**ESTJ Career Profile**

ESTJs are most likely to find interesting and satisfying those careers that make use of their breadth of interests, their reliance on facts, their use of logic and analysis, and their ability to organize. ESTJs are often found in careers that require the use of tough-minded, fact-oriented and goal-directed analysis to provide leadership and direction, and they are often found in high numbers in management and administrative positions. Their energetic orientation to action, along with their objective and realistic decision-making style often attracts them to these positions, and these same qualities often lead to their developing active and effective organizational and management skills. They are usually comfortable applying their standards of what is correct, efficient and sensible to all aspects of their environ­ment, and thus can be very analytical and matter-of-fact in their evaluations not only of situations, but of people as well.

Their systematic approach to getting the job done and their ongoing respect for details and rules often communicate a sense of responsibility and sturdy reliability to others who feel they can be trusted to follow work through to completion. Decision-making usually comes naturally to them, but they want their decisions to be based on hard facts, and they are typically more interested in organizing what is going on in the here­ and-now rather than in organizing abstract systems. ESTJs are often drawn to the useful applications of the field in which they find themselves, and thus they tend to be found in careers or career areas in which pragmatic and tangible results can be seen. They are often found in business and industry, but they demonstrate a willingness to organize and a pragmatic task-orientation regardless of their chosen area of work. Opportunities to interact with others are important to ESTJs, as are work environments that are structured and which have relatively clear lines of procedure.

These characteristics of ESTJs are also relevant to the other careers in which they are often found, careers that involve hands-on work, or work that requires a more objective approach to people. ESTJs report being more attracted to careers where they can manage organizations, provide leadership, be involved in practical applications of concepts to real world problems, and achieve some success and stability. They prefer working systematically, and like working on concrete and straight-forward projects where there are clear outcomes and objective standards. They like feeling productive and enjoy working with others who are also conscientious and production-oriented.

For ESTJs the job search is a very pragmatic process and a natural extension of their approach to the world. Decision-making tends to come naturally to them, and they are efficient and thorough in their gathering of information and in their marketing of themselves. Their ability to network, their stability, and their logical and realistic approach to work will usually be communicated to others during the job search. Potential draw­ backs for ESTJs in the job search may include failure to consider unusual opportunities, making decisions too quickly, and a tendency to be unaware of the interpersonal climate of interviews. Under stress, they may feel overwhelmed or become oversensitive to perceived criticisms of their competence as they engage in the job search. They may find it useful to take another look at the facts and realities of their situation, and to consider the importance of staying open to possibilities and to the roles relationships play in the job search process.

Examples of careers often chosen by ESTJs include management careers (in retail, business, restaurant, banking, public service and government), technical/ trade teaching, careers in the military, police and corrections work, social or public services, accounting, and construction. Other careers in which ESTJs are often found are listed in the next section of this report.

ESTJs are found much less often in careers that require a great deal of human service work or work requiring emotional care of others, such as careers in the counseling or the religious professions. They are also found much less often in work that requires ongoing attention to more theoretical, abstract or symbolic material, or invention-oriented work. They are also found less often in careers in the arts or fine arts, journalism, or careers in the social sciences. Careers in which ESTJs are less often found are also listed in the next section of this report.

## • Careers in which ESTJs are most and least often found

In the previous type description you have read about some of the general career patterns that are often associated with being an ESTJ. The specific occupations listed below are occupations in the CAPT databank that have the highest and lowest percentages of ESTJs.

All of the careers in the databank can be ranked from highest to lowest, based on the percentage of ESTJs found in that career. Careers at the top of the ranking are the careers in which there are a greater than average number of ESTJs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of ESTJs. It is important to remember that not all careers or classes of careers are represented in these lists.

The careers listed are intended to suggest patterns of interest for ESTJs, and to provide you with specific career ideas you may not have yet considered. They are not intended to be a list of careers that would absolutely be “right” for you. In fact, a wide variety of types are found in all careers and in any given career.

## • Careers most often selected by ESTJs

The careers in this list are the careers in CAPT's databank that have the highest percentage of ESTJs. The list begins with the careers that have the highest percentages.

1. Manager: Retail or Small Business
2. Manager: Fire
3. Purchasing Agent
4. Teacher: Trade, Industrial, or Technical
5. Manager: Restaurant, Bar, or Food Service
6. Police Officer: Manager
7. School Principal
8. Manager: Financial or Bank Officer
9. Factory or Site Supervisor
10. Manager: City, County, or State Government
11. Sales Manager
12. Corrections Officer
13. Public Service Aide or Community Health Worker
14. Manager: Public
15. Cleaning Service Worker
16. School Bus Driver
17. Insurance Agent, Broker , or Underwriter
18. Social Services Worker
19. Coal Miner
20. Police Detective
21. Management Consultant
22. Judge
23. City Works Technician
24. Steelworker
25. Manager: Corporate Executive
26. Administrator: Social Services
27. Farmer
28. Law Enforcement, Corrections, Park Rangers, and Guards
29. Accountant
30. Nursing: Administrator
31. Manager: Regional Utilities
32. Credit Investigator or Mortgage Broker
33. Engineer: Medical
34. Banking
35. Physician: Pathology
36. Military Officer or Enlistee
37. Police Officer
38. Engineer: Chemical
39. Computer Systems Analyst or Support Representative
40. Real Estate Agent or Broker
41. Auditor
42. Teacher: Coaching
43. Guard or Watchkeeper
44. Public Relations Worker or Publicity Writer
45. Cook
46. Office Manager
47. Storekeeper
48. Personnel or Labor Relations Worker
49. Craft Worker
50. Administrator: Elementary or Secondary School

## • Careers least often selected by ESTJs

The careers in this list are the careers in CAPT's databank that have the lowest percentage of ESTJs. The list begins with the careers that have the lowest percentages.

1. Editor or Reporter
2. Fine Artist
3. Minister
4. Psychodrama Therapist
5. Attorney: Administrator, Non-Practicing
6. Research Assistant
7. Consultant: Education
8. Physical Therapist
9. Director of Religious Education
10. Counselor: Runaway Youth
11. Religious Order: Lay Member
12. Psychologist
13. Social Scientist
14. Suicide or Crisis Counselor
15. Teacher: Art, Drama, or Music
16. Clergy
17. Child Care Worker
18. Designer
19. Priest or Monk
20. Administrator: Student Personnel

In looking at these lists and related data we find that ESTJs tend to be drawn to those careers that appear to make use of their natural preferences. That is, the careers on the "most often selected" list are the careers to which we would expect EST]s to be drawn, based on what we know about their type. The careers on the "least often selected" list are also what we would expect based on what we know about ESTJs.

ESTJs who work in careers that make use of their natural type preferences will more likely be satisfied and energized than ESTJs who work in careers that require them to make constant use of their non-preferred functions. Working in a career that makes use of your natural preferences is more likely to be stimulating and enjoyable, and you are more likely to meet people of "like mind."

ESTJs who enter a career in which their type is more rarely found may find that they are less often working with people of "like mind." This may present you with some disadvantages as well as advantages. You may, for example, have difficulty understanding or being understood by your coworkers. In addition, ongoing use of your non-preferred functions may lead you to feel stressed or fatigued. On the other hand, you may bring a unique and exceptionally valuable per­spective to your work, one that your coworkers will not have considered. You may also carve out a path or choose a specialty within that career that is particularly suited to EST]s. Alternatively, you may need to find a way outside of your career to satisfy your natural type preferences. As we noted earlier, there is much more to an individual than their type preferences, and all types tend to be found in all careers.

It is a fact that ESTJs are found in many of the careers on the "less often selected" list, but it is equally true that they are not found in very high numbers. If you are considering a career less often selected by ESTJs, you may also want to clarify the different factors influencing your career decisions. Is this a career that you feel a call to pursue? Are your family, friends, or environment pushing you to be in a particular career, one that may be less satisfying to ESTJs? Do you have an accurate picture of what is involved in that career? You may find it helpful to talk to a friend, persons in those careers, or counselor about some of these issues, in order to make more informed decisions.

*Gathering Career Information, Making Decisions, Planning and Taking Action*

You now have some sense of the patterns of career choice among ESTJs. This section of the report will address how your type preferences may influence three activities often involved in career exploration: gathering information, making decisions, and taking action. As you read this section of the report, keep in mind the following question: What do you need to do to make use of your strengths and to minimize the potential blind spots of your type as you go about these activities?

## • Gathering information

An important step in career exploration is finding out more about yourself and the careers you are considering, and there are a variety of ways to do that. You can, for example, call and meet with people, read biographies or reference materials, talk with a counselor, take career instruments, or do volunteer work.

Gathering information about yourself and about careers is an ongoing process in career exploration. It is important not only to take advantage of your natural strengths, but to be sure you don't miss some forms of information-gathering that may be less preferred by ESTJs. For example:

As an extravert you may be more likely or more inclined to engage in information-gathering activities that involve interacting with others or gaining direct experiences. Examples: networking, interviewing, volunteering, or interning. You may want to be sure that you also take time to gather information in ways that require alone-time and reflection. Examples include reading career materials, and working through self-assessment exercises.

As a sensing type you may be more inclined to gather and trust the facts and realities (e.g., jobs available, salaries, location) about potential careers, and you may be more inclined to pursue hands-on experiences such as interning or volunteering. You may tend to gather and trust information on those careers that are most consistent with your work history. You may want to be sure that you attend to what your pattern of values, interests, and skills tells you about your career development, and you may want to consider careers that don't appear to fit with your work history.

As a thinking type you may be inclined to pursue and trust information you consider to be the most objective. Thus, you may be inclined to make use of reference materials and job analyses. You may also be more inclined to work through various exercises and analyses of your interests, skills, and other relevant information. In your pursuit of objective information you may miss information available from significant others or people you trust. You may also want to trust that you care about something, even if it seems illogical.

As a judging type you may be inclined to come to closure prematurely, and you may benefit from continuing to gather information, even if the information seems inconsistent with your initial direction.

• Making decisions

Even though it may feel as though there must be one big decision in your career exploration, in fact you are making decisions all along the way. You have probably already made some tentative decisions about your type preferences, and you have probably already decided against some career options even as you have considered others.

The purpose of this section of the report is to help you see what may be the strengths and potential blind spots for your type as you go about making career decisions. Effective decision-making depends on having both good information (using sensing or intuition) and a reliable method for weighing that information (using thinking or feeling). The two middle letters of your type formula tell you which information-gathering function and which decision-making function you prefer to use.

As someone who prefers sensing, you may be most inclined to:

* Trust more pragmatic kinds of information and pay the most attention to the facts, data, and givens in your career situation.
* Face the realities of your career situation (e.g., your education, work history and experience, salary requirements, the commendations and criticisms you have received in the past).
* Attend to what you have done in jobs in the past.
* Attend to the facts of jobs and the market (e.g., what jobs and salaries are available, location).

For a more thorough assessment of your career situation, it may be important for you to allow yourself time to brainstorm career options without worrying about their practicality, or whether or not they fit with your past experience. You might also benefit from considering the possibilities for growth or change in various careers, and where you want to be several months or years down the road.

As someone who prefers thinking, you may also be inclined to:

* Approach your decision-making in a more critical and impersonal manner, attempting to weigh all of the information objectively, including information about yourself.
* Look at all of the consequences, both good and bad, of the various choices you have available to you.
* Analyze your degree of fit with a career based on what you know of yourself and of your career options.
* Make objective decisions which involve ideas or people you care about.

For a more thorough evaluation of your career situation, you may want to consider not only what is log­ ical, but also how much you personally care about the various career options and whether a given career would be good or bad for your well-being. You may also want to consider the impact the choices may have for your long-term values, and on those about whom you care.

There is another factor associated with your type that may have an effect on how quickly you make decisions, and how comfortable you are with those decisions.

Persons with your combination of extraversion and judging (E-J) are often described as decisive and action-oriented. E types often say that they decided early on a career or career area and tend to feel generally certain about their decisions. If this description fits for you, it may be important for you to allow yourself the freedom to simply gather career information without rushing to a decision-making mode. In this way you may find new and potentially useful career options.

• Making plans and taking action

Once you have made some decisions, you need to make plans and take action. Planning may include such things as setting career goals and breaking those goals down into short term tasks to be accomplished. Career goals may include settling on a first career, planning to make changes within a career you already have, or changing careers entirely. Short term tasks may include plans for getting further training or education, making business contacts, going on information interviews, and/or (re-)writing your resume. Taking action means moving from the planning to the doing phase and acting on the goals and tasks you have set for yourself.

The purpose of this section of the report is to make you aware of some of the strengths and potential blind spots your type may bring to these planning and action steps. Your preference for extraversion may show in a tendency to:

* Network naturally and already have access to a large network.
* Be comfortable with information interviewing.
* Move readily to the action phases.
* Represent yourself well verbally in interviews.

Possible blind spots may be that you discuss the career exploration process too much with others, or that you interact for the sake of interacting and do not gather appropriate information. Another blind spot may be that you act too quickly without reflecting and may mistake activity for results. It is also possible that you may come on too strong by talking too much and not listening enough.

* Your preference for sensing may show in a tendency to:
* Make good use of a structured career plan and sub goals.
* Remember and make use of data and facts well, both in planning and in interviews.
* Represent yourself accurately, recalling important details and experiences.
* Be thorough, systematic, and exhibit follow-through on leads.

Possible blind spots may be that you do not want to try something new or consider a career change. You may also be in danger of focusing too much on past experience as the sole predictor of future options. Other potential blind spots may be that you interpret job requirements too literally, or you may have difficulty with such interview questions as "What would you do if ...?”

Your preference for thinking may show in a tendency to:

* Establish a strategy for the job search, and move logically from step to step.
* Be good at doing objective research on a career or employer.
* Be good at communicating competencies on paper or in interviews.
* Be good at standing your ground in a tough interview.

Possible blind spots may be that you expect the process to proceed more logically than real life usually does, or that you may be too rigid in your use of a particular strategy. Other potential blind spots may be that you ignore useful information if the interviewer does not meet your expectations of competence, or that you appear too task-oriented in the interview and not sensitive to any interpersonal concerns involved in the position.

Your preference for judging may show in a tendency to:

* Be good at developing a series of steps for reaching goals and planning actions.
* Be good at meeting deadlines and achieving goals set, and are more willing to act once a decision is made.
* Communicate a task-orientation in interviews.
* Communicate a willingness to take on responsibility.

Possible blind spots may be that you are impatient with the gathering of information and move to premature closure. You may also have difficulty staying open to new information as it presents itself if it does not fit your plan, or you may be rigid about career goals. Other potential blind spots may be that you appear inflexible in interviews, or that you mistake efficiency for effectiveness in planning and acting.