

ESTJ

Extroverted Thinking (Te) Introverted Feeling (Si)

MAIN CHARACTERISTICS

PERSONALITY

ESTJs are great organizers. They are logical, systematic, base their actions on concrete data and proven methods. Efficiency is their first criterion for success.

They know how to set goals for themselves and others, establish the corresponding action plan, indicate deadlines and stick to them. They have a sense of responsibility, of loyalty, of duty to accomplish.

ESTJs are particularly trustworthy; what they say, they do - and if they can't, they will say it but do everything to make it happen.

ESTJs willingly follow proven procedures. They love traditions, rites and in general everything that contributes to the proper functioning of institutions, whether family, associative or professional.

ESTJs make easy and immediate contact, easily express what they think - not necessarily what they feel - and break the ice without difficulty. They methodically cultivate their friendships through clubs, meetings, and carefully planned activities. They thus often become the pillars of associations and assume their direction without qualms.

ESTJs learn best when work is carefully prepared and planned, when they know the schedule and schedule well in advance. They also like to see the direct usefulness of what they learn, particularly through practical work.

PROFESSIONAL LIFE

ESTJs feel perfectly at ease in companies and they easily access positions of responsibility. They willingly make decisions based on established procedures and proven facts.

They are ideally suited to establish procedures themselves, set standards and ways of doing things. They like to plan and carefully control execution.

ESTJs are respectful of hierarchy and want their authority to be respected as they respect that of others. In an organization, they are stabilizing elements, the tenants of the structure. They are focused on completing the task at hand, with people taken into account to the extent that they contribute effectively to their project.

Jobs where management and administration predominate are particularly suitable for them. They easily occupy management and command functions. But it is obviously possible for them to carry out any other type of activity that interests them.

REACTIONS TO STRESS

FIRST LEVEL

ESTJs' taste for decision-making can become excessive. In case of stress, they will tend to rush, without sufficient information, simply because any decision seems better to them than no decision. They also tend to want to decide for the other and to know better than the person concerned what should be done. ESTJs readily have an opinion on everything and express it, whether asked or not. On the other hand, their listening ability may be limited.

Their taste for procedure and rules can turn into routine and bureaucratization. ESTJs are generally not comfortable with change; they sometimes prefer to maintain an unsatisfactory but known situation rather than letting go to experience something else.

ESTJs also have difficulty listening to what they feel and defining their own value system. Compliance with standards and conventions can then in certain cases take the place of their opinion.

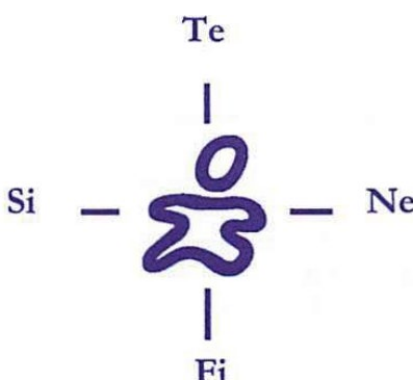
ESTJs tend to have difficulty expressing their feelings toward others and giving positive feedback, believing that doing good work is a duty that is its own reward. Criticism, however, comes spontaneously to them. It may be difficult for them to express the often deep feelings they have toward the people they love.

SECOND LEVEL

If stress increases, they may find it very difficult to decide. The multiplicity of possible choices can overwhelm them and plunge them into indecision. They will experience it all the worse because this unusual state will not be explainable with their rational logic.

Their feeling, if repressed for too long, can manifest itself as hypersensitivity combined with withdrawal: ESTJs can then feel misunderstood and helpless.

DEVELOPMENT PATH



ESTJs benefit from confronting the unexpected to learn to control less and better seize opportunities. They will still have to be wary of their tendency to want to organize everything, which could lead them to also want to plan the time when they will be spontaneous!

This will give them more flexibility and open them to the world of feelings, their own as well as those of others. They will then be able to listen to what they feel and sort out what they think is their duty and what they would like to do or have done.

ESTJS SEEN BY THEMSELVES

"I am a fighter, I like challenges, the differences to overcome are the driving force of my action because I like action, I am stimulated by innovation to the extent that each new thing is for me an opportunity to "succeed" because efficiency is my leitmotif.

They say about me that I have a lot of charisma, when I believe in a cause, I "fight" to achieve the objective... I am organized, very responsive, reliable, nothing that can be done the same day or postponed the next day (which makes me appreciated by my superiors and abused by my

colleagues). I cannot stand injustice or incompetence, I have a very developed sense of duty, to the point of not being able to (express, know) my own desires... they are confused with duty.

I have a hard time expressing feelings verbally (I prefer to write them down). Example: I don't know what to say when a friend has just lost his daughter, so I say nothing or I awkwardly stammer a few words, it's the same thing with my husband, my children. I know how to say what's wrong (and still not always) but I don't know how to tell them that I love them.

I lead, I train, but not haphazardly, in order because I hate disorder in all areas.

I put everything away all the time, but I often misplace things or throw them away because I acted too quickly...!

Positive aspects :

- Sense of organizing an event more than people
- Hindsight with possibilities for anticipation
- I see what will happen eventually
- I notice the smallest detail about myself as well as others
- Perfectionist at work
- Sense of duty

Negative aspects :

- I am critical
- I can easily see what's wrong
- Reason takes precedence over feelings
- Difficult to silence the thought
- Little imagination and taste for risk
- I stay within the standards
- When stressed, I become expressive and negative
- I'm not kind to others

ESTJS IN BRIEF

Features	Organization, method, responsibility, authority
Environment	Focused on action and achieving goals
Communication	Direct, straightforward, on the facts and results
Leadership	Natural authority, taking charge of problems
Learning	Methodical, planned, with a clearly defined route
Change	Towards a goal, step by step
Decision	Rational, clearly stated, indicating ways and means
Stress 1	Authoritarianism, criticism, stiffness
Stress 2	Feeling of incomprehension, sentimentalism, lack of decision