



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

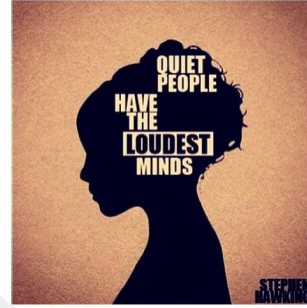
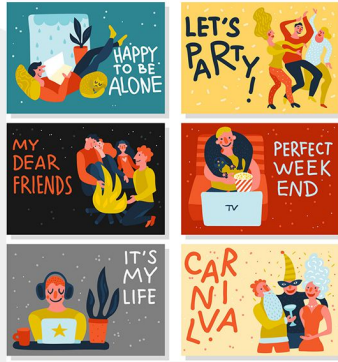
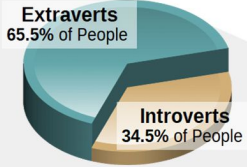
INTROVERSION (I)

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

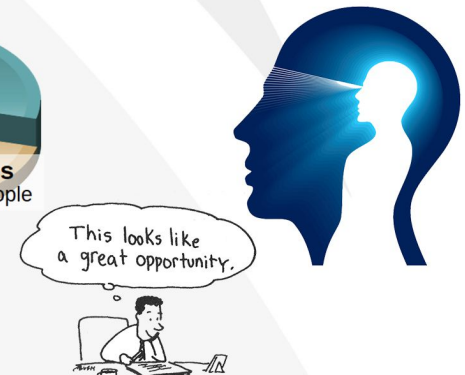
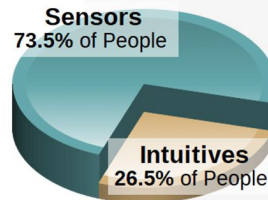
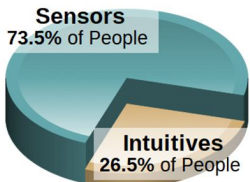
INTUITION (N)

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

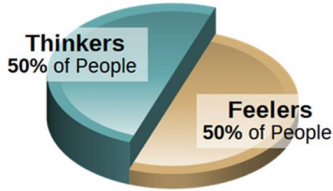
صفات:

☆ 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

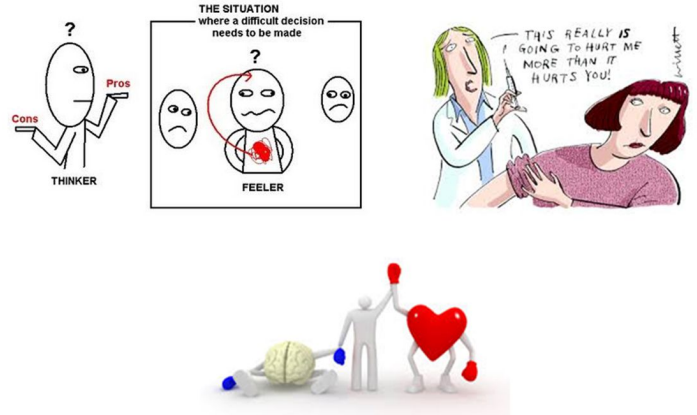
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی 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:

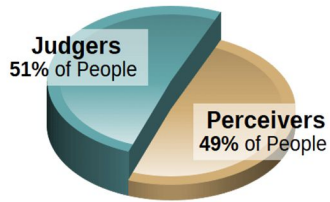
☆ وقت پر کام ختم کرنے والے

☆ 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:

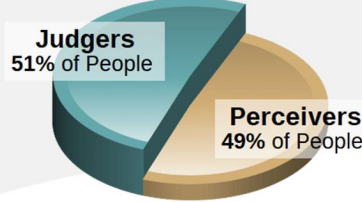
☆ نئے نئے تجربے کرنے والے

☆ 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

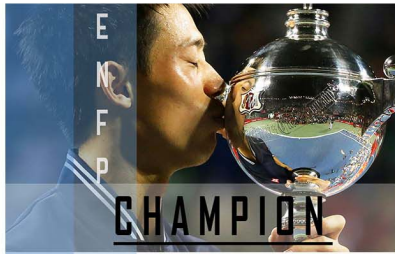
ESFP



- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



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

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ESFJ



- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

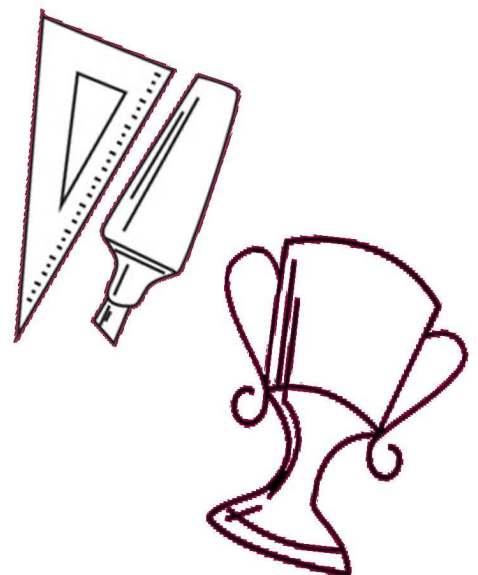
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ENTJ



- 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 اچھا رہنے 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....

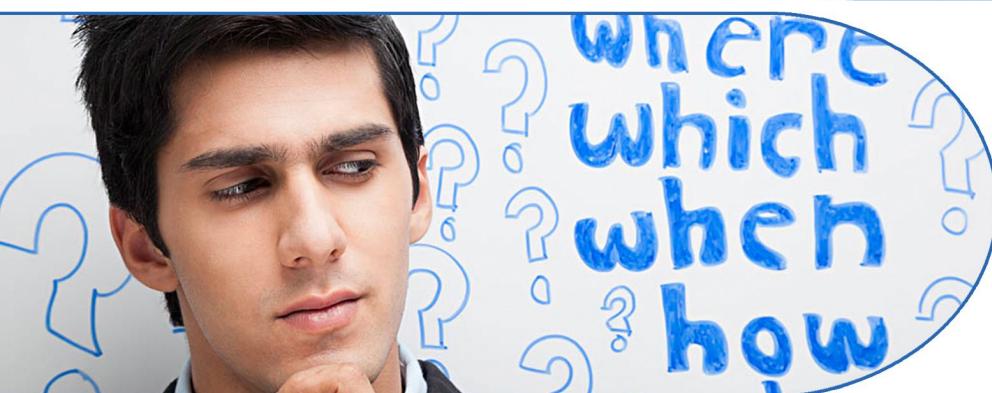
- Working hard, pulling my weight, and contributing to a team effort.
- Communicating directly and honestly, without a hidden agenda.
- Organizing projects and developing efficient systems.
- Making the tough decisions and giving constructive criticism.
- Using available resources and solving problems 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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and that
is your
*Power***

Best of Luck

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