS
- DEMONSTRATING COMPETENCE AND AUTHORITY



YOUR RELATIONSHIP STYLE

- You crave stability and security in your relationships, and appreciate tradition and routine.
- You usually prefer to take control, organizing time with your loved ones and ensuring that everything goes smoothly and efficiently.
- You likely are quite opinionated, and may be impatient with those who are overly emotional.
- You are committed and loyal, someone on whom your friends and family know they can always depend.

YOUR COMMUNICATION STYLE

- You are a practical, action-oriented communicator.
- You often assume control and communicate to organize and determine what needs to be done.
- You are clear about expectations and procedures; you explain the necessary steps as well as how and when tasks should be completed.
- You are open to debate and criticism, but want rules to be followed and work to get done.



FINDING YOUR CALLING



YOUR IDEAL WORK ROLES

- EXACTING ORGANIZER
- PRACTICAL PROBLEM-SOLVER
 - LOGICAL EVALUATOR
 - RELIABLE PRODUCER

HOW YOU WORK

At work, you excel at organizing people, projects, and operations.

You like to be in control and often seek out management positions, preferring to be in a role where you can make decisions and enforce policies and procedures.

You quickly develop a reputation in the workplace as a person who can be trusted to deliver, on time and as requested.

You are unfailingly reliable and gain satisfaction from bringing a project to completion. Because of your eagerness to take on responsibility, you sometimes become overworked.

Your preferred work environment is highly structured, with a clear set of expectations and an organized authority structure.

Your ideal job allows you to use your organizational skills within a set of standardized procedures to efficiently produce a tangible product.



YOUR IDEAL WORK ENVIRONMENT

- TASK-ORIENTED
- ORGANIZED AND STRUCTURED
- FOCUSED ON OBTAINING CONCRETE RESULTS
 - EFFICIENT AND PRODUCTIVE

FINDING YOUR CALLING

YOUR TEAMWORK STYLE

You are a take-charge type who brings order and industrious energy to a team, focusing on opportunities to implement structure and take decisive action.

You don't mince words, sharing your objective evaluation of the situation directly and honestly.

You are a hard worker, productive and oriented to results, and expect others to fall in step with your methodical determination.



YOUR TEAMWORK STRENGTHS

- FOLLOWING ESTABLISHED PROCEDURE
- IDENTIFYING INEFFICIENCIES
 - ORGANIZING PROJECTS AND RESOURCES
- RESPECTING THE CHAIN OF COMMAND



YOUR LEADERSHIP STRENGTHS

- MAINTAINING PROCEDURES AND STANDARDS
 - ACTING DECISIVELY
- DEFINING CLEAR ROLES AND EXPECTATIONS
- VALUING HARD WORK AND COMMITMENT

YOUR LEADERSHIP STYLE

In leadership positions, you make sure that things are done correctly, results are reliably produced, and standards are met.

You make expectations clear to your teams, not only what needs to be done but how and when to do it.

When managing a project, you are typically methodical and detailed in your plans, and make sure that the end product is delivered exactly as expected.

TOP CAREERS FOR YOUR ESTJ TYPE

ESTJs typically choose a career that allows them to use logical problem-solving to organize people and processes. They often enjoy managing and leading others, and can be found in many roles in business. ESTJs appreciate a structured environment, and can be found in large organizations and traditional institutions like the military and law enforcement.

Keep in mind, there are many careers that may be appropriate for you which are not listed here. However, the careers listed here give a representative sample of the top trends for ESTJs in their careers, and thus can give you an idea of where you might find satisfaction.



BUSINESS AND ADMINISTRATION

- Sales Engineer
- Stockbroker
- Insurance Agent
- Sales Manager
- Purchasing Agent
- Real Estate Agent
- Hotel Manager
- Credit Analyst
- Budget Analyst
- Insurance Adjuster
- Financial Counselor
- Project Manager
- Management Consultant
- Chief Financial Officer
- Chief Information Officer
- Auditor
- Restaurant Owner
- Chef



ADMINISTRATION

- Office Manager
- Public Administrator
- Real Estate Appraiser
- Paralegal
- School Principal
- Property Manager
- Funeral Director
- Farmer or Rancher



HEALTH CARE

- Pharmacist
- Dentist
- Physician
- Athletic Trainer



MANUFACTURING AND CONSTRUCTION

- Building Inspector
- General Contractor
- Factory Supervisor
- Cost Estimator



LAW AND ORDER

- Attorney
- Military Officer
- Police Officer
- Judge



ENGINEERING AND TECHNOLOGY

- Civil Engineer
- Mechanical Engineer
- Industrial Engineer
- Airline Pilot
- Flight Engineer
- Database Administrator
- Vocational Teacher

YOUR PERSONAL STRENGTHS

CLARITY

You are organized and structured, always focused on what is important.

OBJECTIVITY

You are able to easily detach yourself from overly emotional concerns to make logical decisions.

EFFICIENCY

You have a natural sense for how to maximize effectiveness with the least amount of fuss.

PRACTICALITY

You are down-to-earth and realistic, quickly absorbing what details are relevant to a situation.

YOU AT YOUR BEST

At your best, you are a decisive go-getter who is focused on getting the job done.

Your eye for detail and logical mind help you to understand relevant issues and quickly determine what action needs to be taken.

You are realistic and responsible; you make sure to always stay focused and follow procedure in order to achieve your goals.

To perform at your best, look for opportunities that allow you to showcase your leadership abilities.

You are an excellent manager, both of people and resources.

You enjoy using your organizational skills to keep people on track and efficient, and you easily understand the practical needs and concerns of an organization.



OPPORTUNITIES FOR EXCELLENCE

- Embrace opportunities to lead. You have a talent for keeping people productive and focused.
- Choose roles that allow you to establish structure and procedures. You quickly understand how roles and responsibilities should be delineated.
- Don't be afraid to take risks. Your ability to logically analyze situations gives you an edge.
- Seek out organizations that respect tradition. You will be most comfortable in an environment that is stable and structured.



POTENTIAL PITFALLS

- Don't forget to recognize the contributions of others. You can become so focused on accomplishing a task, that forget that some people need to feel appreciated in order to stay motivated.
- Avoid environments where you are expected to tread carefully around the emotions of others. You want to be direct and straightforward, and do not have the patience to always look after other people's feelings.
- Stay open to making changes after you've settled on a course of action. Don't neglect to consider new information simply because you are eager to take action.
- Try not to be stubborn about changes to processes and procedures. Focus on making sure things stay efficient and effective, rather than resisting change entirely.