

ESTJ: Extraverted, Sensing, Thinking, Judging

An Overview of the Director (Overseer) Personality Type

If you've taken this inventory and discovered that you are an ESTJ, gaining a better understanding of what this means helps you know your strengths and weaknesses.

Learning more about the ESTJ personality type is also beneficial for increasing your recognition of how you interact with others. It may even help you choose a career that will play to your strengths and preferences.

What Is the ESTJ Personality Type?

ESTJs are often described as logical, take-charge kinds of people.¹ They are assertive and concerned with making sure things run smoothly and according to the rules.

ESTJs are also committed to traditions, standards, and laws. They have strong beliefs and possess sensible judgment—and they expect that others will uphold these same principles as well.

David Keirsey, the creator of the Keirsey Temperament Sorter, suggests that the ESTJ personality type is the "Guardian Supervisor." This is one of four Guardian archetypes, the others being Inspector, Provider, and Protector.

Key ESTJ Personality Type Characteristics

If you or someone you know is an ESTJ, there are a few characteristics that are likely present.

Individuals with this personality type tend to place a high value on tradition, rules, and security. Maintaining the status quo is important to ESTJs, and they often become involved in civic duties, government branches, and community organizations.

Because of their orthodox approach to life, an ESTJ can sometimes be seen as rigid, stubborn, and unyielding. Their take-charge attitude makes it easy for ESTJs to assume leadership positions.

Their self-confidence and strong convictions help ESTJs excel at putting plans into action. However, at times, they can appear critical and overly aggressive—particularly when other people fail to live up to their high standards.

People often describe ESTJs as predictable, stable, committed, and practical. They tend to be very frank and honest when it comes to sharing their opinions, which can sometimes be seen as harsh or overly critical.

Recap

The main characteristics of an ESTJ personality type include being organized, goal-oriented, structured, and dependable.

ESTJ Strengths vs. Weaknesses

As with all personality types, an ESTJ has both strengths and weaknesses. ESTJ's strengths include being dependable, hard-working, and self-confident. ESTJ weaknesses include seeming insensitive and inflexible, and they often have trouble expressing feelings.

Strengths

- Practical and realistic
- Dependable
- Self-confident
- Hard-working
- Traditional
- Strong leadership skills

Weaknesses

- Insensitive
- Inflexible

- Not good at expressing feelings
- Argumentative
- Bossy

ESTJs You Might Know

- Alec Baldwin
- Bill O'Reilly
- Ella Baker
- Frank Sinatra
- Hilary Clinton
- John D. Rockefeller
- Lyndon B. Johnson
- Martha Stewart
- Michelle Obama

ESTJ Career Paths

Because they appreciate order and organization, ESTJs frequently do well in leadership roles.⁴ When in such positions, they are committed to making sure members of the group follow the rules, traditions, and laws established by higher authorities.

In school and work situations, ESTJs are hard-working and dependable.⁴ They strive to follow directions to the letter and show a great deal of respect and deference for authority. ESTJs are thorough and punctual about completing their work, and rarely question or complain about the jobs they have to do.

ESTJs have a wide range of personality characteristics that help them excel in a number of different careers. Their emphasis on rules and procedures makes them well-suited to supervisory and management positions while their respect for law, authority, and order helps them excel in law enforcement roles.

Popular ESTJ Careers

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| <ul style="list-style-type: none"> • Accountant • Auditor • Administrator • Banker • Business manager / analyst • Computer Specialist • Detective • Economist • Editor • Engineer • Financial Officer • Government Worker • Insurance Agent • Judge • Lecturer • Marketer • Member of the military • Military Leader • Police officer • Politician • Researcher / Scientist • Sales | <ul style="list-style-type: none"> • Senior Manager • Teacher/Professor • Technical Specialist |
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