



Extraverted	Energy Style	▶ dominant, outgoing, straightforward, forceful
Sensing	Cognitive Style	▶ practical, hands-on, conventional, detailed
Thinking	Values Style	▶ logical, objective, pragmatic, rational
Judging	Life Style	▶ organized, structured, decisive, persistent

famous ESTJs include...



Colin Powell



Laura Schlessinger



Henry Ford



Judge Judy Sheindlin



Condoleezza Rice



Martha Stewart

In a Nutshell

ESTJs are hardworking traditionalists, eager to take charge in organizing projects and people. Orderly, rule-abiding, and conscientious, ESTJs like to get things done, and tend to go about projects in a systematic, methodical way.

ESTJs are the consummate organizers, and want to bring structure to their surroundings. They value predictability and prefer things to proceed in a logical order. When they see a lack of organization, the ESTJ often takes the initiative to establish processes and guidelines, so that everyone knows what's expected.

ESTJs are conventional, factual, and grounded in reality. For the ESTJ, the proof is in the past: what has worked and what has been done before. They value evidence over conjecture, and trust their personal experience.

Core Values

- ▶ Organization
- ▶ Responsibility
- ▶ Efficiency
- ▶ Experience

Key Motivators

- ▶ Managing resources and projects
- ▶ Following standards and procedures
- ▶ Accomplishing tasks efficiently
- ▶ Finding practical solutions