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Do What You Are:

By Harnessing the Power of Personality Type

IF YOU ARE AN...ENTJ

EXTRAVERT, INTUITIVE, THINKING, JUDGING TYPE

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HOW TO FIND YOUR PERFECT CAREER IF YOU ARE AN...ENTJ

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Introduction



Congratulations! You have just taken a giant leap towards finding your perfect career! This report is the result of over twenty-five years of ground-breaking research into what leads people to find the most satisfying and successful careers. It is based on the work of Carl Jung and Isabel Briggs Myers which is the most well-respected and highly used system for understanding people in the world. Currently 89% of the Fortune 100 Companies use this model daily.

Your four letter Personality Type is **ENTJ**, which stands for **Extravert, Intuitive, Thinking, Judging**.* ENTJs represent approximately 3-5 percent of the American population.

Personality type is such a critical ingredient in career satisfaction because it helps people identify four of the most important features that make us who we are: how we get energy, take in information, make decisions and organize our world. And while every *individual* is certainly unique – we all have different genes, parents, backgrounds, etc. – people of the same personality type have a tremendous amount in common, especially with regards to what makes them satisfied and successful in their work.

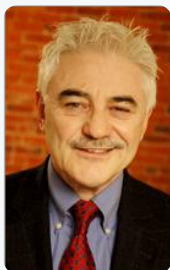
Quite simply, when we use our natural, inborn personality type preferences – our gifts – (yes, you are *born* with a type!), people feel energized, motivated and satisfied. Conversely, when we are doing tasks that are *not* natural to us, it drains our energy and we are less successful. Makes sense, doesn't it? The "old" approach to career counseling was to match a career with a person's values, interests, and abilities – all important ingredients. However, all of these change over time. The *only* factor that

remains constant over the entire course of a person's lifetime is their Personality Type.

This report is all about *you!* It will not only provide you with many powerful insights, you will learn *specific, practical, time-tested* and *immediately implementable* strategies for helping you find a career that you will find satisfying and at which you have the greatest chance of being successful.

*To learn much more about Personality Type, and how it affects important aspects of your life, please visit PersonalityType.com.

General Description



"As you read this description, it should sound very much like you... Of course, not every line will resonate, because every person is unique. If you have any doubts about whether this is your "true" type, you might want to have someone who knows you well read and discuss their perceptions with you...after all, most of us find it hard to be objective about ourselves."

ENTJs are natural leaders whose competence and strength inspires confidence and respect in others. They are talented at analyzing problems logically and objectively, weighing the pros and cons, and then making efficient, sensible, and often tough decisions. ENTJs value honesty and directness; they speak their minds and express their strong opinions with fervor. Decisive and energetic, they usually get right to the point without mincing words.

But ENTJs can be unaware of the impact their actions have on others. In fact, many ENTJs are so removed from their emotions that they may behave in ways that are insensitive to the needs or feelings of others. Although this is not intentional, they can be brusque and critical and can appear arrogant when they become impatient with people who don't grasp a concept quickly, take an opposing side, or express an illogical position. ENTJs also have the propensity to be bossy and may intimidate others into supporting their

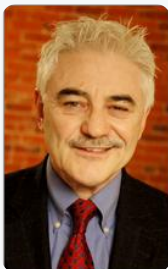
positions. And because they are often in a hurry to get things done and move ahead, they may fail to express their appreciation when others have helped them or have done a good job.

As talented strategic planners, ENTJs are capable of anticipating how current actions may affect future decisions. Creative and often innovative, ENTJs have great courage when it comes to making bold, sweeping changes, especially with respect to complex problems or issues. Not easily intimidated, they engender confidence in others and may have a commanding and even awe-inspiring presence. Great lovers of learning, ENTJs are always looking for ways to improve themselves and increase their expertise and power.

Typically friendly and outgoing, ENTJs like to be where the action is and are good at juggling several projects simultaneously. They are often very articulate, think quickly on their feet, and speak publicly with skill and confidence. ENTJs are usually not the least bit shy about sharing their ideas or expressing their strong opinions about any number of subjects. But because they are so eager to get one project completed and move on to the next one, ENTJs may not spend enough time reflecting and thoughtfully considering the immediate, practical, or personal consequences of their actions. And they may be surprised to learn that their good ideas are not as enthusiastically accepted as they expected them to be.

ENTJs are often highly career-driven. Organized and productive, they like to work hard and eagerly take on challenges, the more complex the better. As a result of their competence and resourcefulness, they are usually able to accomplish or even exceed their goals. But once they have embarked on a course of action, they may be unwilling or unable to modify their plans and pursue a new direction, even if it's warranted. ENTJs sometimes have difficulty striking a healthy balance between their work and home lives, becoming so preoccupied with furthering their careers that they neglect their personal or family lives in the process.

Recognize Your Strengths and Weaknesses



"The key to success for all types is to capitalize on their natural strengths, and minimize areas of weakness or their blind spots. Below is a list of common strengths and blind spots for ENTJs. Because every person is unique, you will find some on each list that are more accurate for you. Being able to identify your top five – from both lists – will help you be more successful in all of your endeavors."

Your Work-related strengths may include:

- Ability to see possibilities and implications
- Aptitude for creative problem solving; ability to examine issues objectively
- Understanding of complex issues
- Drive and ambition to succeed
- Confidence and natural leadership ability
- Strong motivation to be competent and to excel
- High standards and strong work ethic
- Ability to create systems and models to achieve your objectives
- Courage to take bold steps and the drive to reach goals
- Logical and analytical decision-making skills
- Decisiveness and strong organizational skills
- Comfort with technology; you're a quick learner

Your work-related weaknesses may include:

- Impatience with others who are not as quick as you are
- Brusqueness and lack of tact and diplomacy
- Tendency toward hasty decision making
- Lack of interest in mundane details
- Tendency to want to improve something that doesn't need improving
- Tendency to intimidate or overpower others

- Tendency to not take the time to adequately appreciate and praise employees, colleagues and others
- Reluctance to reexamine issues already decided
- Propensity to overemphasize work life to the detriment of home life

Career Satisfiers



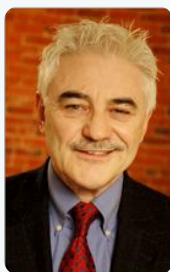
“Below is a list of “Career Satisfiers” – those elements which bring satisfaction because they make the best use of your natural gifts. While all ENTJs will resonate with most of these items, every individual is unique and will find some more important than others. Try to identify your top five. Then consider these when evaluating potential career opportunities.”

What you need in a career for it to be satisfying. Doing work that:

1. Lets you lead, be in control, organizing and perfecting the systems of an organization so that it runs efficiently and reaches its goals on schedule
2. Lets you engage in long-range strategic planning, creative problem solving, and the generation of innovative and logical approaches to a variety of problems
3. Is done in a well-organized environment where you, and others, work within a clear and definite set of guidelines
4. Challenges and stimulates your intellectual curiosity and lets you work with complex and often difficult problems
5. Gives you opportunities to meet and interact with a variety of other capable, interesting, and powerful people
6. Gives you the opportunity to advance within the organization and to increase and demonstrate your competence

7. Is exciting, challenging, and competitive; where you are in the public eye and where your accomplishments are seen, recognized, and fairly compensated
8. Lets you work with other intelligent, creative, ambitious, and goal-oriented individuals whose competencies you respect
9. Lets you set and meet goals and implement your organizational skills to keep yourself and others focused on the larger goal while accomplishing all your objectives in a timely and efficient manner
10. Lets you manage and supervise others, using logical and objective standards and policies that utilize each person's strengths but without having to deal daily with interpersonal squabbles

Some satisfying career fields and jobs for ENTJs:



"There are many fields and careers within those fields where ENTJs can find satisfaction and success. You will find your greatest satisfaction from choosing a field/career that not only makes good use of your natural personality type preferences, but is also something you are personally interested in. Presented below are some examples of careers which many ENTJs find satisfying."

Business

- CEO, COO, CFO
- Personnel Manager
- Network Integration Specialist (telecommunications)
- Information Services-new business developer
- Advertising account manager
- Franchise owner
- Sales Manager

- Entrepreneur
- Health care administrator
- College and university administrator
- Media planner/buyer
- Managing editor
- Logistics consultant (manufacturing)
- Human resources manager
- Theater producer
- Real estate manager

Finance

- Personal financial advisor
- Economic analyst
- Mortgage broker
- Credit investigator
- Fund manager
- Stockbroker
- Investment banker
- Corporate finance attorney
- Economist
- Venture capitalist
- International banker
- Treasurer, controller, and chief financial officer

Consulting/Training

- Business consultant
- Management consultant
- Educational consultant
- Program designer
- Management trainer

- Employment development specialist
- Labor relations manager
- Telecommunications security consultant
- Corporate/team trainer
- Technical trainer
- Political consultant

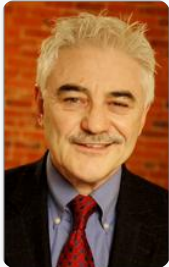
Professional

- Attorney
- Judge
- Psychologist
- Science/social science teacher
- Chemical engineer
- Intellectual property attorney
- Biomedical engineer
- Psychiatrist
- Environmental engineer
- Political scientist
- Pathologist
- Pilot

Technology

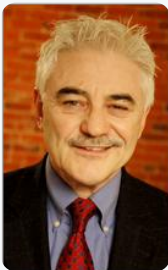
- Network and computer systems administrator
- Network systems and data communications analyst
- Computer and information systems manager
- Robotics network manager
- Database administrator
- Project manager

How to use your personality type strengths to conduct a successful job search



“Conducting a job search can be challenging for all types. However, you can increase your chances of success and reduce your stress during the process by building your unique abilities to:”

- Develop and follow an effective job search strategy
- Anticipate trends and forecast future needs
- Solve problems creatively
- Network extensively; impress others with your competence
- Become knowledgeable about the organization and the position of interest



“However, we all have blind spots. Knowing yours may help you avoid some common pitfalls commonly experienced by ENTJs:”

- Avoid making decisions too quickly
- Try not to appear arrogant, aggressive or pushy
- Don't discount opportunities you consider to be below your competency level
- Be patient with all phases of the process, even the details
- Work on developing active listening skills

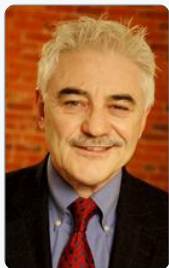
If you plan to stay in your current position... (at least for now)



“For a variety of reasons, you may have decided it makes sense (if perhaps only temporarily) to remain in your present job or with your current employer. The information in this report can also be very helpful in “customizing” your current job to make it a better fit with your personality type, and hence a more satisfying experience. Specifically, here are several actions to consider:”

- Try to get appointed to strategic planning committees
- Find a mentor (if you are new to the field or organization)
- Create opportunities to be leader (volunteer to chair a committee, etc.)
- Develop a “critical friends group” (people that help critique each other’s ideas)
- Seek professional development opportunities on a regular basis
- Sign up for advanced training or a degree in your area of specialty.
- Join and/or become a leader in a professional association
- Invite more input from direct-reports; become a mentor

The Secret to Success...



Understand that using your strengths is easy. The *secret to success* for an ENTJ is learning to:

“Slow down, focus on the details, and tune into others’ needs.”

ABOUT THE AUTHOR

Paul D. Tieger is an internationally recognized expert in Personality Type. The Founder and first Director of The New England Type Institute, Paul has personally trained thousands of managers, team leaders, HR professionals, career consultants, psychologists, attorneys, and educators.

Over the past 20 years, Paul has consulted with dozens of insurance companies, financial institutions, law firms, colleges, utility companies, governmental offices, hospitals, and a variety of other types of businesses. He has developed innovative programs in such areas as team-building, management and sales training, career development, succession planning, conflict resolution, and communication enhancement.

Paul pioneered the application of Personality Type as a tool to assist trial attorneys in selecting and communicating with jurors, and has worked on dozens of high-profile civil and criminal cases, including the first physician-assisted suicide trial of Dr. Jack Kevorkian.

Paul has appeared on scores of radio and television programs, including Geraldo Live and CNN's Business Unusual, and has been profiled in The New York Times. As a result of his jury consulting experiences, Paul wrote *The Art of SpeedReading People* – a system for helping all people quickly size others up and speak their language.

Paul holds degrees in Psychology and Organizational Behavior.

