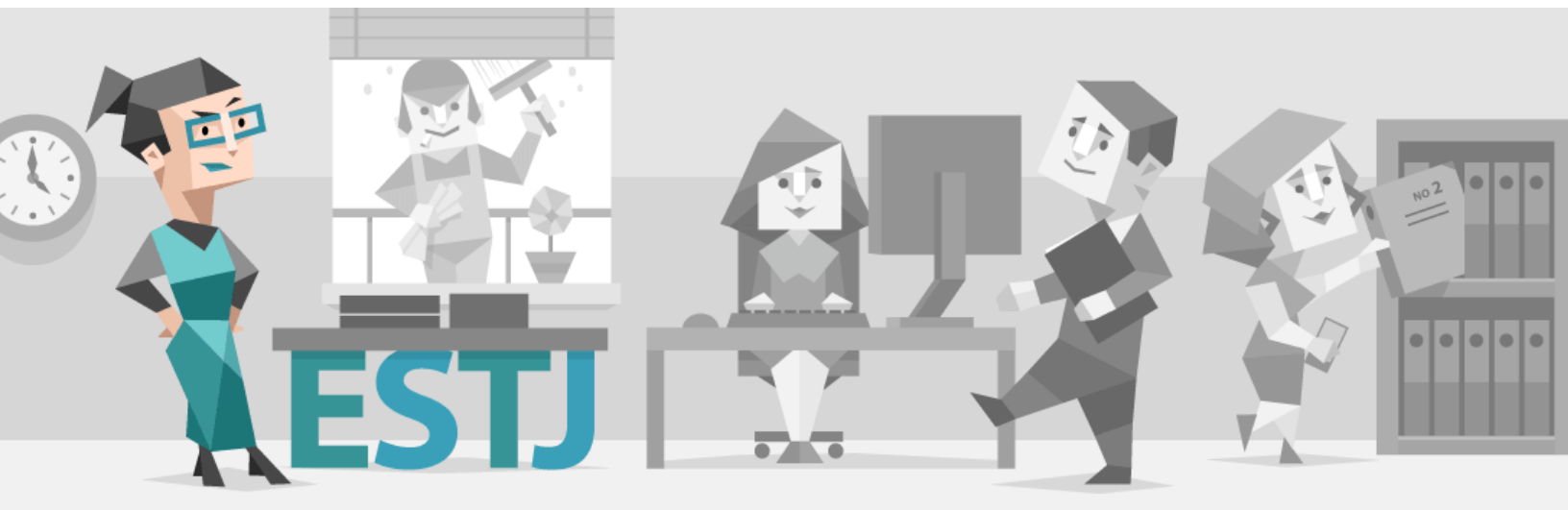


ESTJ



ESTJs are hardworking traditionalists, eager to take charge in organizing projects and people. Orderly, rule-abiding, and conscientious, ESTJs like to get things done, and tend to go about projects in a systematic, methodical way.

ESTJs are the consummate organizers, and want to bring structure to their surroundings. They value predictability and prefer things to proceed in a logical order. When they see a lack of organization, the ESTJ often takes the initiative to establish processes and guidelines, so that everyone knows what's expected.

What Makes the ESTJ Tick

ESTJs are conventional, factual, and grounded in reality. For the ESTJ, the proof is in the past: what has worked and what has been done before. They value evidence over conjecture, and trust their personal experience. ESTJs look for rules to follow and standards to meet, and often take a leadership role in helping other people meet expectations as well. They concern themselves with maintaining the social order and keeping others in line.

ESTJs 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. The ESTJ wants to achieve efficient productivity and typically believes this is best accomplished when people and systems are well organized.

Recognizing the ESTJ

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

ESTJs are often involved in institutions: clubs, associations, societies, and churches, where they usually take a leadership role. They typically connect with others through sharing ritual and routine. Social interaction for ESTJs often means following an established tradition to engage with others in a structured way. ESTJs tend to respect and seek out hierarchy. They want to know who's in charge, and will assign levels of responsibility if none exist. Once a structure is in place, ESTJs typically trust authority figures and expect obedience from people of lower rank.

Popular Hobbies for the ESTJ

Popular hobbies for the ESTJ include building and repairing things around the home, gardening, volunteering, community service, and playing and watching sports.

Quotes About ESTJ

"The ESTJs solve problems by expertly applying and adapting past experience. They like work where they can achieve immediate, visible, and tangible results."

- Isabel Briggs Myers, [Gifts Differing](#)

"These Supervisors are eager to enforce the rules and procedures, and they can be serious about seeing to it that others toe the mark—or else face the consequences."

- David Keirsey, [Please Understand Me II](#)

"As a general rule ESTJs will rise to the top of almost any organization."

- Otto Kroeger, [Type Talk at Work](#)

Facts About ESTJ

Interesting facts about the ESTJ:

- On personality trait measures, likely to score as Contented, Energetic, Prejudiced, Self-Satisfied, and Practical
- More likely than other types to exhibit Type A behavior
- Of all types, scored highest in coping resources (with ENFP)
- Ranked 3rd highest in marital satisfaction among all types
- Among top four types in college GPA
- Least likely of all types to think about suicide in college
- Among most likely to stay in college
- Among types most satisfied with their work
- High-ranking personal values include Health, Financial Security, Achievement, and Prestige
- Overrepresented among bank officers, financial managers, and business owners

ESTJ at Work

At work, the ESTJ excels at organizing—people, projects, and operations. ESTJs like to be in control and often seek out management positions, preferring to be in a role where they can make decisions and enforce policies and procedures.

ESTJs quickly develop a reputation in the workplace as people who can be trusted to deliver, on time and as requested. They are unfailingly reliable and gain satisfaction from bringing a project to completion. Because of their eagerness to take on responsibility, they sometimes become overworked.

The ideal work environment for an ESTJ is highly structured, with a clear set of expectations and an organized authority structure. The ideal job for an ESTJ allows them to use their organizational skills within a set of standardized procedures to efficiently produce a tangible product.

Top Careers for the ESTJ

Top careers for the ESTJ include:

[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](#)

[Office Manager](#)

[Public Administrator](#)

[Chief Financial Officer](#)

[Chief Information Officer](#)

[Military Officer](#)

[Police Officer](#)

[Airline Pilot](#)

[Vocational Teacher](#)

[Farmer or Rancher](#)

[Chef](#)

[Attorney](#)

[Paralegal](#)

[Judge](#)

[Auditor](#)

[School Principal](#)

[Property Manager](#)

[Restaurant Owner](#)

[Pharmacist](#)

[Dentist](#)

[Physician](#)

[Athletic Trainer](#)

[Civil Engineer](#)

[Mechanical Engineer](#)

[Industrial Engineer](#)

[Flight Engineer](#)

[Database Administrator](#)

[Real Estate Appraiser](#)

[Cost Estimator](#)

[Building Inspector](#)

[Factory Supervisor](#)

[General Contractor](#)

[Funeral Director](#)

Least Popular Careers for ESTJ

It is important to note that any personality type can be successful in any occupation. However, some occupations are well suited to the natural talents and preferred work style of the ESTJ, while other occupations demand modes of thinking and behavior that do not come as naturally to the ESTJ. Occupations that require the ESTJ to operate outside their natural preferences may prove stressful or draining, and often sound unappealing to ESTJs who are choosing a career.

The following occupations have been found to be unpopular among ESTJs, based on data gathered from surveys of the general population.

[Artist](#)

[Graphic Designer](#)

[Writer](#)

[Musician](#)

[Actor](#)

[Art Director](#)

[Cosmetologist](#)

[Restaurant Host](#)

[Recreation Worker](#)

[Preschool Teacher](#)

[Social Scientist](#)

[Physical Therapist](#)

[Child Care Provider](#)

[Social Worker](#)

[Nurse's Aide](#)

[Veterinary Assistant](#)

[Psychologist](#)

[Librarian](#)