

## **ESTJ “ORGANIZERS” \*‘GERANIUM’** \*(excerpted from *Blending Temperaments* book)

**ESTJs** represent 13% of the world, 80% of you are in the majority. Your type is very much in touch with the external environment. They are pillars of strength. Responsible and duty describe them. ESTJs are outstanding at organizing orderly procedures and in detailing rules and regulations. They like to see things done correctly. They tend to be impatient with those who do not carry out logical procedures with sufficient attention to those details which are set down by authorities.

ESTJs are comfortable in evaluating others and tend to judge how a person is doing in terms of standard operating procedures. They may, at times, be abrupt with those who do not follow the rules correctly. ESTJs are realistic, matter of fact, and more curious about new devices and processes than about new principles and theories.

ESTJs are generally loyal to institutions, organizations and career more than to people. They make excellent, faithful mates and parents. They see where their duty lies and are not likely to shirk responsibility, even when this requires considerable sacrifice on their part. They frequently rise to responsible positions in career and religious affiliations. They are punctual, and expect others to be also.

They follow routines well, have a place for everything and want everything in its place. ESTJs are usually neat and orderly at work and at play. They support family traditions, promoting harmony and contentment in their relationships through creating well worked out routines and procedures.

ESTJs enjoy seeing friends, former colleagues, and relatives and are relatively easy to get to know. They do not tend to confuse people by sending double messages. Dependable and consistent and what they seem to be is what they are.

ESTJs are not always responsive to points of view and emotions of others and may have a tendency to jump to conclusions too quickly at times. They may not always be willing to listen patiently to opposing views. ESTJs are especially vulnerable to this tendency when in positions of authority. They may need to make special effort to remain open to input from others who are dependent on them — their children, spouses and employees.

ESTJs may need to concentrate on better understanding of emotional reactions of others. If they do not develop this sensitivity, they can become bad-tempered and highly impatient with others as the years pass. They are apt to hold a tight rein over their emotions in the service of their careers and family.

ESTJs like to serve. They are called builders, maintainers. They keep society socially and economically secure. They are savers, conservators.

They want everyone to be cared for. Protective and logical, ESTJs can make decisions and make them stick no matter who or what comes up. Often they are accused of having ice-in-their-veins because of their impersonal decisions.

ESTJs can be highly influential with administrative ability; often outspoken and ready to voice opinions. They hunger for facts and want them accurate. They remember and respect

facts. If a feeling person wants to get a thinking person to consider his/her reasons, these items are best written down, even numbered, before they'll make an impact on the thinking person's mental fact list.

The ESTJ values a hard worker with his/her ethic being, 'Work, it must be done.' Play comes after work. ESTJs just want to get a job done. When they are finished, they are proud of the product and the standard it meets, rather than enjoying the process of the job.

If ESTJs would develop or consult their INTUITIVE process—looking ahead to “what-ifs” or at least to listen to another's INTUITIVE information gathering—they would be wise. Also, an ESTJ is wise to consult his/her FEELING or listen to one who has it so that people will be considered in his/her decision making. These in-born traits are gifts to develop and enjoy.

## **THE INDIVIDUAL LETTERS MEAN...**

**E •EXTRAVERSION**—means you like people contact; being with people charges your battery. You can talk and listen at the same time. You may make verbal errors. You have been endowed with natural self confidence and optimism which is true of the world's extraverted seventy-five percent.

**S •SENSING**—means you are skillful in observing logical, obvious facts from the environment, that you don't mind routine and don't get bored easily. You trust what you see, hear, feel and smell more than what might be true. Facts and figures rather excite you. You probably are good with your hands—mechanical, woodworking, crafts, etc... The imagination world doesn't especially turn a sensing person on.

**T •THINKING**—means your decisions are based on fact—things that can be seen or proven at hand. It means that you don't allow peoples' wants, expectations, demands to change your opinions unless they can give you facts to prove that you are totally wrong. Unless someone who means very much to you persuades you on a point, you will not alter your decisions. You keep your feet on the ground. This can be too stiff, however, unless you allow the feeling process to enter your decision making. You like your judgment to be trusted.

**J •(Judging) STRUCTURED** -means you prefer a planned day; appreciate structure, and have a desire to meet needs and/or to do your duty. ESTJs have a desire to be needed, to serve to do his/her duty. The world sees your favorite process—logical decisions.

**ESTJs** could work on being more flexible, warmer, and take more time to play. How this world depends on ESTJs! The other types seem to just decorate you as our Rocks of Gibraltar's. The other types will lean on you, so expect it and enjoy the trust and respect.

\*In God's flower-garden, an ESTJ is a  
geranium—Sturdy, red, purple, white or pink,  
adaptable, and hardy;  
*Dependable and well-respected Organizers*

## TIPS ON TEMPERAMENT MANAGEMENT

### ESTJ "ORGANIZERS" \*'GERANIUM'

**T**emperament does NOT label or limit a person, but rather frees one to be who they were designed to be. Discovering temperament completely changes some peoples' view of themselves and others, improving their self esteem and giving them a new lease on life. Others who have not struggled with low self worth, having never been put in a box, just appreciate knowing the legitimate differences in people, and make few immediate adjustments.

Temperament does not determine attitudes. Two people sharing the same temperament preferences may exhibit very different dispositions. Temperament can be compared to musical chords in various keys... distinctive in their own right, but enhanced when blended with tones from other keys. The more skilled the musician, the more beautiful the melody.

Occasionally people will use temperament preferences to excuse inappropriate or tactless behavior such as:

- "Don't fault me for giving you the silent treatment; I'm an Introvert."
- "I'm late, but it's OK; I'm Spontaneous".
- "You know how Extraverts are; we can't help but ask personal questions."
- "I have every right to do this job differently each time because I'm an Intuitive."
- "I've always done it this way and that's the way Sensing people are."

Temperament is a wonderful tool, but is not to be used as a hammer to beat someone over the head. Some people dislike being analyzed, categorized or discussed. Respect their privacy.

You are more than just an ESTJ. You are like a house with many rooms, acting and responding a little differently depending on which room you're in, with whom and under what circumstances.

Every normal person is a blend of reserved/cautious Introversion; outgoing/confident Extraversion; fact & figures/hands-on Sensing; ideas & possibility iNtuitive; organized/closure Structure (J); open ended/crises sPontaneous (P). Temperament merely identifies our most natural or favorite way of acting or responding to people and situations

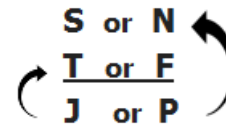
Everyone Extraverts their last letter: 'J' or 'P'. 'J' reflects the decision making preference—Thinking or Feeling; 'P' reflects information gathering preference—Sensing or iNtuition.

Introverts' last letter *happens* to be their second favorite preference, but because it is used on the world, it becomes their best developed function.

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Extracted from *Self-Esteem—Gift From God*, (Smyth & Helwys). Other related titles: *Coaching Kids—Practical Tips for Effective Communication* by Jim and Ruth Ward (Smyth & Helwys);

This final column explains the order which individuals access their four preferences. Although the information is beneficial, not everyone desires to digest it fully. Hopefully, a quick reading will reveal understanding for behavior. Don't miss the last paragraph's thumb-nail for your temperament.



Introverts prefer to reserve use of their first and favorite preference for private use. Since Introverts are forced to use their second preference through Extraversion, they develop both the first and second functions.

Extraverts' last letter is their first and favorite preference which they easily Extravert on the world. However, since Extraverts prefer to use their favorite preference on the world, they often neglect developing their second preference.

Opposite our first preference is our fourth (least) preference.

Opposite our second preference is our third preference..

Purposely using less preferred preferences encourages healthy balance and enables better handling of different situations more wisely—produces a clearer and more beautiful melody. We can get "visas" anytime to enter the camps of our less preferred functions. Even though we will feel strange or awkward as we consult the third and fourth functions—our shadow side camps—we'll benefit from the practice and use of those helpers.

**E**  
**S 2 N 3**  
**I 1 F 4**  
**J**

### THUMB-NAIL:

As an **ESTJ**, you Extravert your first preference (Thinking decisions) which causes the world to see you as a manager, which you are. Your second preference (Sensing) supplies facts and figures to your "always-right" decisions. Please take time to consider other possibilities which will be supplied through your 3rd (iNtuition) and consider peoples' ideas, input and feelings by consulting your little used 4th (Feeling).

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