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After taking this Test, I realized that I totally was the same as description of ESTJs. Due to findings from it, I feel more believe in my career choice, and I can also prove my strengths as well as remedy my weaknesses. There are numerous opinions about ESTJs that I think they are exactly. First of all, embracing the values of honesty, dedication and dignity, people with the ESTJ personality type are valued for their clear advice and guidance, and we happily lead the way on difficult paths. Taking pride in bringing people together, ESTJs often take on roles as community organizers, working hard to bring everyone together in celebration of cherished local events, or in defense of the traditional values that hold families and communities together. Our opinions aren’t just empty talk either, as ESTJs are more than willing to dive into the most challenging projects, improving action plans and sorting details along the way, making even the most complicated tasks seem easy and approachable.

However, I think that ESTJs don’t work alone, and we expect our reliability and work ethic to be reciprocated – people with this personality type meet their promises, and if partners or subordinates jeopardize them through incompetence or laziness, or worse still, dishonesty, we do not hesitate to show their wrath. This can earn them a reputation for inflexibility, a trait shared by all Sentinels (SJ), but it’s not because ESTJs are arbitrarily stubborn, but because we truly believe that these values are what make society work. These are many strength of ESTJs:

Dedicated – Seeing things to completion borders on an ethical obligation for ESTJs. Tasks aren’t simply abandoned because we’ve become difficult or boring – people with the ESTJ personality type take them up when they are the right thing to do, and they will be finished so long as they remain the right thing to do. Strong-willed – A strong will makes this dedication possible, and ESTJs don’t give up their beliefs because of simple opposition. Direct and Honest – ESTJs trust facts far more than abstract ideas or opinions. Straightforward statements and information is king, and ESTJ personalities return the honesty. Loyal, Patient and Reliable – ESTJs work to exemplify truthfulness and reliability, considering stability and security very important.

When ESTJs say they’ll do something, they keep their word, making them very responsible members of their families, companies and communities. Enjoy Creating Order – Chaos makes things unpredictable, and unpredictable things can’t be trusted when they are needed most – with this in mind, ESTJs strive to create order and security in their environments by establishing rules, structures and clear roles. Excellent Organizers – This commitment to truth and clear standards makes ESTJs capable and confident leaders. People with this personality type have no problem distributing tasks and responsibilities to others fairly and objectively, making them excellent administrators. And there are also several weaknesses:

Inflexible and Stubborn – The problem with being so fixated on what works is that ESTJs too often dismiss what might work better. Everything is opinion until proven, and ESTJ personalities are reluctant to trust an opinion long enough for it to have that chance. Uncomfortable with Unconventional Situations – ESTJs are strong adherents to tradition and when suddenly forced to try unvented solutions, they become uncomfortable and stressed Judgmental – ESTJs have strong convictions about what is right, wrong, and socially acceptable. ESTJs’ compulsion to create order often extends to all things and everyone, ignoring the possibility that there are two right ways to get things done. Too Focused on Social Status – ESTJs take pride in the respect of their friends, colleagues and community and while difficult to admit, are very concerned with public opinion.

Difficult to Relax – This need for respect fosters a need to maintain their dignity, which can make it difficult to cut loose and relax for risk of looking the fool, even in good fun. Difficulty Expressing Emotion – This is all evidence of ESTJs’ greatest weakness: expressing emotions and feeling empathy. In professional career development and in workplace, though there are many directions we can choose to go, people with the ESTJ personality type almost always end up in situations where we have the opportunity to exercise their affinity for organization, structure, and follow-through. Providing further focus, ESTJs share a profound respect for tradition, stability and security, qualities which lend us well to progressing along clear paths to increased responsibility and dependability.

Sense of loyalty results in us staying with a single employer as long as possible, and their reverence for established institutions often leads to work with well-respected organizations. Law enforcement, military service, hospitals and prominent legal firms are all able to recognize our long years of service. I believe that we are the image of the model citizen, and we strive to maintain this ideal throughout our careers. This helps us move forward into management as well – people with this personality type have many traits inherent to leadership, something that is often recognized regardless of our chosen industry. From the genuine enjoyment ESTJs feel in organizing other people to their knack for clearly expressing their principles, values and expectations, ESTJs are extremely effective managers.