



Myers – Briggs Type Indicator® Career Report

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QAMAR CONSULTING
Discovering Potential & Optimizing Performance

Report prepared for

ESTJ

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Introduction

This report is prepared to help you understand your results on the **Myers-Briggs Type Indicator®** (MBTI®) instrument and how they can be applied in the organizational settings.

The MBTI assessment is a self-awareness tool based on the theories of Swiss psychologist **Carl Gustav Jung** and the work of an American mother-and-daughter team, **Katherine Briggs** and **Isabel Myers**. With more than sixty years of research and development supporting its reliability and validity, the MBTI tool has helped millions worldwide develop a deeper understanding of themselves and others.

The MBTI Assessment is nonjudgmental and helps people learn about themselves through an investigation of what they prefer, or their preferences. The MBTI assessment sorts individuals in terms of four pairs of preferences, or dichotomies, that reflect

Source of Energy

Mode of Taking in Information

Mode of Evaluating Information

Lifestyle

Extraversion-Introversion (E-I)

Sensing – iNtuition (S-N)

Thinking – Feeling (T-F)

Judging – Perceiving (J-P)

In understanding your MBTI results, remember that the MBTI tool

- Describes rather than prescribes, and therefore is used to open possibilities, not to limit options
- Identifies preferences, not skills, abilities, or competencies
- Assumes that all preferences are equally important and can be used by every person
- Is well documented with thousands of scientific studies conducted during a sixty-year period
- Is supported by ongoing research

How Your MBTI® Career Report for Students is Organized

- Summary of your MBTI® Results
- Overview
- Learning
- Writing
- Procrastination
- Work Related Strengths
- Work Related Weaknesses
- Career Satisfaction
- Career Exploration
- Job Search
- Conclusion

Summary of Your MBTI® Results

This report is based on your results (best fit type) you have mentioned in the self scorable MBTI answer sheets after type verification process during the feedback session.

Best Fit Type				
Where you focus their attention	E	Extraversion Preferences for drawing energy from the outside world of people, activities, and things	I	Introversion Preferences for drawing energy from one's inner world of ideas, emotions, and impressions
The way you take in information	S	Sensing Preferences for taking in information through the five senses and noticing what is actual	N	Intuition Preferences for taking in information through a "sixth sense" and noticing what might be
The way you make decisions	T	Thinking Preferences for organizing and structuring information to decide in a logical, objective	F	Feeling Preferences for organizing and structuring information to decide in a personal, values-based way
How you deal with the outer world	J	Judging Preferences for living a planned and organized life	P	Perceiving Preferences for living a spontaneous and flexible life

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

ESTJ Snapshot

ESTJs are logical, analytical, decisive, and tough-minded, using concrete facts in systematic ways. They enjoy working with others well in advance to organize the details and operations to get the job done. Although the descriptors below generally describe ESTJs, some may not fit you exactly due to individual differences within each type.

Decisive	Objective	Organized
Logical	Efficient	Systematic
Responsible	Structured	Task-focused
Direct	Practical	Gregarious

ESTJ Overview

ESTJs are generally practical, outgoing, organized, structured, and decisive. They tend to focus their energy on their external surroundings and enjoy interacting with people. The ESTJ often has a clear set of beliefs and will live their lives by these standards. They are generally comfortable in sharing their opinions and views with others. The ESTJ tends to value tradition, security, social order, and stability. They are often motivated to exceed the expectations of others and will work hard to meet their own high standards. ESTJs tend to focus on making sure everything in their work or personal lives is running smoothly and efficiently. They put a lot of energy into any of their commitments and maintain a focus on the bottom line.

The ESTJ generally thrives on organizing and managing people and is often drawn to leadership positions. They enjoy the power that is associated with being in charge and have the ability to organize people to complete tasks with optimal efficiency. The ESTJ's aggressive, task-orientated approach to work may influence them to overlook the needs of people. They often expect others to imitate their personal work standards and possess the same values. The ESTJ may become critical or judgmental of those who do not mirror these principles. ESTJs are generally not overly sensitive to the feelings of others and should be cautious not to force their own desire for structure onto other people. They also tend to struggle with dealing with or understanding their own emotions or the emotions of others.

The ESTJ often uses a careful and meticulous approach to accomplishing tasks to the highest standard. They often use a sequential step-by-step process to gather specific details through their five senses and then logically evaluate the gathered information. They tend to have minimal interest in theory and prefer practical realities over possibilities. They are generally driven by results and enjoy organizing and structuring their activities and tasks in order to visibly achieve their goals. They strive to organize and make sense of everything and will gather just enough information to make a quick and logical decision. Often, the ESTJ will use decision making as a mechanism for finding closure and facilitating their move to the next project. The ESTJ will often determine the best way to do something and use that process for completing future tasks. As such, an ESTJ may struggle with altering their plans or dealing with unexpected change.

LEARNING

The ESTJ student will often...

- Prefer learning through a step-by-step and hands-on process
- Apply information in order establish its relevance
- Dislike learning theory
- Desire to hear clear presentations and explicit expectations
- Want instructors to evoke interest in a topic and support their information with facts
- Create and follow a specific study plan
- Study well with others

WRITING

ESTJs generally write from an objective standpoint that involves logically analyzing a topic. They will often prefer not to write about their feelings or topics that pertain to their personal lives. For an ESTJ, their most effective writing occurs through following a set guideline. When examining theory, they often use case studies as a mechanism for finding the real or practical application. They also tend to be good at identifying any discrepancies when reviewing ideas. In an administrative position, the ESTJ is often comfortable with composing the necessary business documents.

In the writing process, the ESTJ will often...

- Create and follow a writing plan
- Use a step-by-step process to assess data and complete their writing
- Emphasis the main point and support it with gathered data
- Understand when to stop researching and begin the writing stage
- Need to consider how their writing will impact their audience
- Benefit from remaining open to new ideas
- Meet the deadline but should be cautious not to rush through the writing stages

PROCRASTINATION

- ESTJs are often motivated to complete their work on time and may not experience significant procrastination. They tend to limit their procrastination to a particular situation or project. These situations often occur when the ESTJ feels that they do not have adequate control or perceive a lack of ability to complete a task. When feeling powerless, the ESTJ may have trouble reaching out and expressing their feelings. This can lead to frustration and further delay their work.
- To help reduce procrastination, the ESTJ often benefits from developing their skills or restructuring the situation to acquire a greater sense of control. ESTJs may also benefit from addressing a particular issue and the aspects of a task that are daunting. This is often accomplished by discussing their concerns with others.

WORK RELATED STRENGTHS

- Practicality and focus on results
- Forcefulness in dealing with your commitments; you can be tough when necessary
- Ability to stay focused on the organization's goals
- Precision and accuracy and desire to get the job done right
- Desire to follow established routines and procedures
- Ability to recognize what is illogical, inconsistent, impractical, or inefficient
- Organizational skills; you're good at making objective decisions
- Belief in the value of a traditional structure and the ability to work within it
- Sense of responsibility; you can be counted on to do what you say
- Clear work ethic; need to be efficient and productive
- Common sense and realistic perspective

WORK RELATED WEAKNESSES

- Impatience with those who don't follow procedures or who ignore important details
- Reluctance to embrace new, untested ideas
- Discomfort with or resistance to change
- Little patience with inefficiency or processes that takes too long
- Focus on present needs at the expense of future ones
- Tendency to overrun people in an effort to meet your goals
- Inability to see future possibilities
- Lack of sensitivity about how other people will be affected by policies and decisions
- Difficulty listening to opposing viewpoints; you may interrupt frequently

CAREER SATISFACTION FOR ESTJ

Doing work that

- Lets me work systematically, organizing facts, policies, or people, and use time and resources efficiently toward a logical conclusion
- Lets me use mastered skills while working on concrete and straightforward assignments with
- clear specifications, using my strong reasoning powers
- Is measured and evaluated by fair, logical, explicit, and objective standards
- Is done in a friendly environment with other hardworking and conscientious people who do not bring their personal problems to work or expect me to share my personal feelings on the job
- Is realistic and tangible in nature and has practical applications and concrete results
- Has clear expectations and reporting hierarchy
- Lets me be productive, organizing the necessary steps and resources, following established procedures, and setting and meeting deadlines
- Is done in a stable and predictable environment, but one that is also filled with action and a variety of people
- Can be done with other people, enabling me to be in charge of myself and others
- Lets me make decisions and have a great deal of control and responsibility; where my opinions, recommendations, and experience are considered important.

CAREER EXPLORATION

An ESTJ tends to find career satisfaction with careers that have the following characteristics:

- Involves a structured, stable, organized, and busy work environment
- Requires organizing tasks, people, and resources to create a tangible product or service
- Involves a high degree of responsibility and control
- Outlines specific rules and procedures
- Provides an opportunity to interact with numerous people
- Respects individual experiences and values people's input
- Evaluates individual contributions with a fair, objective, and logical system

When exploring career options, an ESTJ will often...

- Gather career related facts and details
- Use networking opportunities to gain a detailed understanding of various careers
- Logically evaluate their career options
- Need to incorporate their values into their career decision
- Select their career direction early and rarely question their choice

JOB SEARCH

During their job search, an ESTJ will often...

- Organize an efficient job search
- Collect job related facts and information
- Network with a large number of individuals
- Base their decision on comparing the job requirements and their personal abilities
- Need to spend time considering all their possibilities before making a decision
- Benefit from considering the future implications of the potential position

During an interview, an ESTJ will often...

- Effectively convey their skills and competencies that relate to the position
- Provide examples of past experiences
- Need to intentionally cultivate a connection with the employer
- Need to be cautious not to appear too abrupt or talk too much

For more than 60 years, the MBTI tool has helped millions of people throughout the world gain a deeper understanding of themselves and how they interact with others, helping them improve how they communicate, work, and learn.

REFERENCES

Tieger, P. D., & Barron, B. (2007). *Do What You Are "Discover the Perfect Career for You Through the Secrets of Personality Type"* (4th ed.). Park Avenue, New York: Hachete Book Group, USA.

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POPULAR OCCUPATIONS FOR ESTJ'S

People with ESTJ preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

- Manager: Small factory, Sales
- Purchasing Agent
- Teacher: Trade and technical
- Law enforcement
- Factory supervisor
- Public service
- Cleaning service
- School bus driver
- Insurance agent
- Social services worker

(ALLEN L. HAMMER - INTRODUCTION TO TYPE AND CAREERS)

- Protective services: Law enforcement, Firefighting
- Management: General
- Management and Supervision: Mechanics, Agriculture, Construction
- Executive and Manager; Architecture and Engineering
- Teaching: Trades and Technical
- Accounting
- Banking and Finance
- Purchasing
- Real Estate and Insurance Sales
- Military
- Construction and Trades
- Administration
- Production and Manufacturing: Technicians, Operations, Supervision
- Executive and Manager: Transportation, Building and Ground
- Sales and Sales Management
- Engineer: Civil, Mechanical, Chemical
- Pharmacy
- Aviation Pilot
- Law: Judge
- Tax Examiner and Auditor

(CHARLES R. MARTIN, PHD - LOOKING AT YOUR TYPE "YOUR CAREER")

- Detective
- Security Guard
- Military Officer
- Law Enforcement Officer
- Insurance agent
- Park Ranger
- Real estate agent
- Purchasing agent
- Sales person
- Project manager
- Government employee
- Supervisor
- Steel worker
- Financial advisor
- Investigator
- Office manager
- Construction worker
- Farmer
- Pharmacist
- School bus driver
- Public official
- Legal assistant
- Trades
- Crafts worker
- General contractor
- Guard
- Police detective
- Community health worker
- Cook
- Public relations specialist
- Teacher
- Pharmacist
- Medical Professional

(DONNA DUNNING - WHAT'S YOUR TYPE OF CAREER)

- Emergency room nurse
- Athletic coach
- Substance abuse counselor
- Child welfare counselor
- Painter
- Art Therapist
- Registered Nurse
- Nursing instructor
- Cardiology technologist
- Transplant Coordinator
- Photographer
- Film producer
- Musician
- Carpenter
- Special Events Coordinator
- Character Actor
- Teacher: Art, Drama , Elementary, Special Education
- Pharmacy technician
- Floral Designer
- Park Naturalist
- Receptionist
- Travel Agent
- Merchandise Planner
- Nutritionist
- Physical Therapist
- Exercise Physiologist
- Respiratory Therapist
- Flight Attendant
- News Anchor
- Personal Fitness Trainer
- Sketch artist
- Pilot
- Flight Instructor
- Costume Specialist
- Forester
- Interior Designer
- Aerobics Instructor
- Team Trainer
- Secretary
- Diversity Manager
- Vocational Counselor
- Emergency Medical Technician
- Marine Biologist
- Real Estate Agent
- Landscape Architect
- Massage Therapist
- Waiter/ Waitress
- Silver Smith
- Retail Sales
- Insurance Fraud Investigator
- Home health aide
- Radiological technician
- Occupational therapist
- Social worker
- Hospice Worker
- Podiatrist
- Developer of educational softv
- Dog trainer
- Cartoonist and Animator
- Dental Assistant
- Medical Assistant
- Exhibit Builder
- Farmer
- Chef
- Game Keeper
- Television Camera Operator
- Labor relations mediator
- Retail merchandiser
- Home Health Care Sales
- Host/Hostess
- Environmental scientist
- Travel sales/ broker
- Optician
- Zoologist

(PAUL D. TIEGER AND BARBARA BARRON - DO WHAT YOU ARE)

However, there are successful people of all types in all occupations. The key to getting where one wants to go involves, firstly identifying what one really wants something that comes from a more individual place than type. Individuals with ESTJ preferences then need to use knowledge of their type to gain insight into how they might approach the different activities in planning a career. In other words, ESTJs need to build on the strengths of their type and address potential obstacles that may come along with their style as they explore options, connect with others, make decisions, and manage their careers.

LESS POPULAR CAREERS FOR ESTJ

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with ESTJ preferences are, however, less often attracted to careers and occupations that require a great deal of human service work or that require emotional care of others, such as career in counseling, health care support, child care, social services, or the religious professions. In addition, they are found less often in work that requires ongoing attention to more theoretical, abstract, or symbolic material, such as career in the arts, journalism, or the social sciences, or teaching in these fields.