

ESTJ: (Extraverted-Sensing-Thinking-Judging)

- Are practical, realistic, and decisive.
- Are outstanding at organizing projects and people to get things done.
- Are ethical, responsible, and usually forceful in making sure that others abide by the rules and traditions of society. ESTJs are not afraid to assert what they believe to be right and, in fact, will usually be right.
- Are able to make quick, objective, impersonal decisions in order to complete a task with a minimum of waste.
- Enjoy and need social interaction and tend to have real friendships with those who have similar values.
- Are sentimental about rituals and traditions but may be intolerant of human foibles.
- ESTJs have a strong sense of what is traditionally acceptable behavior and work hard at getting people to comply.
- Are extraordinarily hard workers but do not tend to think they are doing more than what everyone should be doing.
- Are wired to do it right. Consequently they not like to make mistakes and when they do, that mistake is rarely repeated.
- Want to know what their role is and once understood will usually take direct charge to make sure it gets done right.
- Love to provide and receive good service.
- Assume that others will know that they care by how comprehensively they take care of the tangible needs of their loved ones.
- May have a hard time understanding or accommodating adults or children who have a natural feeling response orientation. For an ESTJ, feelings do not have much to do with performance. How one performs is what matters to an ESTJ. When emotions do enter the equation, ESTJs can freeze and lose their effectiveness.

- Are used to succeeding consequently when they are not they can lose their ability to stay objective and become ruthlessly self-rejecting. Success is a matter of pride to ESTJs, and they expect it. Failing to master a situation may be experienced as a loss of identity.
- Are ultra-efficient “master planners” and can have difficulty adjusting when someone has a different idea on how to proceed. Negotiation is usually not part of the deal for an ESTJ. They are wired to know the most efficient way to get a job done so do not tend to be open to alternative suggestions.
- Take charge at home. ESTJs have clear, ‘by the book’ expectations for those they care for and, consequently, may have difficulty accommodating the needs of a child with a naturally independent frame of mind.
- An ESTJ’s spouse will require the same inner strength as an ENTJ’s does to hold his or her own with such a naturally forceful personality.
- ESTJ children can be a challenge for uninformed parents who can be unsettled by their child’s direct take charge corrections of their parent’s actions or plans.