

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

Managing Stress:

Appreciate your stress triggers and figure out ways to minimize them: Stress triggers for ESTJs may include last minute deadlines, surprises, unclear communication, incompetent people, inefficiency, dealing with emotional situations that disrupts original plan.

Understand how your type displays stress: Under stress, ESTJs may display extreme emotion, be very quiet and somber, hide tension, get very critical and negative, become assertive, tense, and ignore others.

Situations that are stressful for ESTJs:	
<p>E = Typical Work Stressors for Extraverts</p> <ul style="list-style-type: none"> ❖ Working alone ❖ Having to communicate mainly by email ❖ Lengthy work periods with no interruptions ❖ Having to reflect before taking action ❖ Having to focus in depth on one thing ❖ Getting feedback in writing only 	<p>S = Typical Work Stressors for Sensing Types</p> <ul style="list-style-type: none"> ❖ Attending to own and others' insights ❖ Having to do old things in new ways ❖ Having to give an overview without details ❖ Looking for the meaning in facts ❖ Focusing on possibilities ❖ Too many complexities
<p>T = Typical Work Stressors for Thinking Types</p> <ul style="list-style-type: none"> ❖ Using personal experiences to assess situations ❖ Adjusting to individual differences and needs ❖ Noticing and appreciating what is positive ❖ Focusing on processes and people ❖ Using empathy and personal values to make decisions ❖ Having others react to questioning as divisive 	<p>J = Typical Work Stressors for Judging</p> <ul style="list-style-type: none"> ❖ Waiting for structure to emerge from process ❖ Being expected to use "inner timing" ❖ Too much flexibility around time frames and deadlines ❖ Having to marshal energy at the last minute ❖ Staying open to re-evaluation of tasks ❖ Dealing with surprises

Managing Stress Tips for ESTJs:

- ❖ In your dominant, you enjoy leadership, make decisions easily, look for truth, effectiveness, and commitment in your action.
 - **TIP:** Think about how you perform at your best. Try to proactively create more situations like these. Recognize when you're working on tasks that you prefer not to do over an extended period of time. Ask for help, build in break times, and suggest alternative ways to achieving the desired result.
- ❖ When you are under stress, you may become hypersensitive to others' criticism and are prone to emotional outbursts.
 - **TIP:** Learn to recognize when you are becoming stressed, so you can pause and reflect. Be open with others about being stressed and build in time for solitude and rest.
- ❖ When you are under pressure, you become uncomfortable with your feelings.
 - **TIP:** Work to identify feelings and emotional reactions as useful information and actively demonstrate empathy with others' feelings.
- ❖ You are often realistic and focused on details to any situation.
 - **TIP:** Reflect more on the big picture and content; try to actively demonstrate openness and empathy with others' feelings and perspectives.
- ❖ Because of a natural drive to critique with precision and pragmatic intensity, you may overcontrol a situation.
 - **TIP:** Learn to ask open-ended questions, such as "Tell me more about..." rather than have a checklist of yes-no items.
- ❖ To maintain a balance, regularly explore your personal values and commitments.
 - **TIP:** Find time for solitude, rest, and assess limitations. Proactively build in times for breaks on busy days to help you recharge and be happy. Before major events schedule alone time.
- ❖ Document actions to help you adapt and flex outside your preferences to manage stress triggers.
 - **TIP:** Conduct a continue, start, and stop exercise that can help you simplify ways to implement actions on a regular basis. For example:

Continue	Start	Stop
<ul style="list-style-type: none"> ❖ <i>Being practical and realistic</i> ❖ <i>Organizing and outlining next steps</i> 	<ul style="list-style-type: none"> ❖ <i>Demonstrating greater flexibility and listening to others' views</i> ❖ <i>Showing more interest in new ideas</i> 	<ul style="list-style-type: none"> ❖ <i>Equating efficiency with effectiveness</i> ❖ <i>Assuming collaboration will reduce changes of getting to the best solution</i>