

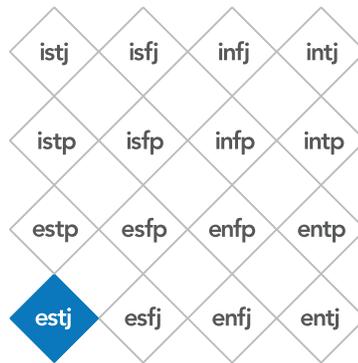


estj

ANALYTICAL
 CRITICAL
 LOGICAL
 OBJECTIVE
 MATTER-OF-FACT
 PRACTICAL
 REALISTIC
 PRAGMATIC
 DECISIVE
 ORGANIZED
 SYSTEMATIC
 ASSERTIVE
 SELF-CONFIDENT
 OUTSPOKEN
 TOUGH
 CLEAR
 EFFICIENT
 STRAIGHTFORWARD
 DEPENDABLE
 CONSCIENTIOUS

MYERS-BRIGGS TYPE INDICATOR® TYPE DESCRIPTION

Steven Guzman



Extraversion | Sensing | Thinking | Judging

ESTJs are natural administrators. They move quickly to implement decisions, organize projects and people to achieve their goals, and are forceful in implementing their plans. They focus on results and the bottom line. They have a clear set of logical standards they systematically follow and want others to follow also.

They value home, family, health, financial security, and achievement.



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Characteristics of ESTJs

- ESTJs organize projects and people to get things done and focus on getting results in the most efficient way possible.
- They base their decisions on logic, experience, and facts.
- They take care of the routine details of life.
- ESTJs are clear and straightforward in their communication.
- They can make tough decisions when necessary.

ESTJs with Others

- ESTJs can be quite gregarious and generally enjoy interacting with people, especially around tasks, games, traditions, and family activities.
- They take relationship roles seriously and fulfill them responsibly.
- Their communication is clear and straightforward, and people seldom have to wonder where they stand.
- ESTJs are so certain of their opinions that others may find them overpowering.
- Others rely on them to take charge and get things done.
- ESTJs think conduct should be ruled by logic, and they govern their behavior accordingly.



ESTJs at Work

- ESTJs like to organize facts, situations, and operations related to a project, and they will make a systematic effort to reach their objectives on schedule. Getting things done is their strong suit.
- They tend to focus on the job, not on the people behind the job. *I've worked on being more understanding of others.*
- They prefer jobs in which results are immediate, visible, and tangible.
- ESTJs can see the steps needed to accomplish a task, anticipate potential problems, assign responsibilities, and organize resources.
- When they see that something is not working, they will plan and act to correct the situation. Otherwise, they prefer proven procedures and systems.
- They are focused on tasks, action, and the bottom line.
- They have a natural bent for business, industry, production, and construction. They are excellent administrators because they understand systems and logistics. They like to set goals, make decisions, and give the necessary orders.
- They are not happy in work environments with confusion, inefficiency, and halfway measures.

Potential Blind Spots for ESTJs

- If ESTJs have not developed their Thinking preference, they may not have a reliable way of evaluating information and thus may end up making overly harsh decisions.
- If they have not developed their Sensing preference, ESTJs may decide too quickly before taking in enough information. Then their decisions will reflect only their previous judgments or biases. *My CFP training has taught me to always look at the forest and not just the trees.*
- They may decide so quickly that they don't stop and listen to the viewpoints of others, especially those of people who are not in a position to argue. Then they may make decisions without gathering enough facts or with insufficient regard for what other people think or feel.
- They may rely so much on their logical approach that they overlook Feeling values—what they and other people care about.
- ESTJs sometimes have trouble expressing appreciation.