

# ESTJ

*ESTJs know the answer, the question is irrelevant!*



## EXTRAVERTED SENSING THINKING JUDGING

In general, ESTJs are doers who roll up their sleeves, dig in, and proceed directly to get the job done. They use logic and analysis as guiding principles for their lives. They are quick to decide and set a plan of action. They marshal resources in an organized fashion, implement, and follow through. They like closure. They focus directly on the tasks to be accomplished and are able to anticipate the steps needed to complete the assignment. In doing so, they are able to see what might go wrong and take the necessary preventive action. They monitor events continually and make sure commitments, both their own and those of others, are honored and the job gets done. They are at their best in situations that have some structure to them and involve activity, not contemplation, and in which an end product is desired.

- ESTJs are great at getting things done; they like to run the show and make things happen
- They like structure and can remember and organize many details
- ESTJs are realistic, practical, and matter-of-fact; they systematically set about achieving their goals on schedule and as efficiently as possible
- They are outgoing, sociable, direct, and friendly; they are usually easy to get to know

### Choosing a Major

- Tend to choose their major early and don't question it later
- Desire a job that leads to immediate, tangible results
- Frequently major in business, production, construction and administration, where they can set goals, make decisions, give orders, and evaluate outcomes

### Learning Style

- Want to know exactly what is required to master the subject
- Prefer step-by-step learning; may struggle with theory
- Prefer instructors to present material clearly and logically and to arouse enthusiasm
- Usually not convinced by anything but logic backed by solid facts
- Want to see ideas put into practice

### Reading, Writing, Studying

- Set study schedules and follow them
- Prefer to study with others as long as they can keep it organized
- Read just enough to be able to start a project
- Good at public speaking and write best by dictating first draft
- Need to revise final drafts by citing theories that underlie the facts and observations

### Playing

- Often leaders of campus groups, participants and spectators at athletic events
- Roommates may find them friendly but wanting to be in charge
- Females may be outspoken; males tend to play traditional roles
- Tend to work hard at playing; enjoy competing

### Possible Causes of Stress

- May make decisions too quickly
- May stick to first decision rather than seek other possibilities that might solve the problem
- May criticize others with little awareness of its impact
- Inefficiency and confusion in groups
- Others not being logical

### Dealing with Stress

- Naturally good at getting organized and taking charge
- Must be aware of rushing decisions; be willing to reconsider
- Must balance criticisms by expressing appreciation
- Trust hunches about the meaning of abstract test questions
- Lowering expectations of others may reduce frustrations

**Work Related Strengths:**

- Very practical and results-oriented
- Good at focusing on organization's goals
- Natural organizers; good at making objective decisions
- Forceful in carrying out commitments and can be tough when necessary
- Good at seeing what is illogical, inconsistent, impractical or inefficient

**Work Related Weaknesses:**

- Can be impatient with those who don 't follow procedures or don 't pay attention to details
- Have little patience for inefficiency
- Have a tendency to run over people as they pursue goals
- May not be interested in possibilities that do not exist in present moment
- May not listen to opposing viewpoints; can be abrupt and appear rude

**CAREER SATISFACTION** means doing work that:

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

## Popular Occupations for ESTJs

In listing occupations that are popular among ESTJs, it is important to note that there are successful people of all types in all occupations. However, the following are careers ESTJs may find particularly satisfying and some of the reasons why. This is by no means a comprehensive listing but is included to suggest possibilities you may not have previously considered. Although all of these occupations offer the potential for career satisfaction, the future demand for some careers is anticipated to be greater than for others.

### 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 and commodities
Underwriter	Credit analyst
Cost estimator	Budget analyst
Police and detective supervisor	Commercial airplane pilot
Transport coordinator	Flight engineer
Construction and building inspector	Licensing examiner and inspector
Real estate appraiser	Paralegal
Legislative assistant	Insurance adjuster
Court clerk	Hotel and motel manager
Environmental compliance inspector	Recreational therapist
Sound technician	

These occupations allow ESTJs to work in the real world, on realistic and tangible projects. Most of these careers demand adherence to standard operating procedures and require a great deal of interaction with the public or groups of people. ESTJs enjoy being in positions of authority and enjoy giving orders. Selling tangible items offers the opportunity to engage in work that achieves immediate and tangible results.

### Technology/Physical

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

These fields require the use of the ESTJs' technical and mechanical abilities. Each allows them to focus on gathering, organizing and analyzing factual information, and engage in deductive reasoning. Each of these occupations requires a logical and organized work style, which is enjoyed by ESTJs who prefer a work environment that is orderly and neat. ESTJs are impatient with confusion and inefficiency.

### **Management**

Project manager	Office manager
Administrator	Factory supervisor
Database manager	Purchasing agent
Regulatory compliance officer	Budget analyst
Administrator: health services	Management consultant: business operations
Chief information officer	Logistics and supply manager
Bank manager/loan officer	Credit analyst/counselor
Bill and account collector	Property manager: commercial/residential
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	

The managerial fields are often satisfying for ESTJs because they like to be in positions of authority. ESTJs make good executives because they enjoy giving orders, making decisions and supervising others. They are also very loyal to established institutions. Management requires constant interaction with other people and the ability to direct, monitor, and evaluate the work of others.

### **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

The appeal of the professional fields is the ability to work in established, traditional institutions in positions of authority. Dentistry and medicine are technical occupations that generally include hands-on activities, working with real people and tangible objects such as teeth and gums (for dentists), and the human body (for general practitioners). These occupations make use of the ESTJ's powers of deductive reasoning and ability to understand cause and effect. They prefer to do things following a prescribed procedure proven effective by their own experience and others whom they respect.

Remember, these are only some areas that provide satisfying expression for the unique natural talents of the ESTJs.

