



**QAMAR CONSULTING**  
Discovering Potential & Optimizing Performance



**CAREER PLANNING KIT**

**ESTJ**

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## ***CHAPTER 01***

# ***Know Yourself & Understand Others***

# About Human Preferences

**EXTRAVERSION**

**INTROVERSION**

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

**SENSING**

**INTUITION**

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

**THINKING**

**FEELING**

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

**JUDGING**

**PERCEIVING**

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

**LEFT**

**Right**

# Understanding Preferences Through Pictures

## EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

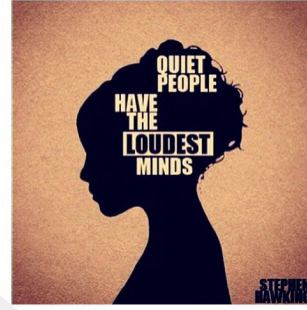
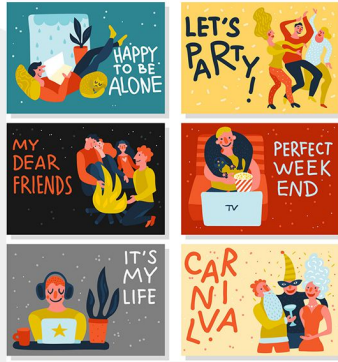
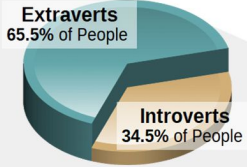
## INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

## SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

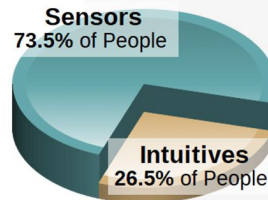
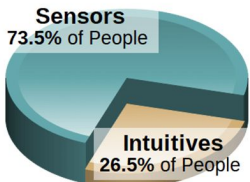
- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

## THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

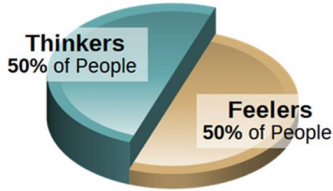
صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



## FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

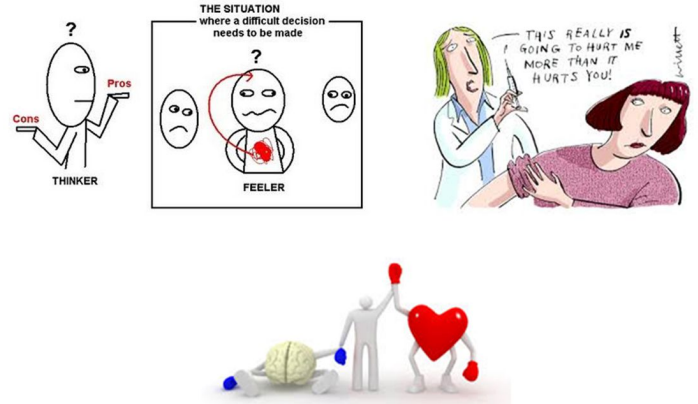
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رحمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

## JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

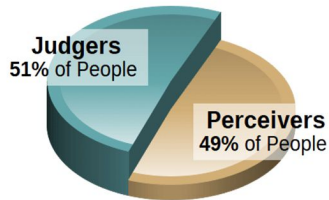
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



## PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

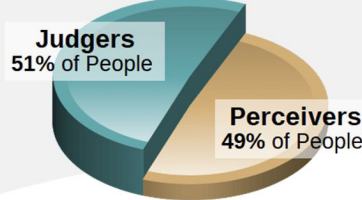
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

# Brief Overview Of 16 Personality Types

## ISTJ



### DUTIFUL

FACTUAL  
 LOGICAL  
 ORGANIZED  
 REALISTIC  
 RESERVED

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## ISFJ



### PROTECTOR

LOYAL  
 PATIENT  
 PRACTICAL  
 QUIET  
 TRADITIONAL

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## INFJ



### GUIDE

CONCEPTUAL  
 CREATIVE  
 DEEP  
 IDEALISTIC  
 SENSITIVE

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## INTJ



### MASTERMIND

ANALYTICAL  
 INDEPENDENT  
 ORIGINAL  
 PRIVATE  
 THEORETICAL

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## ISTP



### CRAFTSMAN

ADVENTUROUS  
 PRACTICAL  
 REALISTIC  
 SPONTANEOUS  
 INDEPENDENT

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## ISFP



### ARTIST

CARING  
 LOYAL  
 SENSITIVE  
 UNDERSTANDABLE  
 TRUSTFUL

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## INFP



### HEALER

DEEP  
 EMPATHETIC  
 IDEALISTIC  
 IMAGINATIVE  
 LOYAL

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## INTP



### CONCEPTUALIZER

INDEPENDENT  
 LOGICAL  
 ORIGINAL  
 SELF-DETERMINED  
 THEORETICAL

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## ESTP



### ACTIVIST

EASYGOING  
 ENERGETIC  
 OUTGOING  
 QUICK  
 VERSATILE

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# Brief Overview Of 16 Personality Types

## ESFP

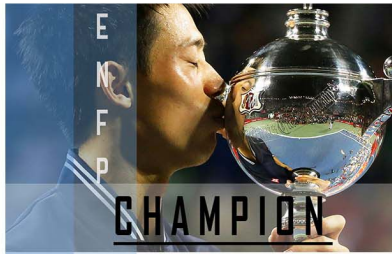


**PERFORMER**

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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## ENFP



**CHAMPION**

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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## ENTP



**INVENTOR**

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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## ESTJ



**GUARDIAN**

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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## ESFJ



**PROVIDER**

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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## ENFJ



**MENTOR**

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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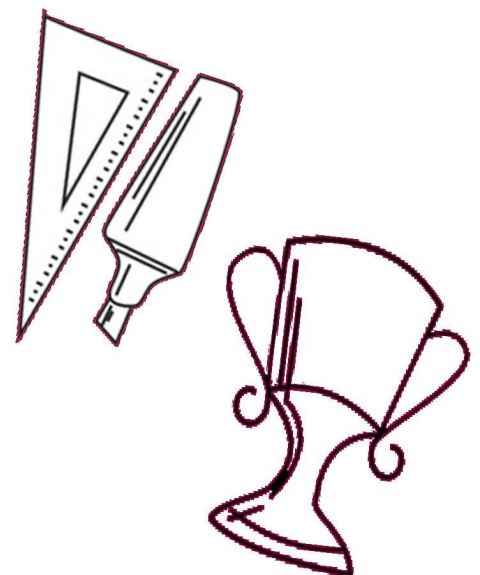
## ENTJ



**COMMANDER**

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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## ***CHAPTER 02***

### ***Mapping Your Career Journey***

**ESTJ (Guardian)**

# ESTJ Born Talents

Decisive فیصلہ کن

Organized ترتیب دینا

Direct براہ راست

Practical عملی

Efficient قابل

Responsible ذمے دار

Gregarious اگھٹارنے والا

Structured منظم

Logical منطقی

Systematic منصوبے کا حاصل

Objective مقصد

Task-focused کام پر مبنی



# GUARDIAN (ESTJ)

Solve immediate problem & achieve clearly defined, tangible results

Use past experiences as reference point for current analysis & decision making



Use resources effectively; make the best of existing systems & structures

Take control of projects; procedure, manage, organize, and coordinate resources

## *What I need in a Career for it to be Satisfying*

- An organized and efficient environment with explicit rules, expectations and standard to follow.
- A busy and active workplace, where I work with many different people throughout the day.
- The opportunity to hold a high level of responsibility, where my experiences and opinions are respected.
- Work that is of a practical nature, where I can see the results of my work and where my contributions are measured in fair, logical ways.
- A stable and predictable environment, where like-minded people pull together and to get things done.

## *As an ESTJ i am Good at....*

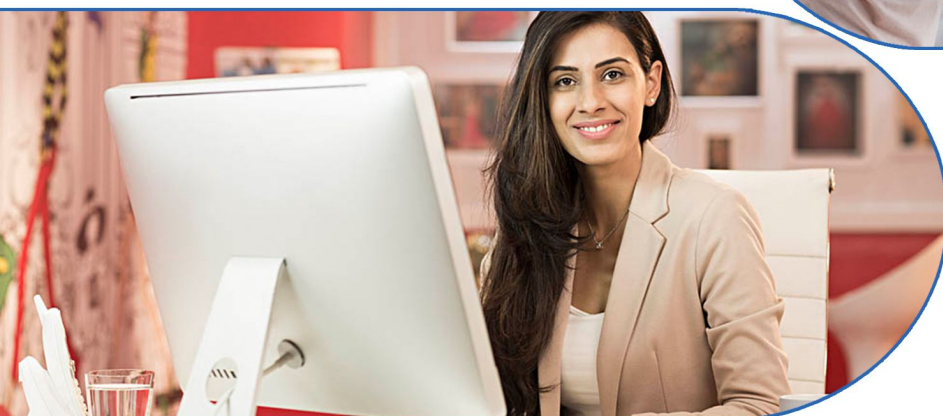
- Working hard, pulling my weight, and contributing to a team effort.
- Communicating directly and honestly, without a hidden agenda.
- Organizing projects and developing efficient systems.
- Making the tough decisions and giving constructive criticism.
- Using available resources and solving problems as they arise.
- Setting and meeting deadlines and goals.

## *Work Related Strengths*

- Practicality and focus on results.
- Forcefulness in dealing with your commitments; you can be tough when necessary.
- Ability to stay focused on the organization's goals.
- Precision and accuracy and desire to get the job done right.
- Desire to follow established routines and procedures.
- Ability to recognize what is illogical, inconsistent, impractical, or inefficient.
- Organizational skills; you're good at making objective decisions.
- Belief in the value of a traditional structure and the ability to work within it.
- Sense of responsibility; you can be counted on to do what you say.
- Clear work ethic; need to be efficient and productive.
- Common sense and realistic perspective.

## *Work Related Blind Areas*

- Impatient with those who don't follow procedures or who ignore important details.
- Reluctance to embrace new, untested ideas.
- Discomfort with or resistance to change.
- Little patience with inefficiency or processes that takes too long.
- Focus on present needs at the expense of future ones.
- Tendency to overrun people in an effort to meet your goals.
- Inability to see future possibilities.
- Lack of sensitivity about how other people will be affected by policies and decisions.
- Difficulty in listening to opposing viewpoints; you may interrupt frequently.



# ESTJ Career Trends and Potential Strengths

## Career Trends

Occupations that appeal to ESTJs cover a wide variety of fields, including technical fields, production, agriculture & business. A common theme regardless of the particular field is that they are attracted to positions of authority such as executives, managers, supervisors and in the field of law as judges, where they can make logical decisions based on fact.

## Potential Strengths

- Ability to organize people & tasks
- Analytical skills
- Problem solving at a functional level
- Setting up & running effective procedures
- Decisiveness

## کیرئیر ٹرینڈ :

بہت سے ایسے پیشے ہیں جو ESTJ کو پسند آتے ہیں، جیسے کہ Technical field، Business اور Agriculture مخصوص شعبے جو ESTJ کو پسند آتے ہیں اس میں Manager، Executives اور Supervisor جیسے پیشے ہیں۔ اور ان کو law کی فیلڈ بھی پسند ہوتی ہے جس میں وہ منطقی فیصلے لے سکتے ہیں۔



# Popular Occupations of ESTJ

People with ESTJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas :

## SALES/SERVICE

- Pharmaceutical salesperson
- Health & safety specialist
- Ship or boat captain
- Regulatory compliance officer
- Purchasing agent
- Athletic coach & trainer
- Insurance underwriter
- Sales agent
- Cost estimator
- Budget analyst
- Police and detective supervisor
- Commercial airplane pilot
- Flight engineer
- Building inspector
- Licensing examiner and inspector
- Legal assistant
- Insurance adjuster
- Court clerk
- Hotel and motel manager
- Environmental compliance inspector
- Recreational therapist

## TECHNOLOGY/PHYSICAL

- Technical trainer
- Technician
- Network administrator
- Database administrator
- Sound technician
- Transport coordinator

## BUSINESS/MANAGEMENT

- Chief financial officer
- Management consultant
- Property manager
- Bill and account collector
- Food service operator
- Construction manager
- Association manager
- Treasure & controller
- Private sector executive
- Credit counselor
- Transportation manager
- Telemarketer

## PROFESSIONAL

- Corporate finance attorney
- Electrical engineer
- Physician's assistant
- Radiologist
- Contract attorney
- School principal
- Chief information officer
- Judge
- Orthodontist
- High school business teacher



# Less Popular Occupations of ESTJ

People with ESTJ preference are less often attracted to careers and occupations that require a great deal of human service work or that require emotional care of others, such as career in counseling, health care support, child care, social services, or the religious professions. In addition, they are found less often in work that requires ongoing attention to more theoretical, abstract, or symbolic material, such as career in the arts, journalism, or the social sciences, or teaching in these fields.





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**No one  
is *You*  
and that  
is your  
*Power***

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Best of Luck

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