

ESTJ

(Extraverted, Sensing, Thinking, Judging) Taking Care of Business

Career Satisfactions for ESTJs Doing work that:

- Lets me work systematically, organizing facts, policies, or people, and use time and resources efficiently toward a logical conclusion
- Lets me use mastered skills while working on concrete and straight-forward assignments with clear specifications, using my strong reasoning powers
- Is measured and evaluated by fair, logical, explicit, and objective standards
- Is done in a friendly environment with other hardworking and conscientious people who do not bring their personal problems to work or expect me to share my personal feelings on the job
- Is realistic and tangible in nature and has practical applications and concrete results
- Has clear expectations and reporting hierarchy
- Lets me be productive, organizing the necessary steps and resources, following established procedures, and setting and meeting deadlines
- Is done in a stable and predictable environment, but one that is also filled with action and a variety of people
- Can be done with other people, enabling me to be in charge of myself and others
- Lets me make decisions and have a great deal of control and responsibility; where my opinions, recommendations, and experience are considered important

Work-Related Strengths

- Practicality and focus on results
- Forcefulness in dealing with your commitments; you can be tough when necessary
- Ability to stay focused on the organization's goals
- Precision and accuracy and desire to get the job done right
- Desire to follow established routines and procedures
- Ability to recognize what is illogical, inconsistent, impractical, or inefficient
- Organizational skills; you're good at making objective decisions
- Belief in the value of a traditional structure and the ability to work within it
- Sense of responsibility; you can be counted on to do what you say
- Clear work ethic; need to be efficient and productive
- Common sense and realistic perspective

Work-Related Weaknesses

- Impatience with those who don't follow procedures or who ignore important details
- Reluctance to embrace new, untested ideas
- Discomfort with or resistance to change
- Little patience with inefficiency or processes that take too long
- Focus on present needs at the expense of future ones
- Tendency to overrun people in an effort to meet your goals
- Inability to see future possibilities
- Lack of sensitivity about how other people will be affected by policies and decisions
- Difficulty listening to opposing viewpoints; you may interrupt frequently

Popular Occupations for ESTJs

Technology/Physical

- Engineer: mechanical/applied fields
- Computer analyst
- Auditor
- General contractor
- Farmer
- Construction worker
- Pharmacist
- Clinical technician
- Accounting internal auditor
- Technical trainer
- EEG technologist
- Paralegal
- Network administrator
- Database administrator

Professional

- Dentist
- Physician: general medicine
- Stockbroker
- Judge
- Executive
- Teacher: technical/trades
- Civil/mechanical/metallurgical engineer
- Corporate finance lawyer
- Electrical engineer
- Primary care physician
- Industrial engineer
- Paralegal
- Pharmacist
- Lawyer
- School principal
- Chief information officer

Management

- Project management
- Officer manager
- Administrator
- Factory supervisor
- Database manager
- Purchasing agent
- Regulatory compliance officer
- Budget analyst
- Administrator: health services
- Chief information officer
- Management consultant: business operations
- Logistics and supply manager
- Bank manager/loan officer
- Credit analyst/counselor

- Property manager: commercial/residential
- Bill and account collector
- Food service and lodging owner
- Computer network administrator
- Nursing director
- Construction manager
- Association manager and adviser
- Treasurer, controller, and chief financial officer
- Private sector executive

Sales/Service

- Insurance agent
- Sales (tangibles): computers, real estate
- Funeral director
- Cook
- Military officer
- Teacher: trade, industrial, technical
- Government employee
- Security guard
- Sports merchandise/equipment sales
- Pharmaceutical sales
- Telecommunications security
- Police/probation/corrections officer
- Occupational health and safety specialist
- Ship and boat captain
- Regulatory compliance officer
- Purchasing agent
- Aviation inspector
- Athletic coach
- Athletic trainer
- Sales agent: securities & commodities
- Underwriter
- Credit analyst
- Cost estimator
- Budget analyst
- Police and detective supervisor
- Commercial airplane pilot
- Transport coordinator
- Flight engineer

Portrait of an ESTJ

ESTJs are very much in touch with the external environment. They know their community and usually are pillars of strength. The best adjective to describe ESTJs would be responsible. They represent about 13% of the general population.

ESTJs are outstanding at organizing orderly procedures and in detailing rules and regulations. They like to see things done correctly. They tend to be impatient with those who do not carry out procedures with sufficient attention to those details, prescribed by those with the most experience, that will get the job done right.

ESTJs are comfortable in evaluating others and tend to judge how a person is doing in terms of standard operating procedures. They may, at times, be abrupt with those who do not follow the rules correctly.

ESTJs are realistic, matter-of-fact, and more curious about new devices and processes than about new principles and theories.

ESTJs generally are loyal to their institutions, work, and community and make excellent, faithful mates and parents. They see where their duty lies and are not likely to shirk the doing of that duty, even when this requires considerable sacrifice on their part. They frequently rise to positions of responsibility in their jobs, in the community, and in their religious affiliations. They very often belong to several civic clubs and support them both through steady attendance and through their spoken attitudes. ESTJs themselves are punctual and expect others to be also.

ESTJs may not always be responsive to points of view and emotions of others and may have a tendency to jump to conclusions too quickly at times. They may not always be willing to listen patiently to opposing views; they are especially vulnerable to this tendency when in positions of authority. They may need to make special effort to remain open to input from others who are dependent on them — their children, spouses, and employees.

ESTJs are so in tune with the established, time-honored institutions and ways of behaving within those institutions that they cannot understand those who might wish to abandon or radically change those institutions. They follow routines well at home and at work, tending to have a place for everything and wanting everything in its place. They are usually neat and orderly at work and at play.

They approach human relations through traditions and rituals, promoting harmony and contentment in their relationships through creating well-worked-out routines and procedures. Family traditions have meaning for ESTJs, and they willingly participate in observing these. They enjoy opportunities to see friends, former colleagues, and relatives at functions such as retirement dinners, annual picnics, Thanksgiving gatherings, and weddings. ESTJs are relatively easy to get to know; they do not tend to confuse people by sending double messages. They are dependable and consistent, and what they seem to be is what they are.

Using your strengths is easy.
The secret to success for an ESTJ is learning to:

SLOW DOWN, CONSIDER IMPLICATIONS FOR PEOPLE, AND BE FLEXIBLE