

ESTJ Overview

Order of Preferences	Type Dynamics
<ul style="list-style-type: none"> ❖ 1st Thinking: Dominant ❖ 2nd Sensing: Auxiliary ❖ 3rd Intuition: Tertiary ❖ 4th Feeling: Inferior 	<ul style="list-style-type: none"> ❖ Extraverted Thinking: Outwardly decisive and logical, focused on accomplishing tasks ❖ Introverted Sensing: Inwardly attuned to the immediate facts and details ❖ Intuition: As you mature, consider more long-term implications ❖ Introverted Feeling: Development area is considering personal impacts

ESTJ Brief Description:

- ❖ Leads by planning, providing direction, and assigning responsibilities
- ❖ Influences by modeling the standards and commitment expects from others
- ❖ Focus on structuring tasks, so goals met

ESTJ Characteristics Frequently Associated:

- ❖ Practical, realistic, matter of fact
- ❖ Quick to implement decisions, decisive
- ❖ Organize to get things done, results, efficient
- ❖ Have clear, logical standards, systematic
- ❖ Forceful in implementing their plans

Communication Styles:

Adapting/Flexing: Things to keep in mind when communicating to others.

Sharing Your Preferences: As you build relationships, share your preferences so others can meet your needs.

When presenting to, influencing, explaining to, or trying to understand:	
SENSING TYPES <ul style="list-style-type: none"> ❖ Be factual ❖ Document successful applications ❖ Reduce risk factors ❖ Work out details in advance ❖ Show why solutions make sense 	INTUITIVE TYPES <ul style="list-style-type: none"> ❖ Give the global scheme ❖ Don't let opportunities pass ❖ Be confident and enthusiastic ❖ Indicate challenges ❖ Point out future benefits
THINKING TYPES <ul style="list-style-type: none"> ❖ Be logical ❖ State principles involved ❖ Stress competent handling of the issues ❖ Be well organized ❖ List costs and benefits 	FEELING TYPES <ul style="list-style-type: none"> ❖ Mention other supporters ❖ Be personable and friendly ❖ Indicate how solutions are helpful ❖ Tell why it's valuable ❖ Show how it supports personal goals

Communication Tips for ESTJs:

- ❖ You are very responsible and can, at times, become overcommitted. Learn to say no to additional roles.
→ **TIP:** Identify “busier times than usual” and prioritize in advance so you can comfortably opt out.
- ❖ Because you tend to see things black or white, you can be uncomfortable with change and ambiguity. Learn to accept them as reality and incorporate them into your plans.
→ **TIP:** Have talking points or standby statements prepared to use when dealing with individuals that often change approaches (e.g. “*Thank you for that idea. I’ll need to move around some things to accommodate, let me come back to you on how I can potentially build that into the plan.*”)
- ❖ Expedience and efficiency may not always be effective. Take into account longer-term consequences of actions. The ideal solution may take longer to implement but may have greater payoff in the end.
→ **TIP:** Build in time to think things over and ask people with different perspectives their opinion.
- ❖ It’s not always possible to maintain the status quo. Find ways to incrementally change systems so you can preserve what works while accepting new developments and improvements. Sometimes rules and procedures need to be adapted to situations. Be accepting when procedures are modified, as long as standards aren’t compromised.
→ **TIP:** Choose your “musts” and let go of things outside your control.
- ❖ Not everyone is results driven in the same way. Some people will be more productive working in a less steady and more cautious way.
→ **TIP:** Have patience with others and learn to adapt your communication approach as needed.
- ❖ Not everyone is aware or thinks about asking others their preferences.
→ **TIP:** Help people understand what’s important to you and set the example by asking others what their preferences are in relation to working together. Share yours as appropriate.