

PREMIUM PROFILE

EXTENDED PERSONALITY TYPE ANALYSIS

ESTJ

THE SUPERVISOR

Statistics, Tips and Insights
Strengths & Weaknesses
Relationships
Career Paths



BMI™
Personality
Test

BRAIN METRICS INITIATIVE™

01

Contents

01	
Contents	pg. 1

02	
Introduction	pg. 2

2.1 Welcome to your PREMIUM PROFILE.....	pg. 2
2.2.1 Brief History of “Personality” & “Personality Tests”.....	pg. 3
2.2.2 Personality Test: What is it and why take one?	pg. 7
2.2.3 Personality Types	pg. 9
2.2.4 About BMI™ Personality Test.....	pg. 11
2.3 Statistics.....	pg. 21

03	
Personality Type Analysis	pg. 25

3.1 Your Personality Type.....	pg. 25
3.2 Your Strengths & Weaknesses	pg. 29
2.1 Relationships	pg. 33

04	
Careers	pg. 38

4.1 Workplace	pg. 38
4.2 Career Paths	pg. 41

05	
Conclusion	pg. 43

5.1 How to use your PREMIUM PROFILE insights	pg. 43
5.2 Famous people who share your type	pg. 46

Congratulations!

You have successfully completed your personality test and have discovered your personality type. Based on the unique combination of answers you gave in the test, a fully personalized analysis of your type has been created, which you will have the opportunity to go through in the following pages of your **PREMIUM PROFILE**.

At this point, there is a chance that you have some questions regarding your result. What this four letter acronym means? How my personality type affects my real life? What it might mean for my relationships or my career choices and my work life? After all, why is it important to know my personality type and how this newly obtained self-awareness could prove to be useful for me in my everyday life?

We will try to discuss and answer all these questions separately in the following four chapters of the present report. However, before delving deeper into the personalized

analysis of your specific type, we would like to try placing your result in more context. Thus, we would like to share with you a brief overview of the historical and theoretical developments that shaped personality research field and ended up producing the contemporary methods and tools we are now using to understand and measure personality.

We do not want to bore you with unnecessary details. The aim of this chapter is to help you understand better what is a personality test, how it was developed and what it attempts to measure. Additionally, at the end of the chapter you can also find compelling data regarding all personality types, selected from our ongoing research.

We hope you will find interesting and valuable what we have put together for you.

Enjoy reading your personal **PREMIUM PROFILE**!

The BMI™ Research Team

2.2.1 Brief History of “Personality” & “Personality Tests”

Ancient Times

The term “**personality**” is derived from the Greek word *persona*, or mask, and is believed to be associated with the dramatic masks worn by actors in ancient Greek comedies and tragedies. Ironically, personality tests have their roots in people’s curiosity and will to uncover the true personality that a person might be masking.

Since ancient times, the quest for unraveling the mysteries of human behavior drove many scientists and philosophers into the pursuit of reliable ways to systematically describe and categorize different types of people and at the same time into search for reliable models which can analyze and even predict, to an extent, how we are likely to behave under specific circumstances.

Hippocrates (c. 460 – c. 370 BC), “the father of western medicine”, was the first to talk about personality categories. He argued that a person’s four distinct body fluids – “**humors**” (*black bile, yellow bile,*

phlegm, blood) and their dispersion in the body, influence people’s temperament and health. The word temperament itself comes from Latin ‘temperare’, which means ‘to mix’!

Next came **Galen** (129 AD – c. 200/c. 216). One of the noblest ancient Greek philosophers, searching himself for physiological reasons behind different behaviors, took the theory to the next level. With the ‘help’ of the four elements (*earth, water, air, fire*) he also classified the temperaments as *dry/wet/cold/hot*. In the ideal personality, those four qualities were balanced while in the most types one of these was dominant over the others. Following Hippocrates’ four humors, he paired them with each temperament and named the types melancholic, choleric, phlegmatic and sanguine respectively.

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The term “**personality**” is derived from the Greek word *persona*, or mask,

2.2.1 Brief History of “Personality” & “Personality Tests”

18th Century

Over the years, many scientists were interested in the complexity of a personality and the understanding of human nature. By the 18th century, the advancements in the practice of medicine surpassed older theories in this field, but they were still important for designating personality.

Wilhelm Wundt (1832 – 1920), one of the figures of modern psychology, theorized that the four aforementioned Galen’s temperaments were actually four different dimensions of human personality, separating them from the body aspect and underlying the fact that no one is characterized by just one of them.



In the early 1900s, several prominent theorists and psychologists emerged, shedding light also on the importance of the interaction between *nature* and *nurture*

19th Century until today

In the early 1900s, several prominent theorists and psychologists emerged, shedding light also on the importance of the interaction between **nature** (innate instincts) and **nurture** (parental influences).

In this ‘psychological boom’ that took place, it was only natural that someone would want to try to test the scientific value of the theories and take the next step, using those tests in favor of the general population.

In the 1920s, the American Psychological Association, asks for the help of academic psychologist **Robert Woodworth** (1869–1962) to prevent a phenomenon known as “shell shock” that occurred during World War I and described soldier’s reaction to the trauma of battle. The result was the “**Woodworth Personal Data Sheet**” which was said to be the first personality test and was designed to assess emotional stability and help the USA Army screen out recruits who might be susceptible to shell shock.

2.2.1 Brief History of “Personality” & “Personality Tests”

Although he generated it in 1919, after the war ended, the test highly influenced later inventories with measures of neuroticism.

Short after, in 1921, **Hermann Rorschach** (1884 - 1922), studying 300 mental patients and 100 control subjects, introduced his theory for his famous inkblot test with the intention to develop a tool for the diagnosis of schizophrenia. In 1939, his test was used as a projective test of personality.

Carl Jung and Briggs-Myers: The typological approach

The same year with Rorschach, **Carl Jung** (1875 – 1961) published his book “Psychological Types (*Psychologische Typen*)” where he categorized people into primary types of psychological function.

He defined introversion and extraversion from a psychological point of view, as the two main categories of how we orient ourselves to the world. These “attitudes”, combined with four main “functions” of

consciousness (***Sensation/Intuition and Thinking/Feeling***), they form the way we behave.

In 1923, based on Jung’s revolutionary theory, **Isabel Briggs Myers** (1897 – 1980) and her mother, **Katharine Cook Briggs**, started working on a personality inventory. Almost thirty years and many researchers after, Myers survey resulted in the MBTI™ (Myers-Briggs Type Indicator). Jung’s ideas

“

Jung defined introversion and extraversion from a psychological point of view, as the two main categories of how we orient ourselves to the world.

were further developed and a fourth pair (***Judging/Perceiving***) was added in order to better help people become more self-aware.

Many psychological tests have emerged through the years (***e.g. MMPI, Revised NEO***

2.2.1 Brief History of “Personality” & “Personality Tests”

Personality Inventory) showing our inner need to understand human nature and construct a coherent picture of the similarities and differences in human behavior.

Triggered by this desire, personality theories and tests are based on aspects of a person –cognitions, emotions, motivations, behaviors- that seem to follow a pattern throughout our lives and are revealed in a variety of situations; that does not change the fact that each and every one of us is utterly unique and special.

“

[...] personality theories and tests are based on aspects of a person –cognitions, emotions, motivations, behaviors- that seem to follow a pattern throughout our lives and are revealed in a variety of situations.

—

2.2.2 Personality Test: What is it and why take one?

What is a personality test?

Personality tests constitute a significant tool, which helps us collect insights about the psychological makeup of individuals and thus develop a better and deeper understanding of basic patterns of human behavior.

A personality test is a psychometric questionnaire or other standardized instrument, designed to measure psychological preferences of how people perceive the world and make decisions within specific situations.

Through these instruments, we aim to produce norms in order to provide a comparative basis for interpreting the answers of each respondent who took the same test.

A personality test's results can be used for a wide variety of purposes such as personal or career development and exploration, self-growth, problem solving, academic counseling, relationship goals, management training etc.

“

Personality tests constitute a significant tool, which helps us collect insights about the psychological makeup of individuals.

Why take a personality test?

In other words, taking a personality test could be your first step towards essential self-knowledge. It does not only reveal hidden strengths or help you identify your unique skills, but also gives you the information needed in order to unlock your full personality potential.

Of course, experiences, environmental and social factors over the years, biases, respondent's psychological state at the time that he/she takes a test, can always change someone's results through the years.

Still, personality tests help us in our search

2.2.2 Personality Test: What is it and why take one?

for identity. People everywhere strive to create a coherent identity that makes sense to them and look for cues from their environment, the world and themselves. The clearer our picture is, the more easily we navigate the world and guide our own behaviors and ourselves.

On the other hand, they help us perceive our blind spots and work harder to attain our goals or to acquire skills that are important to the way we want to introduce us to the world. Even the fact that some test results may align with our beliefs about ourselves and make them stronger is a feedback that we enjoy getting.

In any case, personality tests ask questions to people not to put them in a 'bad' or 'good' category but to assist them towards substantial self-awareness.

In conclusion, personality tests feed our curiosity and will to deeply know ourselves. This kind of knowledge brings you confidence even when we are talking about weaknesses, as no one is perfect! It helps

you connect with people similar to you and handle or relate the best way possible with people who seemed 'too' different before. Knowing yourself makes you feel, connect and act better, so the question is not why to take a test but why not to?!

“

In any case, personality tests ask questions to people not to put them in a 'bad' or 'good' category but to assist them towards substantial self-awareness.

2.2.3 Personality Types

What is a personality type?

Personality type refers to the psychological classification of different types of individuals. 'Personality type' is usually distinguished from 'personality trait' as the latter embodies a smaller grouping of behavioral tendencies. Types are sometimes said to involve qualitative differences between people, whereas traits might be construed as quantitative differences.

For example, according to type theories, introverts and extraverts are two fundamentally different categories of people while according to trait theories, introversion and extraversion are parts of a continuous dimension, with many people positioned in the middle.

Ultimately, your personal type is nothing more and nothing less than the group of your inborn tendencies, characteristics, and skills that you gain along the way. Not everyone uses their mind the same way and as a result, not everyone develops the same patterns of behavior.

“

Ultimately your personal type is nothing more and nothing less than the group of your inborn tendencies, characteristics, and skills that you gain along the way.

People do not perceive the world identically, do not value the same things, do not have the same priorities, do not react the same or are interested in what interests each and everyone; they are 'different types'.

Why it is important to know your type?

Your personality type is like a small manual of yourself. It highlights your strengths and weaknesses and gives you the advantage of acting on the basis of this wisdom.

You learn to love yourself because you are able to appreciate him/her as a whole. And most importantly, you learn how to control

or avoid your weak spots which prevented you from reaching the outcome you wanted in past situations.

Once you become familiar with the way the personality types' theory works, you will find yourself more capable of recognizing other types around you and interact better with them by becoming more understanding.

Imagine how useful this can prove to be within your workplace for example; how much easier it will be to approach with confidence the person you are interested in, or how to make amends with a friend who is angry with you.

Moreover, you can learn how to better distribute your energy in your everyday activities and allow yourself to feel whatever he/she feels without guilt but with a constant and ultimate goal to become the best version of you. And if this is your goal, knowing your personality type is definitely a solid first step.

“

Your personality type is like a small manual of yourself. It highlights your strengths and weaknesses and gives you the advantage of acting on the basis of this wisdom.

2.2.4 About BMI™ Personality Test

i) Theoretical Framework

With regards to its theoretical basis, the present test draws mostly on the typological theory initially proposed by Carl Jung which was further developed and enriched by the research and work of Isabel Briggs Myers and Katharine Cook Briggs.

Let us now go briefly through the basic concepts of these two prominent personality theories:

Jung's typological theory

Jung believed that every individual channels his/her energy to the world, alternating the source of information and decision making between the external world of people, experiences, activity and the internal world of ideas, memories and emotions. He called these two orientations of energy Extraversion (when acting in the outer world) and Introversion (when reflecting in the inner world) and compared them to ancient archetypes Apollo and Dionysus. The introvert, like Apollo, sheds light on understanding, dreaming, reflecting, envisioning and may prefer the

company of him/herself more often than others. The extravert, associated with Dionysus, focuses on joined energetic activities, action, sensory perception, and may lose his/her sense of self from time to time. The difference that he underlined was that they interpret the world subjectively and objectively respectively.



Personality tests constitute a significant tool, which helps us collect insights about the psychological makeup of individuals.

Jung observed that those two orientations alone could not describe the many behavioral differences between people. When people's minds are active, they take in information (**Perceiving**) and evaluate them to reach different conclusions and decisions about their actions (**Judging**).

Later he identified two opposite ways that people perceive and two opposite ways that

they judge. When perceiving they can use either **Sensation** (called Sensing by Myers and Briggs) or **Intuition** that goes beyond sensory information. On the other hand, he called the two different ways of judging **Thinking** (using objective criteria) and **Feeling** (considering our personal priorities).

Although Jung identified eight dominant functions-types (combining Perceiving and Judging with each one of the other four), he noticed that people used these functions in a kind of hierarchy of preference and certainly not simply and purely one of them. He used the term dominant function for the first, most used mental process and the term auxiliary function for the second preference. He argued that people who do not use their dominant function for too long they may feel psychological fatigue and it is important for them to get the support they need from the environment in order to 'be themselves'.

Briggs-Myers Type Indicator

Briggs and Myers developed Jung's idea of

the dominant and auxiliary function and included them in their concept and description of types. They went one step further mentioning that understanding the effects of each preference is a starting point, but type becomes even more useful when we begin to explore combinations of preferences.

This development resulted in the 16 types indicated by the MBTI where the final 4 letter type merge all the traits that best describe your personality (**E=extraversion, I=introversion, S=sensing, N=iNtuition, T=thinking, F=feeling, J=judging, P=perceiving**).

“

When people's minds are active, they take in information (Perceiving) and evaluate them to reach different conclusions and decisions about their actions (Judging).

Our approach

In order to determine your personal type, we created a test based on the typological theory by Carl Jung which was further developed and enriched by Briggs-Myers.

Additionally, based on our own original research, we have build upon the theoretical framework presented above, redefining some of the traits and aspects it proposes and making an attempt to align it with more recent developments in the field regarding categorization, scoring and analysis

Please keep in mind that although both Jung's theory and Myers-Briggs type indicator have clearly influenced the methodology and general design of BMI™ Personality Test, it still is a distinct assessment which stands on its own.

In the event you have already taken Myers-Briggs test or any other personality assessment, we do not recommend directly comparing your results, since methodology

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In any case, personality tests ask questions to people not to put them in a 'bad' or 'good' category but to assist them towards substantial self-awareness.

as well as scoring and analysis tools significantly differ.

Disclaimer: Please keep also in mind that same as both Jung's theory and the Briggs-Myers framework, BMI™ Personality Test is constructed for normal populations and it emphasizes the value of naturally occurring differences. Therefore, the results cannot be used for clinical diagnosis or mental health issues.

ii) The BMI™ Personality Test

The BMI™ Personality Test is the most popular online personality test, taken by thousands of people in over 60 countries so far!

It is a complete, scientifically validated, research-backed personality assessment brought to you by Brain Metrics Initiative (BMI™), one of the world leaders in online IQ & Personality research and assessment.

It has been based on the typological theory by Carl Jung which was further developed and enriched by Isabel Briggs Myers and Katharine Cook Briggs.

However, based on our own original research, we have build upon the existing theoretical framework, redefining some of its traits and aspects and making an attempt to align it with more recent developments in the field.

The BMI™ Personality Test has been specifically designed for use in online and

mobile environments. It is quick and easy to take and is accessible by anyone.



We have build upon the existing theoretical framework, redefining some of its traits and aspects and making an attempt to align it with more recent developments in the field.

ii) How your personality type is being determined

The present test is a self-report tool. It consists of a set of questions, each one of them being linked to one of four general dimensions and the dichotomy of personality traits imposed by these dimensions (**Table 2.1**).

The questions have been designed in such a way to ask you to make a choice between two poles of a continuum (forced choice

Dimensions	Dichotomies	
Energy	INTROVERSION (I)	EXTRAVERSION (E)
Learning Style	SENSING (S)	INTUITION (N)
Nature	THINKING (T)	FEELING (F)
Strategy	JUDGING (J)	PERCEIVING (P)

Table 2.1 The four dimensions and their dichotomies

questions). After you have answered all questions and completed the test, your preferences on each one of the dimensions and their dichotomies are scored and reported in the format of a four-letter type code.

However, these dimensions are actually a theoretical construct. In real life, we cannot identify such clear boundaries between the different traits and categories. Individuals are enormously complex, with personalities beyond precise measurement.

This test attempts only to measure your reported preferences in a series of everyday life conditions and settings, in correlation with the four distinct dimensions and their dichotomies as these were cited above.

Hence, the final personality type is determined by how far or close to the one or the other edge of the dichotomy the aggregate of your answers lies.

iv) The four dimensions

As we have already said, your four letter personality type is determined by scoring and analyzing your reported in the questionnaire preferences, in correlation with the four distinct dimensions and their dichotomies.

In this section we will try to give you a brief overview of each one of the four dimensions that define your personality type: **Energy, Learning Style, Nature and Strategy**.

As noted above, the dichotomy linked to each one of these four dimensions should be seen as a two-sided continuum. The side of the continuum your personality tends to be more compatible with, is eventually defined by how far or close to the one or the other edge of the dichotomy the aggregate of your answers lies.

Energy

This dimension determines where you primarily tend to put your attention and from where you get your energy in general.

Introversion (I)

Introverted individuals are getting their energy from dealing mostly with their inner world. They are reflective and reserved.

They are predominantly interested on mental life and they usually prefer to be alone as they do not enjoy much social interaction.

Extraversion (E)

Extraverts are outgoing individuals who love action. They take pleasure from social interaction and thrive off of being around other people.

They prefer action over thorough planning and tend to understand problems better through discussion than reflection.

2.2.4 About BMI™ Personality Test

Learning Style

This dimension determines how you prefer to search for information, process knowledge and solve problems.

Sensing (S)

People who fall under the sensing side are highly practical and pragmatic individuals who trust facts and hands-on experience first before anything else.

They tend to focus onto what is present and tangible and they are suspicious about intuition.

Intuition (N)

Intuitive individuals tend to be highly creative and open-minded. They trust abstract thinking and impressions more than experience and are interested more in high concepts, innovation and future possibilities than what is actual and present. Intuitive individuals are passionate about change and they always embrace it well.

Nature

This dimension determines how you evaluate information and facts and is strongly linked to your approach to handling of emotions.

Thinking (T)

People who fall under the thinking side are highly analytical and reflective individuals who focus on rationality and prioritize logic over emotions.

They usually have difficulties dealing with emotions and their obsession with efficiency may make them seem cold and indifferent sometimes.

Feeling (F)

Feeling individuals are sensitive and compassionate. They like expressing their emotions and are always concerned about other people’s feelings.

They tend to have a “people first” approach even when this may put efficiency at stake.

Strategy

This dimension determines your dominant orientation to the outer world and it usually echoes your tactics linked to planning and decision-making.

Judging (J)

Judging individuals like to be seen as punctual, decisive and well organized.

They tend to focus much on planning and control and love to project an image of settled and orderly life to the outer world. They like stability and predictability and are rather suspicious about spontaneity.

Perceiving (P)

People who fall under the perceiving side like to be seen as playful, flexible and spontaneous individuals, who love improvising in most of situations and are ready to embrace change at any time.

They tend to project an image of relaxed and adaptive life to the outer world.

v) The 16 personality types

All possible combinations of preferences in the 4 dichotomies above, yield 16 different personality types, which are representing which side of the dichotomy is more dominant regarding one’s personality type. Each personality type is eventually assigned a 4 letter acronym of corresponding combination of preferences:

Analysts	ENTJ	ENTP	INTJ	INTP
Creators	ESTP	ESFP	ISFP	ISTP
Diplomats	ENFJ	ENFP	INFJ	INFP
Protectors	ESTJ	ESFJ	ISTJ	ISFJ

The 16 Personality Types

Analysts



ENTJ

“LEADER”

Ambitious, energetic, excellent problem solvers and firm believers of logical solutions.



ENTP

“VISIONARY”

Pioneers, powerful, open-minded and excellent problem solvers.



INTJ

“ARCHITECT”

True visionaries and excellent planners who usually rise into leadership positions.



INTP

“SCIENTIST”

Independent, efficient and inventive problem solvers.

Creators



ISFP

“ARTIST”

True artistic spirits, constantly trying to explore in full the world and the people around them.



ESFP

“ENTERTAINER”

People who live for the moment and are able to find enjoyment in everything



ESTP

“ACHIEVER”

Hands-on people who prefer to learn through practice rather than theory.



ISTP

“ARTISAN”

Logic-based troubleshooters, quick and efficient thinkers, incredibly good with their hands.

The 16 Personality Types

Diplomats



ENFJ

“MENTOR”

Extremely sociable idealists which always love to be of help.



ENFP

“MOTIVATOR”

Warm, outgoing idealists, always enthusiastic and energetic about their cause.



INFJ

“COUNSELOR”

Compassionate but opinionated listeners whose always insightful advice can prove to be invaluable.



INFP

“IDEALIST”

Idealistic, humanitarian dreamers, living in their own world of values, beliefs and ideals.

Protectors



ESTJ

“SUPERVISOR”

Strongly opinionated decision-makers who love order and stability.



ESFJ

“THE GIVER”

True extraverts, who love being around people and taking care of them.



ISTJ

“LOGISTICIAN”

Strongly practical achievers who like to play always by the rules.



ISFJ

“CARETAKER”

Practical, loyal and compassionate getting pleasure from taking care those in need.

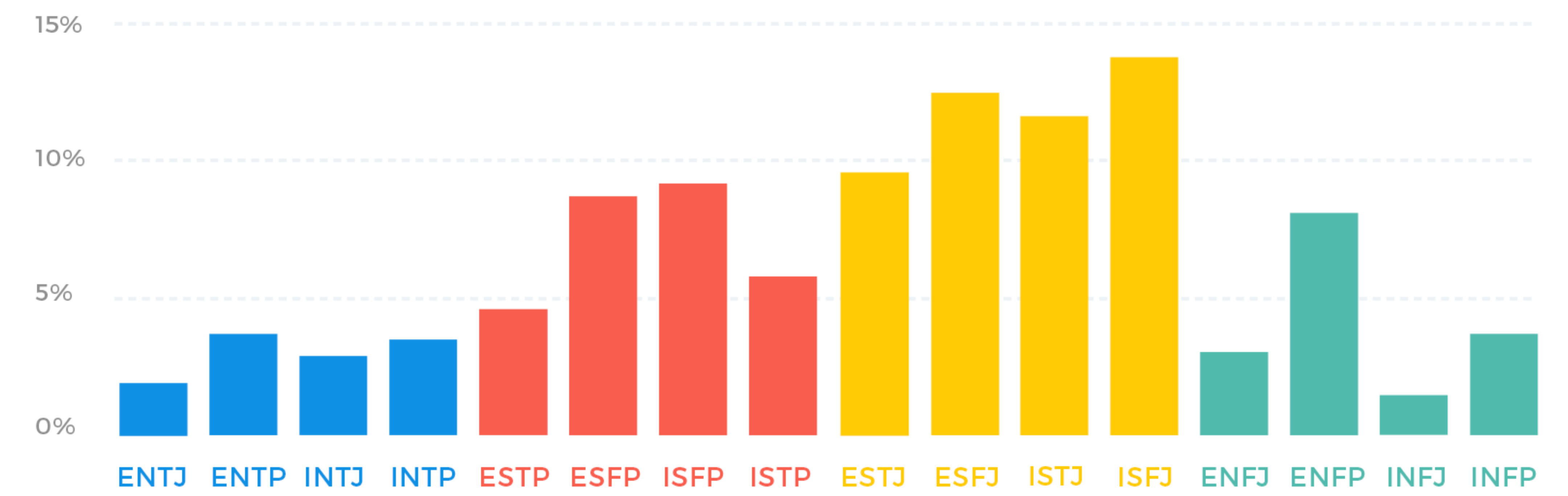
2.3 Statistics

i) Distribution according to type

ISFJ (13,9%) and ESFJ (12,3%) seem to be the most popular personality type among general population, while INFJ (1,4%) and ENTJ (1,6%) are the most rarely found types (Tables 2.2, 2.3).

Personality Type	Total	Male	Female	Personality Type	Total	Male	Female
ENTJ	1.65%	2.50%	0.80%	ESTJ	8.95%	11.30%	6.60%
ENTP	3.35%	4.20%	2.50%	ESFJ	12.25%	7.70%	16.80%
INTJ	2.65%	3.10%	2.20%	ISTJ	11.70%	16.40%	7.00%
INTP	3.10%	4.60%	1.60%	ISFJ	13.65%	8.10%	19.20%
ESTP	4.85%	5.60%	4.10%	ENFJ	2.35%	1.70%	3.00%
ESFP	8.40%	6.70%	10.10%	ENFP	7.80%	6.20%	9.40%
ISFP	8.50%	7.80%	9.20%	INFJ	1.35%	1.50%	1.20%
ISTP	5.55%	8.40%	2.70%	INFP	3.90%	4.20%	3.60%

Tables 2.2 - 2.3 Personality types distribution in general population



**Data Source: All data cited in the present chapter comes from BMI ongoing research (unpublished yet) and originates from US population samples.*

However, when it comes to *male* only respodents, **ESTJ** (11,3%) and **ISTP** (8,4%) seem to be the most popular personality types while **INFJ** (1,5%) and **ENTJ** (2,5%) seem to be the most hard to find (Table 2.2).

On the other hand, with regards to *female* only respondents **ISFJ** (19,2%) and **ESFJ** (16,8%) are the most popular personality types while **INFJ** (1,2%) and **ENTJ** (0,8%) seem to be the rarest ones (Table 2.2).

ii) Distribution according to type category

Now, if we look into distribution according to the four general type categories, we will find out that almost half of the respodents belong to **Protectors** category (46,55%), while only a small part of the general population (10,75%) falls under **Analysts** category (Table 2.4).

The same distribution patterns (with minor deviations) can be noted when we look into distribution according to respodent’s genre (Table 1.4)

Type Category	Total	Male	Female
Protectors (SJ)	46.55%	43.50%	49.60%
Creators (SP)	27.30%	28.50%	26.10%
Diplomats (NF)	15.40%	13.60%	17.20%
Analysts (NT)	10.75%	14.40%	7.10%

Table 2.4 Personality types distribution by type category

iii) Education

Recent research indicates that there may be a direct link between education level achieved by an individual and their personality type. So far, our collected data regarding the average education achieved in correlation with personaity type (**Table 2.5**), shows that Analysts types, and more specifically **ENTJs** and **INTJs** tend to achieve in average slightly higher education level qualifications. The same can be noted for **ESTJs** and **ISTJs** (Protectors).

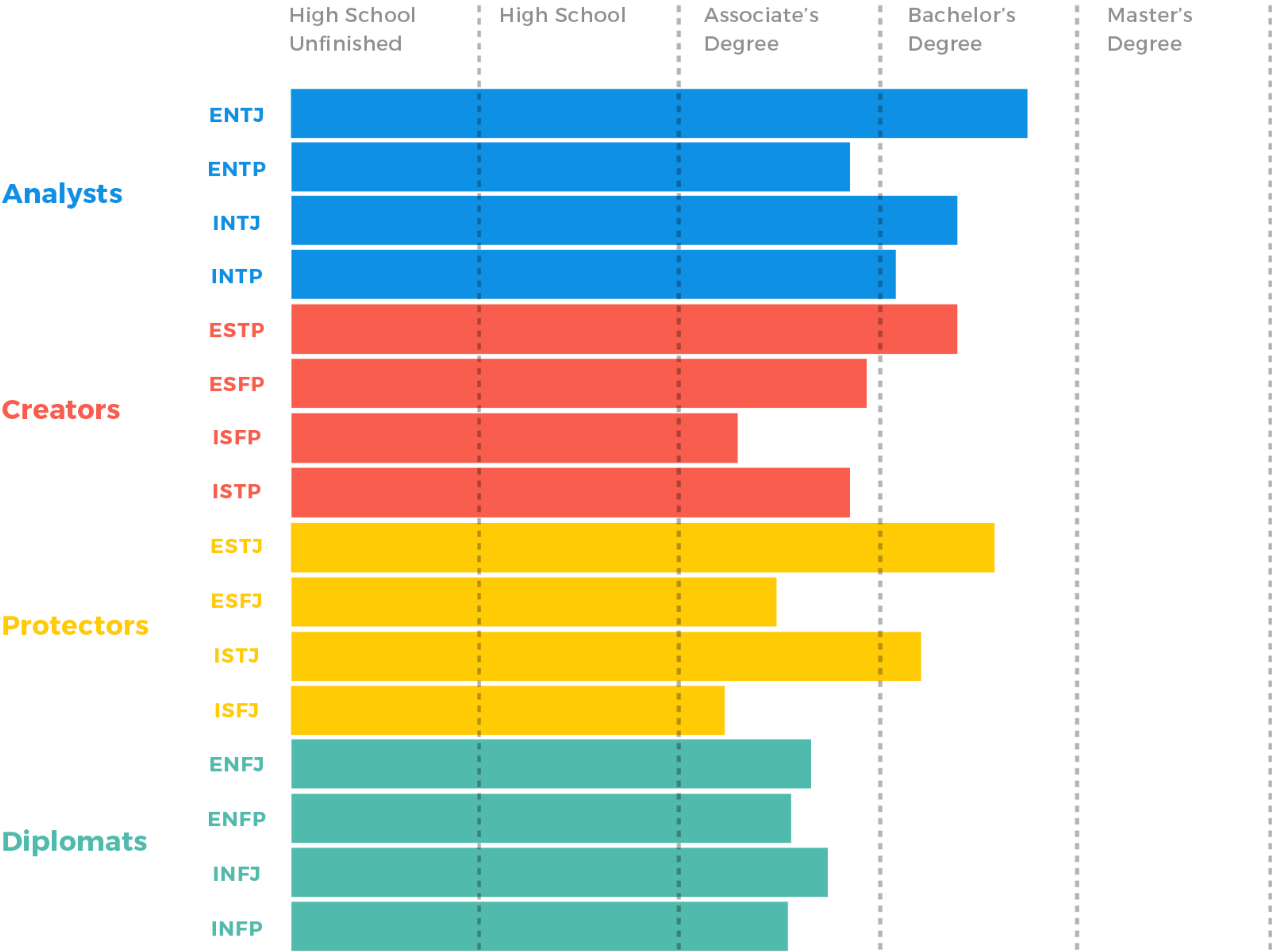


Table 2.5 Average higher education level achieved by personality type

iv) Average yearly income

Finally, personality type seems to be making a difference with regards to one’s career and economic success. When it comes to average yearly income, there are noted marked deviations between different personality types (Table 2.6).

ENTJs (85k), **ESTJs** (83k) and **ESTPs** (69k) are on the top of the average income chart, while **INFPs** (36k), **ESFPs** (34k) and **ISFPs** (33k) seem to have the lowest yearly incomes in average.

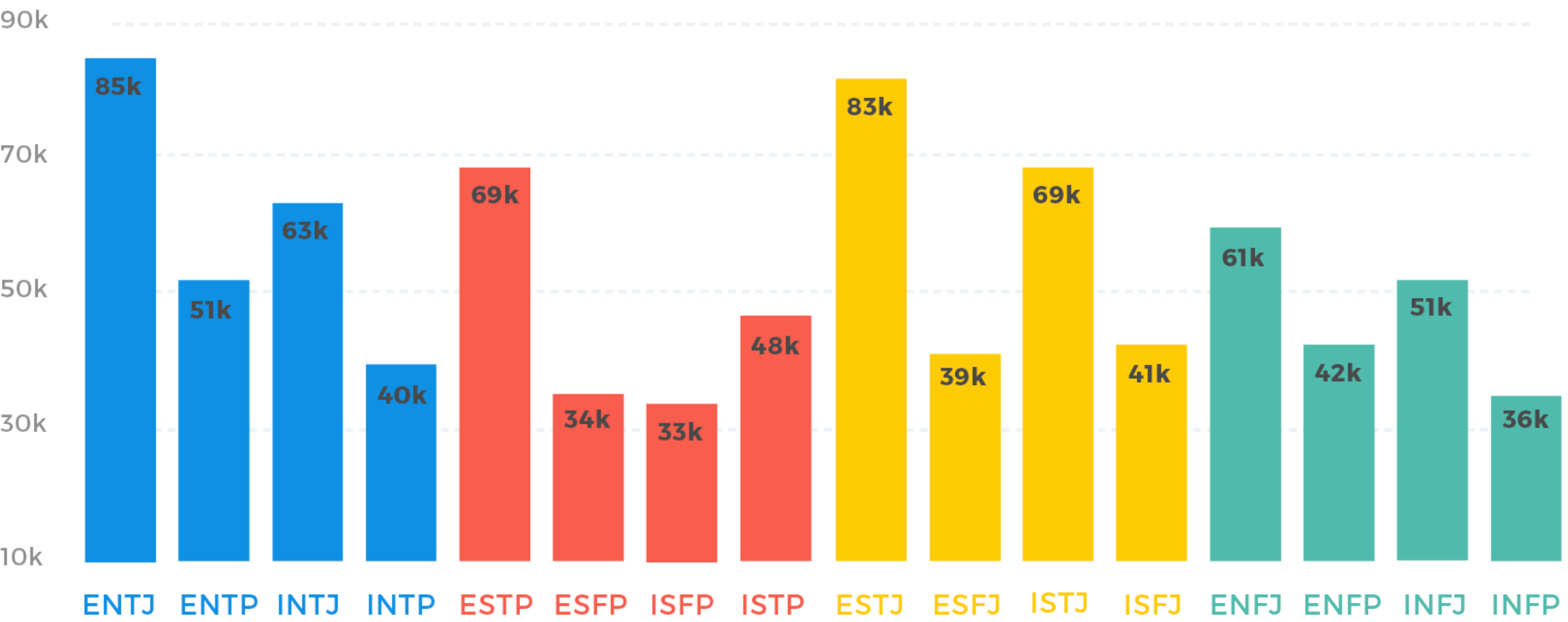


Table 2.6 Average yearly income by personality type

It should be noted here though, that you are not defined by your personality type nor your type can always be a successful and highly reliable predictor of your educational or professional and economic success. Besides, your personality type may change more than once through your life as it is highly influenced by multiple external factors as your social environment, workplace environment, your relationships, personal life experiences etc.

3.1 Your Personality Type:
ESTJ (SUPERVISOR)

OVERVIEW

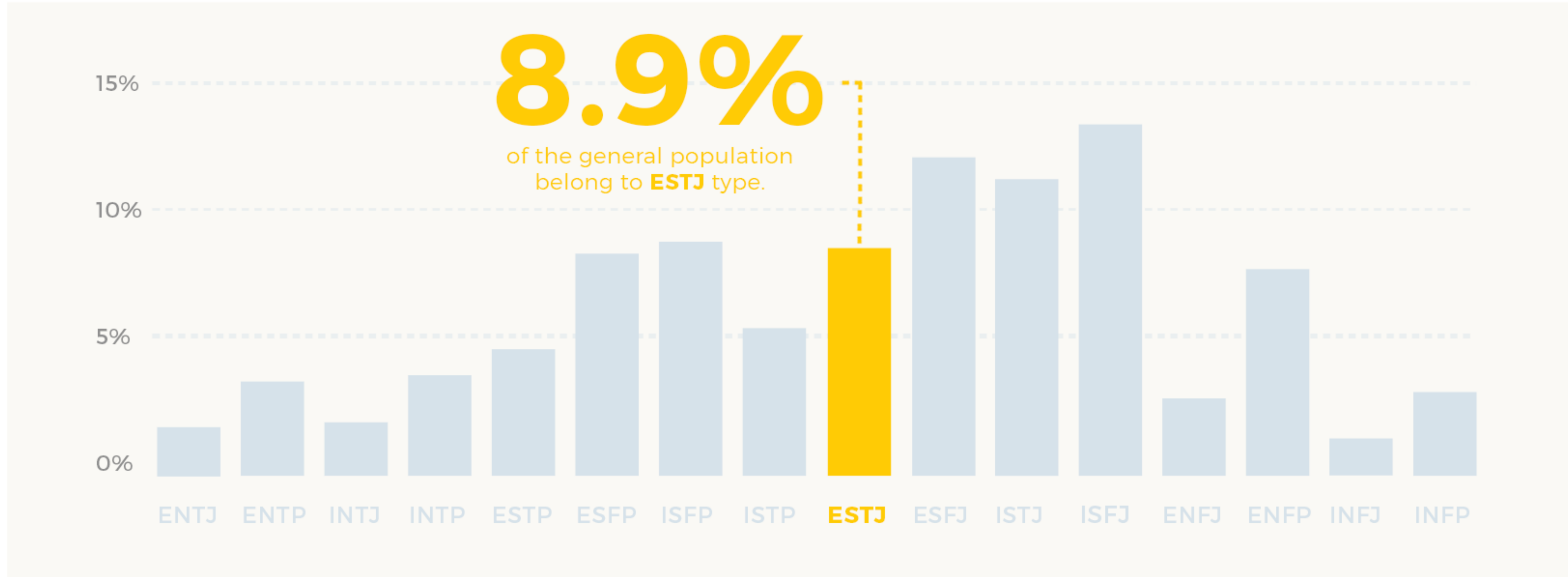
ESTJs are charismatic people who are given the gift of integrity and propriety. They tend to use their abilities to the maximum and earn respect and trust from the people around them.

ESTJs love tradition and order and have a clear opinion of what is right and wrong. They are honest and will not hesitate to apply judgment if they disagree with the way things are done.

ESTJs have strong principals and love decision-making positions since they trust themselves and they can lead people through difficult situations.



ESTJ
“SUPERVISOR”



3.1 ESTJ Personality Type in General Population

PERSONAL PROFILE

Analysis of your type’s four dimensions and your dominant traits as these were personalized based on your unique answers to the test’s questions.

Name:

Ricka Puspa Dewi Johnny

Personality Type:

ESTJ (SUPERVISOR)

Personality Category:

Protectors

EXTRAVERTED

54%

THINKING

61%

SENSING

68%

JUDGING

69%

YOUR ENERGY

This dimension determines where you put your attention and get your energy



YOUR LEARNING STYLE

This dimension determines how you prefer to process information and solve problems



YOUR NATURE

This dimension determines how you prefer to make decisions



YOUR STRATEGY

This dimension determines your dominant orientation to the outer world



INTRODUCTION

ESTJ is a fairly common personality type among the general population (8.9%) and the second most common type among men (11,3%).

ESTJs love tradition and order and have a clear opinion of what is right and wrong. They are honest and will not hesitate to apply judgment if they disagree with the way things are done.



As an ESTJ, you represent the model citizen, husband, parent and friend.

You want everything done in order and according to tradition.

ESTJs have strong principals and love decision-making positions since they trust themselves and they can lead people through difficult situations. It comes as no surprise that among the ESTJs one can spot some former US presidents like

George W. Bush, James Monroe and Franklin Pierce.

As an ESTJ, you represent the model citizen, husband, parent and friend. You want everything done in order and according to tradition. You are also extremely status-conscious and want to make sure others think very highly of you, especially those who are considered successful by the rules of society.

When you give your word, you make sure you keep your promises and want the others to do the same. You leave no room for error and you love being asked for your advice since you are pretty sure that your solution to simple or more complex problems is the best and most efficient one.

When it comes to personal relationships, you tend to choose people similar to you. Either it has to do with a partner or a friend, you first make sure you agree on principles and beliefs in life, otherwise you will find yourself fighting over every little thing.

As a partner, you are after life-long relationships. You look for a person who shares your passion for order and you stay loyal and committed. You are excellent with handling every practical problem but you struggle with offering emotional support.

Same rule applies to your children upbringing. As a parent, you make sure your children learn to value hard work and independency by demanding respect and obedience. Of course all you want, is your children to be happy, but happy for ESTJs means being in control. After all, the word 'supervisor' is the one that describes you best.

When it comes to choosing a career, you usually let your life principles and strong beliefs lead you into a suitable job where you feel you have a lot to offer. You usually end up in fields like Politics, Sciences, Marketing and Finances.

You love leadership positions but you can be very efficient in every position. You are a team player and love to help your colleagues as long as they do not show

inefficiency or laziness.

Overall, ESTJs are charismatic people who are given the gift of integrity and propriety. They tend to use their abilities to the maximum and earn respect and trust from the people around them. Even when they are not working, they enjoy taking up leadership positions in their community or church. They also love social gatherings, outdoor activities and sports.



As a parent, you make sure your children learn to value hard work and independency by demanding respect and obedience.

3.2 Your Strengths & Weaknesses



YOUR STRENGTHS

Natural born leader

You will do anything to become a leader since you know how good you would be in this position. Either it is a small company, a big organization, a community or even your own family; you are capable of taking the right decisions and persuade people that you are reliable and trustworthy. You want the best for the whole team and are very good in inspiring everyone to work towards a common vision. You understand that leadership positions come with great responsibility but this is not something you worry about as you consider yourself very competent and you are not afraid of the hard work.

Loyal and committed

As long as you get involved in a situation or a relationship, you hold onto it and do not give up easily. You know very well that things that matter require a lot of work and you are willing to do everything you can to keep things harmonious and stable.

Trustworthy

Once you give your word about something there is no chance of letting unfinished business. You are known for your strong sense of duty and for being rare and invaluable partner. Even if things do not work out as you had originally planned them, you will take full responsibility for your actions and will find a way to make things work no matter how hard you will have to try.

Excellent planners

The majority of the population would feel anxious and over-stressed by being in charge of organizing an event, a construction, a group etc. On the contrary, you get thrilled by this kind of responsibilities. Your unique practical skills and predictability, allow you to avoid mistakes, take into consideration every little detail and get everything done on time. In most cases, you might get in charge of a chaotic situation and take on the role of the organizer voluntarily, just for the fun of it.

Hard worker

You tend to dedicate yourself to a plan or a project and work for as long as you have to in order to achieve the result you want. You are a bit perfectionist, practical and you are not satisfied with anything less than what you aimed for from the beginning. Usually you choose projects with a humanitarian purpose and that motivates you to work even harder. If you believe in the project, you appear to be very enthusiastic and loyal until its completion.

Self-Confident

You are gifted with a strong mind and you are able to make complicated thoughts. When you form an opinion, you expect others to recognize your wisdom. You are usually right about things but even if you are not, you stick to your guns. That is why you do not get intimidated by social roles or expectations. You feel good about yourself and you are not afraid to show it.



YOUR WEAKNESSES

Difficulty in showing emotions or empathy

You are 'right or wrong' kind of people; middle ground seems too vague. When you see a problem, you say your honest opinion and you do not hesitate to apply judgment without paying attention to emotions. Being harsh or hurting someone's feelings, is not something you are considering. What matters most, is for you to manage to make things work the 'right' way.

Difficulty in communication when under stress

Although you are excellent communicator and fluent speaker, when you find yourself under great stress and unusual situations, you tend to lose the ability of expressing your thoughts and feelings and have the overwhelming sense of being alone and unappreciated.

Severely impatient to inefficiency

You are known for your lack of tolerance of confusion and halfway measures. You can be harsh and have no problem applying quick judgment when you spot inefficiency. Things must be done with the 'correct' and tested way. You strongly believe that your way is the best way possible and you make it clear to others that they should follow your lead without delay.

Care too much about recognition and social status

You really need your efforts and hard work to be recognized and appreciated. You value the opinions and comments of your social circle very highly and you are quite concerned about always getting positive comments and reviews. Your agony about your social status might lead you to trying a bit too hard to please others and gain their respect, sometimes forgetting to take care of your own needs.

3.3 Relationships

ROMANTIC RELATIONSHIPS

When ESTJs find themselves in a relationship they tend to go all in from the beginning. Casual flings and crushes are out of discussion since they find them silly and unnecessary.

What is important for ESTJs is to find partners who share the same values and principles and who are not afraid of commitment and life-long relationships. In order to be sure that they have really found a compatible partner, ESTJs tend to show their intentions and talk about their expectations early in the relationship.



An ESTJ takes relationships very seriously and knows that he/she needs to work very hard in order to prevent things from falling apart.

They are not afraid to be open, sometimes even from the first date, since they believe there is no better way than honesty for a

healthy and stable relationship. Truth is that ESTJ personality is concrete and will remain the same through dating, living together or marriage.

Unfortunately, not everyone is ready to open up so fast about themselves to someone they just met. For ESTJs, having to do things in someone else's way can be frustrating and sometimes even a deal breaker.

An ESTJ takes relationships very seriously and knows that he/she needs to work very hard in order to prevent things from falling apart. Still, they follow their own ideas and plans to keep things alive and rarely take into consideration their partner's suggestions.

Wild ideas and spontaneous acts are not compatible with ESTJ's love for structure and careful planning. In fact they consider those types immature and not capable of more complex activities. This does not indicate in any case that ESTJs do not know how to have a good time.

They enjoy spending time with their partner in social events, art exhibitions or well planned vacations. They have a tendency of going to the same places and repeating the same routines over and over again, but they do it with all their heart since this way of entertainment, although it might seem boring to someone, fills them with pleasure.

In general, they prefer sharing their time with couples at the same social level as theirs since they care very much about their social profile.



ESTJs hate sweeping things under the carpet and pretending they do not understand when things go wrong.

ESTJs prefer to show their affection through acts instead of big words and emotions. They take care of every practical matter in the house, planning the shopping,

paying the bills and in general being the manager. Their sex life is usually stable, and follows a traditional and conventional pattern. In case their partner needs more intimacy they seem to struggle but they are willing to make an effort; unfortunately, not always with the best results.

ESTJs hate sweeping things under the carpet and pretending they do not understand when things go wrong. On the contrary, they seem to address conflict in a very straightforward way because they believe that without being completely honest they stand no chance in resolving an issue properly.

Even if they know their partner cannot handle criticism well, they find it very hard to sugarcoat a problem and they usually end up hurting others' feelings big time.

For all these reasons, they are better off with types who share their **observant (O)** trait in order to minimize differences in the communication area. Of course, one or two different traits are always desirable in order to allow space and opportunities for growth.

FAMILY / PARENTHOOD

For ESTJs, family is the number one priority. Especially after becoming parents themselves, their life is dedicated to helping their children to grow up and to be independent, responsible and productive adults.

In other words, they want their children to live by the same principles as they do, and to accomplish that, they will not hesitate being strict and disciplinarians.

ESTJs love and respect tradition and as they usually take a leadership position in their family, they demand from their children to comply with the rules they set. Imagine ESTJs as the typical old-fashioned parent who wants everything in the house to run smoothly by the book. Kids need to study, be quiet and go to bed early and as soon as they are able, help around the house, tidy their room etc.

Moreover, they do not have big or unreal expectations from their children. They prefer to see them being well-respected society members than famous for their

achievements. It is not that they do not care about their children's happiness. They just strongly believe that happiness comes only when you follow the rules, you work hard and you have a strong moral code.

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ESTJs love and respect tradition and as they usually take a leadership position in their family, they demand from their children to comply with the rules they set.

No matter how strict some parents can be, they always have troubles during the rebellious years of adolescence. Especially with **intuitive (I)** or **perceiving (P)** children things can get really tense. All teenagers tend to do the exactly opposite of what their parent's opinions and guidelines say, and for ESTJs, this is very hard to swallow.

They feel that they are always right and being rejected by their own children can be

hurtful and devastating. Despite their disappointment though, they will always have their children's back. They understand that everyone learns through his mistakes and that for their children to become as independent and strong-willed as they wanted them to, they need to feel free to make their own decisions even if they think those are wrong.

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It is not that they do not care about their children's happiness. They just strongly believe that happiness comes only when you follow the rules, you work hard and you have a strong moral code.

It is only after they reach adulthood that ENTJ's children realize how important the life lessons their parents taught them were. They have a solid base to build a successful personality on, and most importantly, they know they will always have a strong role model by their side.

FRIENDSHIPS

Even though for an ESTJ family comes always first, friendships are a big part of their lives. As the rest of the extraverts, they too enjoy being around people in close groups, big social events or outdoor activities and are always eager to meet new ones. ESTJs are easy to approach.

They are enthusiastic and have a good sense of humor. They like listening to good jokes as much as telling them, and receiving comments of admiration and respect.

ESTJs need to know they follow the same principles and ideas with their friends in order to feel comfortable sharing their piece of mind. Being as stubborn as ESTJs tend to be, one can imagine that having to argue all the time about who is right and who is wrong would destroy a friendship in no time.

That is why they prefer people similar to them or people who they have things in common and share a routine with.

Co-workers, family members or people who belong to the same sports team or organization, are usually the ones who ESTJs like to include to their social circle.

We should not forget that they are also very status-conscious and show respect to those who are generally considered successful. In fact when interacting with people that they admire, ESTJs tend to be less strong opinionated and listening instead of talking.

As in every other relationship in their life, ESTJs are very committed and loyal friends. They know how to be supportive and are willing to help their friends follow their dreams by offering their excellent organizing skills. They like taking care of others, especially in practical manners since feelings are not their strong point.

At the same time they expect equal levels of loyalty and dedication and they get really disappointed and judgmental if a friend appears to be indifferent to their problems at some point.

As ESTJs grow older and lose some of their energy and interests, their choices of friends similar to them become less and less limited. At this point they usually start considering becoming more open-minded and might start getting closer to people with alternative viewpoints.

They might find things very difficult at first, but only the idea of living an isolated life, makes them reconsider and slowly start to value other opinions too, although they probably still believe their own will always be the right one!

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As in every other relationship in their life, ESTJs are very committed and loyal friends.

They know how to be supportive and are willing to help their friends follow their dreams by offering their excellent organizing skills.

04

Careers

4.1 ESTJs in the Workplace

01

02

03

| 04

05

Finding their dream work seems to be quite an easy task for ESTJs, unlike many people who might wonder for years what career suits them best.

Usually driven by their principles and life values, ESTJs have a tendency to choose a job in fields and positions where they believe they can genuinely offer.

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They seem to understand that power and recognition come with time and persistence and have the willpower to reach their goals for personal growth.

They will not hesitate to show their preference for leadership positions from the beginning of their career and work hard to prove themselves worthy of the responsibilities that come with them.

They love stability and routine, and they have no problem working for one company or organization their whole life enjoying the stability and security that this arrangement usually offers.

ESTJs as Employees

Although they do not enjoy positions where the decision making power is absent, ESTJs can be excellent employees. They show deep respect for authority and will follow their employer's orders to the letter. However, in case they disagree with their methods they find it very hard not to honestly express their opinion but they manage to do it in a sensible, respectful way.

They seem to understand that power and recognition come with time and persistence and have the willpower to reach their goals for personal growth. With their loyalty and hard work, they often take the place of their superior's right hand and from that point

4.1 ESTJs in the Workplace

on they tend to climb their way up the hierarchy ladder in no time finding soon their way to leadership positions

ESTJs as Colleagues

ESTJs' communication skills and efficiency, make them quite popular among their colleagues. ESTJs are team players and are ready to accept any criticism or comments that will make them improve.

They will apply honest judgment however, to any of their colleagues who will slow the team down with their inefficiency and laziness, and usually people either love them or hate them for being so straightforward.

“

They show deep respect for authority and will follow their employer's orders to the letter.

In order to avoid tension, ENTJs usually choose to form stronger ties with the more task-oriented colleagues and are willing to help at any time if they seem to struggle with a work related matter.

ESTJs as Leaders

As leaders, ESTJs reach their full potential and have the opportunity to unravel all the strategic traits of their personality.

Being responsible for a team and having to make decisions, feels like natural habitat to them but they still try hard to continuously improve themselves and avoid mistakes.

Notorious for their punctuality and stubbornness, ESTJs have no desire to get things done in any other way than their own. They are a know-it-all kind of people simply because they give a lot of thought to every idea they form.

In case their subordinates happens to have different opinions from them regarding the way forward or proved to be unable to

4.1 ESTJs in the Workplace

follow their hard working schedule, they can be extremely harsh with their criticism, as they have zero tolerance for any serious deviation from the implementation plan they have designed and the general rules they have set.

Although ESTJs only purpose is to create a strong and efficient team, they appear to be sometimes extremely pushy, bossy and unable to realize and accept that people make mistakes.

“

Notorious for their punctuality and stubbornness, ESTJs have no desire to get things done in any other way than their own.

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4.2 Career Paths



POPULAR CAREERS

*Fields and positions where
ESTJs can really make a difference*

Sales

Sales Manager
Insurance Agent
Real Estate Agent

Business & Finance

Entrepreneur
Budget Analyst
Top Executive
Financial Counselor
Project Manager
Management Consultant
Office Manager
Stockbroker
Chief Financial Officer
Factory Supervisor

Healthcare

Dentist
Physician

Constructions

Civil Engineer
Building Inspector
Construction Worker
General Contractor

Government

Politician
Government Employee
Public Administrator

Sports

Fitness Trainer
Sports Coach

Transportations

Airline Pilot
Ship / Boat Captain

Security

Police Officer
Military Officer



LEAST COMPATIBLE CAREERS

*Job positions that may be
a poor fit for ESTJs*

Actor

Musician

Preschool Teacher

Data Scientist

Graphic Designer

Art Director

Cosmetologist

Social Worker

Nurse

Social Scientist

Psychologist

Restaurant Host

Librarian

Bank Teller

5.1 How to use your Premium Profile insights

What you have read so far is an examination of multiple aspects of the **ESTJ** personality type. Your personality type means that you are a charismatic individual who has been given the gift of integrity and propriety.

Due to your extraverted **thinking (T)** with introverted **sensing (S)** you also are usually straightforward and will not hesitate to apply judgment if you disagree with the way things are being handled.



**Feed your strengths:
Give yourself time and
space to put in use all
those special talents
you have.**

After reading your report, you have an idea of the strong and weak points of your

personality type that seem to prevail. This means that, while this is your personality base, you may have some characteristics from other types as well. Keep also in mind that while growing up your type might change because...life happens! In any case, it is up to you to make the best of this personality's strengths and learn how to handle the weaknesses.

Here are some tips that may help you get in control of things:

Feed your strengths; give yourself time and space to put in use all those special talents you have!

You have the ability to work logically and ethically towards your ideas. Stay loyal to your principals while trying also to incorporate other ideas to your repertoire.

Use your organizing skills to put chaotic situations in order and your reliability to

5.1 How to use your Premium Profile insights

bring people with you towards solutions.

You also have strong leadership skills. Use your strong capability of taking the right decisions and persuade people that you are reliable and trustworthy along with your excellent organizational skills, your commitment to excellence and your undeniable integrity and trustworthiness to lead your teams into greatness!

Face your weaknesses; recognizing your weak points is the only way to overcome any obstacles and go forward.

Remember not to judge too quickly and if you do, try not to forget taking into consideration other people's feelings.

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Furthermore, try opening your mind to non-traditional opinions and fresh, innovative ideas and try not to come up against them with your usual suspiciousnes.

In addition, you need to apply judgment on yourself sometimes and stop focusing only on others' mistakes. A little self-criticism never hurt anybody.

Furthermore, try opening your mind to non-traditional opinions and fresh, innovative ideas and try not to come up against them with your usual suspiciousnes. Even if you do not completely agree with them try to get out of your comfort and 'tested' zone from time to time; it will bring new color in your life and may open many unexpected opportunities both in your professional and personal environments.

If you do not try to understand the world, why the world should understand you? You might be a charismatic observant but if you try and give some space to your intuitive side, things will make much more sense.

Finally, be considerable of your emotions and the emotions of your loved ones. Even if you have difficulties being romantic or warm and sensitive, show them your true feelings the way you feel most comfortable

5.1 How to use your Premium Profile insights

with. Do not let them think you do not care since this is totally untrue.

Having said all these, you should be aware that a personality type is something much more than a pattern of fixed behaviors. It is a set of characteristics that according to your age, marital status, job, other personality types related etc., might have already made an appearance or not.

By all means, you are not definitely determined by your type, but keep in mind that knowledge and self-awareness only comes through discovering it and knowing it in depth.

Try to remember that nothing is more important than your happiness! If this means you need to change a little by start recognizing your accomplishments for example or finally giving credit to yourself when you perform exceptionally then you should start doing it more often.

Now that you know a few more things about you and people like you, it might be easier to understand why you behave one way in some cases and completely differently in others. You will be able also

to control some typical reactions of yours if you are not pleased with the impact they have on you and/or people close to you.

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By all means, you are not definitely determined by your type, but keep in mind that knowledge and self-awareness only comes through discovering it and knowing it in depth.

5.2 Famous ESTJs



FAMOUS ESTJs

*More or less famous people
who share your personality type*

Harry S. Truman

Former U.S. President

Lyndon B. Johnson

Former U.S. President

Henry Ford

Founder Of Ford Motors

Margaret Thatcher

Former U.K. Prime Minister

Hillary Clinton

U.S. Secretary Of State

Condoleezza Rice

Former U.S. Secretary Of State

Bill O'Reilly

Political Commentator On Fox News

Tom Clancy

Author

Ann Coulter

Conservative Pundit And Author

Martha Stewart

Businesswoman

Alec Baldwin

Actor

Emma Watson

Actress

Sam Walton

Founder Of Wal-Mart

Pat Head Summit

Basketball Coach

Phil Fulmer

Football Player And Coach

Bill Frist

Physician, Businessman, Politician

Uma Thurman

Actress

John D. Rockefeller

Tycoon

