



Name - ESTJ

INSTRUCTIONS: As you can see below, there are 7 sections. In each section, the goal is to have 3 characteristics that best describe you. In some sections, like "Strategies For Working Successfully With Me," there are more than 3 characteristics typical of your personality type. With sections such as "Frustrations Others Have With Me," there are less than 3 characteristics. Please add, alter, or omit characteristics to get to 3 items per section that are most true of you. Remember that this document will be shared with your team. If everyone is real, your team will move to the next level. Once you are done please let the person who sent this to you so they can review it. Thanks!

Strategies For Working Successfully With Me:

- ☐ When scheduling meetings, state topics clearly
- ☐ Stick with agendas and provide structure in presentations
- ☐ Be realistic about timeframes and schedules
- ☐ Show how new approaches relate to old ones
- ☐ Stress practical applications of your ideas
- ☐ Be prepared and detailed
- ☐ Come to conclusions; don't leave issues unresolved
- ☐ Be decisive and definitive
- ☐ Be organized and efficient; don't waste time
- ☐ Avoid major last minute changes
- ☐ Keep work plans up to date

What Energizes and Motivates Me:

- ☐ Work itself
- ☐ Opportunities to lead and direct
- ☐ A certain degree of predictability
- ☐ A sense of accomplishment: closure on tasks and project
- ☐ Logical procedures and behaviors
- ☐ Seeing other exceed

Frustrations Others Have With Me:

- ☐ "Stop driving things so hard!" I can prioritize task over people.

Pitfalls I Am Working On:

- ☐ Focusing on goals and forgetting the impact on others
- ☐ Being too rigid in my expectations of others
- ☐ Rushing to decisions

What Stresses Me:

- ☐ Lack of control over time and tasks
- ☐ Changing procedures and poorly defined criteria
- ☐ Disorganized environments
- ☐ Frequent interruptions
- ☐ Illogical behavior
- ☐ Incompetence (my own and others')

Signs I Am Experiencing Chronic Stress:

- ☐ I become arrogant
- ☐ I become hypersensitive
- ☐ I express outbursts of emotions, or I seem to easily lose control
- ☐ I become inflexible, unwilling to consider alternatives
- ☐ I withdraw and avoid others
- ☐ I have a conviction others dislike me

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Be straightforward and blunt with me; tell me what you want and why you want it
- ☐ Come with data, not emotional pressure (e.g. crying, personal attacks, "always/never" statements, etc.)
- ☐ Don't take counter-arguments personally; I am trying to find the best solution, not shut you down
- ☐ Be open-minded; I often have reasons for why I do what I do, and I will want to share those convincingly in an argument