



PERSONALITY
CENTRAL



ESTJ

CAREER REPORT

Discover your Ideal Career Path
with Personality Type

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3rd Edition

ESTJ CAREER REPORT

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MESSAGE FROM THE AUTHOR

Choosing a career can be a daunting thing for people of any age.

How are we supposed to choose a career anyway?

The way society looks at careers feels so.... Final.

As if once the career is chosen, your life path is forever set and you'll either be happy or sad for the rest of life.

Feels like the same pressure you have to marry the right person!

The truth, as with most things, is somewhere in the middle.

There are indeed people who have resigned from finding a life of passion, fulfilment and joy that comes from choosing the right career.

They've given up.

Just settling for a routine life that pays the bills.

And yet there are those who chose the wrong career at the start, but yet eventually found the right one through exploration and research.

I was the latter.

I (INFP) studied accounts in university because I happen to be good in Math, only to find out midway that I HATED numbers.

I wanted to quit halfway, but because I was on scholarship, I persisted through but vowed never do to accounts in my life.

I went on to pursue my passion for understanding Type.

So here I am today.

The journey took several years, but I think I'm beginning to find my way.

Personality Type does not explain everything in life but knowing it is a big plus. Knowing it early, because you even choose your first field of study or job is even better.

I wished I learned this earlier in my life.

I wrote this because I know it will help you make a better decision in your professional life and I hope it will bless you tremendously and give you insights into yourself.

To your success!

Best Regards,

A handwritten signature in dark grey ink that reads "Ethan Lin". The script is fluid and cursive, with the first name "Ethan" and last name "Lin" clearly distinguishable.

Ethan Lin
Founder,
Personality-Central.Com

OVERVIEW



We will begin an overview of the ESTJ personality with their natural strengths:

STRENGTHS

- Systematic**
 They are methodical in their approach to work and are steady organisers in their handling of tasks.
- Down to Earth and Realistic**
 They are grounded and practical in their work and realistic in their projections of the future.
- Organised and Efficient**
 They are organised individuals in managing their finances, schedules and deadlines well and efficient in their work.
- Objective Impersonal Analysis**
 They use objective, impersonal analysis when looking at situations, being excellent at the constant use of logical reasoning.

- **Decisive**

They are decisive individuals and will conclude as soon as they have gathered sufficient relevant facts and details.

BLIND SPOTS

- **May interrupt others without listening to them**

Because of their natural tendency to be decisive, they may not take the time to listen to differing points of view.

They may also constantly interrupt others who disagree with them.

- **May jump to conclusions**

Similarly, they may jump to conclusions before receiving adequate information.

As such, they may cause unhappiness and misunderstanding unintentionally.

- **May not appreciate those around them**

ESTJs are task-oriented individuals and may not see the need to appreciate and praise those who helped them achieve the organisational objectives.

CAREER SUGGESTIONS



I must stress that all personality types exist in all occupations.

Due to other factors involved such as interests, geography, salary and working hours, most people do not end up in occupations that ideally fit their personality.

However, if you are in a job or career that is not ideal for your type:

- You may experience difficulty communicating or agreeing with your co-workers. Because everyone else speaks a different language from you, you may find communication issues arising in the course of your work.

- What you deem to be important in a job may not be in sync with your colleagues; hence, the use of your personalities' strengths in the course of your work may not lead to promotion or reward.
- Because you do not feel your work is valued, you may experience stress, dissatisfaction, burnout and lack of productivity.

It doesn't mean you have to quit your job right now.

As you will learn later on in this guide, you can find satisfaction in your current job with some simple strategies.

With that, let's look at some possible careers for the ESTJ:

EXECUTIVE/SALES

ESTJs are energetic, task-oriented and organised, making them suitable for most jobs out there in the marketplace.

They are also very comfortable with a high level of social interaction with colleagues and partners in the course of their work.

With their natural drive to succeed, most ESTJs do well in most executive roles in traditional organisational settings.

These jobs could include:

- Sales agent
- Pharmaceutical sales representative
- Underwriter
- Budget analyst
- Regulatory officer
- Government employee
- Personal financial adviser
- Security guard
- Commercial pilot
- Transport coordinator
- Chef
- Military officer
- Teacher

- Farmer
- Construction contractor
- Technical skills trainer
- Sports coach

SPECIALIZED CRAFTS

ESTJs enjoy working with their hands and tinkering with various kinds of objects.

In fact, they may prefer working with objects than with people.

Their attention to detail and focus to follow through makes them great craftsman.

They can consider jobs like:

- Engineer
- Farmer
- General contractor
- Construction worker
- Technical trainer
- Clinical technician
- Network systems administrator
- Database administrator

MANAGEMENT

ESTJs make great managers because of their organisational ability and decisiveness.

They respect organisational hierarchies and expect others to do the same as well.

They are comfortable taking charge of a situation and in making a logical, fair and objective assessment and decision.

ESTJ managers are known to be tough but fair.

Jobs in management include:

- Project manager
- Factory supervisor

- Management consultant
- Bank manager
- Credit analyst
- Property manager
- Bill collector
- Chief financial officer
- Private sector executive
- Association manager
- Dean of students
- Hotel manager
- School principal
- Restaurant floor manager
- Public Relations managers

PROFESSIONAL

ESTJs are suited for most kinds of professional work.

However, they shine in fields where the use of clear, objectively applied reasoning is recognised and rewarded.

Professional work that deals with facts, details and concrete evidence will appeal most of the ESTJs; and could include:

- Dentist
- Stockbroker
- Judge
- Teacher
- Lawyer
- Paralegal
- Surgeon
- Pharmacist
- Accountant
- Chief information officer
- Aerospace engineer
- Industrial engineer
- Electrical engineer
- Mechanical engineer
- Environmental scientist

- Telecommunication specialist

Remember that this list only seeks to be a guide for what you can do and is not exhaustive.

There are hundreds of career choices out there that you can consider.

What you should take away from this section is to understand why certain jobs appeal to you and apply it to possible career paths in your consideration.

ORGANISATIONAL CULTURE



Even though you're in the right job, it is the culture or environment of the organisation that will ultimately determine your job satisfaction.

There are work environments that will support your development, and there are those that simply frustrate and stress you out.

When you are applying or considering a new job, consider looking for organisations that are known to have:

- **Well-defined hierarchy**

ESTJs enjoy being part of organisations that have a well-defined hierarchy and structure.

They respect the position of their manager, and they want to be respected when they do take a supervisory role.

This kind of organisational structure is found in most established multi-national companies.

If this is important for you, do avoid small to medium-sized enterprises, where there is little to no hierarchy.

- **Clearly defined roles and responsibilities**

ESTJs want to be in roles where their job scope is clearly defined by objective, measurable factors.

They are motivated to succeed when they are given clear indicators of success.

Objectives such as "Sell \$50,000 of products per month" are an example of clear job expectation.

When you are being interviewed, a simple question such as "What is my responsibility?" will help you determine if your job scope is going to be clear.

- **A clear path to advancement**

Similarly, if they are clear about the criteria for promotion which includes meeting objective key performance indicators, they will be driven to meet those indicators for success.

In general, larger organisations have clearer paths for advancement, and you should inquire about them during the interview.

You should speak to people within the company to understand whether these indicators exist and are made clear to all in the company.

STRESSORS

- **A manager who plays favourites**

While most people are uncomfortable with a manager that practices favouritism, it is more so for ESTJ.

If they have to work in an environment where promotion, recognition or reward does not come by merit but by building good relationships, they will find it extremely unfair and frustrating.

- **Unclear roles and responsibilities**

If the role and responsibilities are unclear for the ESTJ, they find it disorienting.

This is especially so if they get punished or reprimanded for a neglected task that was not explicitly assigned to them.

If this happens on a regular basis, the ESTJ should consider clarifying job responsibilities with the manager.

- **Disorganised or indecisive manager**

ESTJs respect managers that are as competent, objective and organised as they are.

They may not respect or may even look down on the manager if he/she is disorganised and indecisive. Thus ESTJs will find it hard to work with them.

JOB SEEKING



The job search process is unique to each personality.

In this section, you will learn about strengths and weaknesses inherent to the ESTJ's personality during the job search process.

This includes exploring careers, choosing one, and the interview process.

STEP 1: THE CAREER EXPLORATION PROCESS

The ESTJ's career exploration process usually consists of:

- **Having immediate and tangible goals**
ESTJs have immediate and tangible careers goals such as a target salary, working hours, job nature and responsibilities.

They will usually have a clear idea of what they're looking for before they start.

- **Have an action plan to reach goals**

ESTJs often have well-thought-out plans to achieve their career goals.

They will have considered most, if not all grounds about each career option.

- **Collect facts to make a decision**

ESTJs will attempt to find and speak to people who are already in the industry or have experience.

The feedback they get from these people will eventually play a big part in their career decisions.

ESTJs may have blind spots in these areas:

- **May have trouble utilising unexpected opportunities**

Because ESTJs are already fixated on a plan in their head, they may overlook career opportunities that are unexpected or do not fit into their mental picture.

Keep yourself fully open to any opportunity that comes by and also keeps on brainstorming for any entirely new jobs that you would never otherwise consider; you might stumble upon some jobs that are even more suitable than the ones you are considering.

STEP 2: CHOOSING A CAREER

After looking at all your options, you will decide your choice.

Here are some things ESTJs will usually do when it comes to making the decision:

- **Logical Analysis of Alternatives**

ESTJs conduct a logical analysis of the alternatives with an objective cost-benefit analysis.

It's an impersonal decision-making process by looking at the pros and cons of their career options.

However, ESTJs should also consider these:

- **Personal Values**

Before they decide on their careers, ESTJs should also consider what is important to them as well such as their personal interests, principles or relationships and how their choice of careers will affect these.

- **Give yourself time**

ESTJs are naturally decisive and tend to conclude as soon as possible.

As a result, they might make hasty decisions even when it comes to a big decision like their careers.

Give yourself some time before you make a decision.

That extra time will help you obtain more information or consider a few other factors that did not occur to you initially.

STEP 3: GETTING THE JOB

After you choose a few possible alternatives and sending your resume, the next step is to ace the interview.

In this section, you will understand your strengths in the interview process and some blind spots you have to watch out for.

- **Impress others with your work ethic**

One of your greatest strengths is in your success in whatever you commit yourself to.

You should talk about your past achievements and successes to show your competence.

- **Have an extensive network of contacts**

ESTJs naturally convey energy and enthusiasm, especially when talking about possibilities about their role in the new job.

Push the conversation toward the potential of what you could achieve in the organisation, and your enthusiasm will naturally come out.

With these strengths, you should be able to ace your interview.

Here are three tips to make your interview even better.

- **Pause during interviews so that others can ask questions**

ESTJs may see a need to continually speak to get their points across without giving a chance for the interviewers to reflect or ask a new question.

Learn to pause and allow silence so that interviewers can consider and evaluate your answers before moving on to another question.

If anything, it will show the interviewers that you are a good listener as well.

- **Show passion and enthusiasm for the job**

Sometimes what interviewers are looking for are a willingness and a passion for the job.

ESTJs may find it hard to express their emotions and their enthusiasm for the job as they are very objective. It may come across as disinterest or apathy.

Showing a little enthusiasm or excitement in your tone and body language may make a difference in a hiring decision.

- **Make sure networking time is productive**

It may not come naturally to an ESTJ to build a personal relationship with the interviewers, but remember that a short chat or small talk about common interests like sports can be effective in giving the interviewers a good impression of you.

WORK RELATED STRENGTHS AND WEAKNESSES



Getting the job is only the beginning of your journey.

Along the way, you will still face challenges in your workplace.

Ultimately, the way to excel in your workplace is to take up roles that take advantage of your personality strengths and minimise the use of your weaknesses.

In this section, I have included your personality strengths, weaknesses, and some tips for professional development.

STRENGTHS

- **Ability to follow-through**

ESTJs are painstakingly persistent in ensuring that their tasks are followed through to completion.

This makes them great assets in any organisation.

- **Attentive to details**

ESTJs are good in tasks that require working with concrete facts and details.

Their attention to detail ensures that the works they produce are professional and error-free.

- **Strong Organisational skills**

ESTJs are very comfortable and respect the organisation's hierarchy, standard operating procedures and working within certain boundaries.

In that sense, they have strong organisational skills.

- **Good work ethic**

ESTJs are considered to have a good work ethic and are viewed upon as responsible and reliable individuals who can be relied upon.

As such, important tasks are often entrusted to them.

- **Results oriented**

ESTJs are very task-oriented and driven to obtain tangible, measurable results for the organisation.

- **Efficient and Productive**

ESTJs are focused on seeing their projects to completion.

When they are working, they are efficient and productive, not allowing any distractions to come before they are done with their work.

WEAKNESSES

- **Resistant to new ideas**

Trusting past and current experiences, ESTJs may be more resistant to new, untested ideas.

They may find discomfort when the organisation is going through a transition to adapt to new environments or events.

- **Impatience with new or untested ideas**

ESTJs are individuals with a strong organisational ability, and they expect others around them to respect the same procedures and hierarchy they do.

They are impatient with those who do not adhere to procedures at work.

- **Blunt and insensitive at times**

The decisive nature of the ESTJ might work against them during work.

Because they have a point of view and expect others to agree; they tend to come across as overbearing to others.

- **May be insensitive at times**

ESTJs are task-oriented people in their work and sometimes, in their bid to complete their tasks they may unintentionally hurt their colleagues with an insensitive word or action.

- **Difficulty listening to viewpoints**

ESTJs may be reluctant to listen to others, especially those who disagree with them.

They may even constantly interrupt others with their views, thereby coming across as stubborn.

PROFESSIONAL DEVELOPMENT

- **Allow others to know a little about your personal life**

Being task-oriented, ESTJs do not like to mix work and personal relationships, preferring to keep them separate at the workplace.

Hence they do not see a need to build personal friendships or bond with their colleagues.

However, it is good to know that some people do work better with you once they get to know you better.

Occasionally do share something personal about yourself and allow others to share their stories with you too.

- **Don't define the future based on your experiences**

ESTJs trust their past experiences and the huge store of data they have accumulated over the years, and are therefore likely to define possible outcomes of situations based on their past experiences.

Do understand that sometimes innovation and creativity can come from experimenting with the unknown or untested and even the best of them can be unprecedented.

- **Consider long-term consequences as well**

Being focused on the tasks and projects at hand, ESTJs may not look beyond the present moment when deliberating their actions.

Take some time to consider possible long-term outcomes from present actions and check them with a friend or a colleague.

FINDING JOB SATISFACTION



You may not always get the job you want, or even if you do, you might find that the things you do on a daily basis do not use your personality strengths.

This is just reality; most people do not get perfect fits for their jobs.

However, by altering your job scope, you can put yourself in a position where your personal strengths are used, and you become a recognised and valued individual in the organisation.

Here are some tips for altering your job scope to your personality:

- **Create efficiency systems**

If you are a manager, you can create systems that help efficiency in work and require your direct-reports to follow these systems.

This will ensure you are not frustrated by differing expectations or subjective values and ensure work is done in the best way possible.

- **Find networking opportunities**

Networking for business can be very fulfilling for you.

If your job does not allow you sufficient business interaction, consider joining professional networks or associations that are focused on helping each other's business.

- **Volunteer to draft agendas**

Sometimes meetings can be unproductive and unfocused, leading to a lot of frustration on your side.

Volunteer to draft agendas for meetings and ensure that everyone stays on track, keeping within the allotted time.

- **Create tangible expectations with your manager**

During your work reviews or appraisal, consider speaking to your supervisor about creating tangible and measurable targets as an indicator of work performance.

When you are clear about the expectations required of you, you are more likely to be motivated.

- **Seek advice from colleagues who are different from you**

During your work reviews or appraisal, consider speaking to your supervisor about creating tangible, measurable targets as an indicator of work performance.

When you are clear about the expectations required of you, you are more likely to be motivated.

REFLECTION EXERCISE

Describe what you want from your ideal job.

Don't list out the type of jobs that you want, but rather the nature of activities you prefer to be involved in.

e.g. Instead of writing that you would like to be a manager, write out that you would enjoy people management, organising and strategising.

List out at least three occupations or careers that will allow you to use your preferred skills as stated above.

Write out some weaknesses or blind spots you can start developing today to help you succeed in your chosen career.

LAST WORDS



Finding an ideal career is a challenging task, and even with the guidelines and advice given in this report, you still may not end up in your ideal career.

The truth is we live in a world where many other factors come into consideration: salary required to support our families, working hours, travelling time, personal interests, economic conditions, availability of jobs.

Nonetheless, this report will help you to understand more about yourself and which jobs will appeal to you.

Whichever career you are in, you can take these insights with you and use them to your advantage.

Most importantly, understand that your personality is unique.

Sometimes, we can be very discouraged and second guess ourselves on the job, especially when we are in a career that does not support our personality preferences.

Granted, to be successful in certain careers require you to act and behave in some ways, but you must come to a point where you understand the difference between who you are and what you do.

While you can adapt what you do and how you behave in certain situations, you must always live with the understanding of who you are and not be apologetic about it.

When you fully accept yourself, you will find happiness, confidence and courage to be the best you can be.

Here at Personality Central, we hope to bring out the best in you through the insights with personality type.

For more information, please visit www.personality-central.com.