Introduction

Congratulations! You’re on your way to finding a satisfying job. This report is based on twenty-five years of ground-breaking research and helps people find the most satisfying jobs, based on their personality type.

Why is it important to know your Personality Type? Because that knowledge can help you quickly identify which jobs will best use your natural strengths and be the most satisfying. Each type has its own strengths and weaknesses. When your work lets you use your strengths – say working with numbers – then you enjoy it and do it well. But if your work requires you to do things that don’t come naturally to you – such as standing up in front of people and making a speech – then you won’t enjoy it as much or do it as well.

Your four-letter Personality Type is ESTJ, which stands for Extrovert, Sensing, Thinking, Judging. Your type is about 12-15 percent of the American population.

This report is all about you! It will help you understand what you need in a career for it to be satisfying, identify several specific jobs that might be right for you and help you conduct the most successful job search.

About Your Personality Type

As you read this description, it should sound a lot like you. But every person is an individual, so it won’t sound exactly like you. If you’re not sure if this really is your type, ask someone who knows you well to read it and get their opinion. If both of you don’t think it is accurate, you may need to take the assessment again.

ESTJs are quick, logical decision makers and natural leaders. Their serious, no-nonsense approach to life inspires confidence and trust in the others. Respected for their fairness, ESTJs believe in working hard and following the rules. Consistent and fair, they do their best not favor one person over another. People of their word, ESTJs are committed to their families and the organizations. ESTJs are good at managing projects and make sure things get done correctly and on time.

ESTJs may sometimes hurt others’ feelings without meaning to. Because they do not naturally pay much attention to others’ emotions, they sometimes don’t stop to consider how people feel about an issue before making a decision. They are often outgoing and friendly, but ESTJs are also highly competitive and have a strong need to be in control. Typically strong-willed, they often get their way. Most comfortable in well organized workplaces, ESTJs like strict ground rules and want all expectations to be clear and consistent. They are loyal team players who tend to respect authority and expect others to do the same. Practical and realistic, ESTJs consider it important to be accurate with
facts and pay close attention to details. They are particularly good at using resources carefully, sticking to their budgets, and making careful investments.

ESTJs like traditional ways of doing things. Since they don’t particularly like change, they may often question the need for it. They are rarely convinced by anything other than experience, hard facts and strong reasoning.

Because ESTJs focus primarily on the present, they may not appreciate how their actions may affect the future. They tend to make quick decisions, sometimes before they have carefully considered all their options. And once they’ve made up their minds, it may be difficult to get them to change them. When ESTJs slow down and take the extra time to listen to others’ suggestions, they often make better choices for themselves and others.

Below is a list of common strengths for people of your type. Some items on this list will fit you better than others. Try to identify the five strengths that are most true for you. This exercise will help you in two ways: to identify jobs that that uses your strengths, and to be able to tell future employers what you have to offer them.

Your work-related strengths – what you probably do well:

- Making practical, realistic decisions
- Carrying out your commitments
- Being tough when necessary
- Ability to stay focused on the organization’s goals
- Desire to get the job done right
- Willingness to follow established rules and traditions
- Ability to recognize what is impractical or inefficient
- Good organizational skills and objective decision-making
- Sense of responsibility - you can be counted on to do what you say you will
- Common sense and ability to look at things realistically

Below is a list of common weaknesses for people of your type. Some items on this list will fit you better than others. Try to identify the five weaknesses that are most true for you. This exercise will help you in two ways: to identify things that don’t come naturally to you that you need to work on, and to help you avoid repeating the same mistakes.

Your work-related weaknesses may include:

- Not being patient with people who don’t follow the rules or procedures
- Reluctance to embrace new, untested ideas
- Not liking or being comfortable with necessary change
- Little patience with approaches that take too long
- Not being sensitive to how people may be affected by policies and decisions
- Paying too much attention to the present, and not enough to the future
- Not paying enough attention to others’ feelings as you work to meet your goals
- A hard time listening to others’ views – and not interrupting
Below is a list of “Career Satisfiers” – those things which you need in a job for it to be most satisfying. Try to identify the top five that are most true for you. This exercise will help you compare different jobs to see which will be a better-fit.

What you need in a career for it to be satisfying. Doing work that:

1. Lets you work in an organized, efficient way toward your goals
2. Lets you use your skills to work on clear assignments, using your strong reasoning powers
3. Is measured and evaluated fairly and objectively
4. Is done alongside other hardworking people who don’t bring their personal problems to work and don’t expect you to share your personal feelings
5. Has practical uses and concrete results
6. Has clear expectations and a consistent organizational structure
7. Lets you be productive, organizing the needed steps, following established procedures, and setting and meeting deadlines
8. Is done in a predictable, stable environment
9. Can be done with other people, and allows you to be in charge of yourself and others
10. Lets you make decisions and have a good deal of control and responsibility, where your opinions and experience are considered important

Some satisfying jobs for ESTJs:

Below is a list of several jobs that might be a good fit for many ESTJs. But you will enjoy a job a lot more if it involves something you’re personally interested in. Try to identify at least five jobs that you’d like to learn more about.

GREEN JOBS

- Biofuels/Biodiesel Technology and Product Development Managers
- Biofuels Production Managers
- Geothermal Technicians
- Hydroelectric Production Managers
- Methane Capturing System Engineers/Installers/Project Managers
- Solar Energy Installation Managers
- Wind Energy Operations Managers
- Wind Energy Product Managers
- Automotive Engineers
- Fuel Cell Engineers
- Logistics Analysts
- Logistics Engineers
- Logistics Managers
- Supply Chain Managers
- Transportation Engineers
- Energy Auditors
- Energy Engineers
- Carbon Credit Traders
• Carbon Trading Analysts
• Securities and Commodities Traders
• Investment Underwriters
• Manufacturing Engineering Technologists
• Manufacturing Engineers
• Mechanical Engineering Technologists
• Robotics Engineers
• Supply Chain Managers
• Validation Engineers
• Brownfield Redevelopment Specialists and Site Managers
• Environmental Certification Specialists
• Air Quality Control Specialists
• Chief Sustainability Officers
• Compliance Managers
• Regulatory Affairs Managers
• Regulatory Affairs Specialists

SALES/SERVICE

• Sales (tangibles); computers, real estate
• Cook
• Pharmaceutical sales
• Military officer
• Regulatory compliance officer
• Aviation inspector
• Athletic coach
• Athletic trainer
• Construction and building inspector
• Real estate appraiser
• Hotel and motel manager
• Environmental compliance inspector
• Sound technician
• Credit analyst
• Funeral director

TECHNOLOGY/PHYSICAL

• Engineer: mechanical/applied fields
• Computer analyst
• Auditor
• General contractor
• Farmer
• Construction worker
• Pharmacist
• Clinical technician
• Accounting internal auditor
• Technical trainer
• EEG technologist/technician
• Paralegal
• Network and computer systems administrator
• Database administrator

**MANAGEMENT**

• Project manager
• Administrator
• Database manager
• Budget analyst
• Health services administrator
• Chief information officer
• Bank manager/loan officer
• Property manager: commercial/residential
• Food service and lodging owner
• Nursing director
• Construction manager
• Treasurer, controller, and chief financial officer
• Private sector executive
• Factory supervisor
• Logistics and supply manager

**PROFESSIONAL**

• Dentist
• Physician: general medicine
• Stockbroker
• Judge
• Teacher: technical/trades
• Civil/mechanical/metallurgical engineer
• Corporate finance lawyer
• Electrical engineer
• Primary care physician
• Industrial engineer
• Paralegal
• Lawyer
• School principal
• Executive
• Pharmacist

**How to conduct a successful job search**

*You will be most successful in the job search if you use your strengths. Here is a list of things that you can do to build on these strengths:*

1. Organize and conduct an efficient search.
2. Make realistic decisions based upon known facts.
3. Be direct and honest when explaining how your skills and abilities will benefit the employer.
4. Set and meet realistic job search goals.
5. Present yourself as a capable, stable candidate.
6. Use your large network of friends to find what jobs are out there.

*Everyone has weaknesses. Here are some things you can do to overcome weaknesses that are common in many ESTJs:*

1. Avoid making decisions too quickly.
2. Consider new job search techniques as well as more traditional approaches.
3. Consider the long-range consequences in weighing job options.
4. Try to establish a connection with interviewers and not to be overly buttoned-down and businesslike.
5. Try to avoid being inflexible in job negotiations.

**The Secret to Success…**

*Using your strengths is easy. The secret to success for an ESTJ is learning to:*

   Slow down, consider effects on people, and be flexible.
Do What You Are®
Find Your Right Job Report Exercise

This exercise will help you get the most from the Find Your Right Job Report.

Look at each section of your report and answer the following questions. Your answers will help your counselor help you find the most satisfying job.

About Your Personality Type

What are the three most useful things you learned about yourself from reading this section?

1. __________________________________________________________

2. __________________________________________________________

3. __________________________________________________________

Your work-related strengths – what you probably do well

Which three strengths do you think are your greatest?

1. __________________________________________________________

2. __________________________________________________________

3. __________________________________________________________

Your work-related weaknesses may include

Which three weaknesses do you think cause you the most problems?

1. __________________________________________________________

2. __________________________________________________________

3. __________________________________________________________
What you need in a career for it to be satisfying

Which are your top three “Career Satisfiers”?

1. 
2. 
3. 

Some satisfying jobs

Look at the list of jobs in your report. Write down five that you find interesting and would like to know more about.

1. 
2. 
3. 
4. 
5. 

How to conduct a successful job search

Look at this section and write down three things you can do to help in your job search.

1. 
2. 
3. 