

ENTJ

(Extraverted, Intuitive, Thinking, Judging)
Everything's Fine — I'm in Charge

Career Satisfactions for ENTJs

Doing work that:

- Lets me lead, be in control, organizing and perfecting the operating systems of an organization so that it runs efficiently and reaches its goals on schedule
- Lets me engage in long-range strategic planning, creative problem solving, and the generation of innovative and logical approaches to a variety of problems
- Is done in a well-organized environment where I, and others, work within a clear and definite set of guidelines
- Challenges and stimulates my intellectual curiosity and lets me work with complex and often difficult problems
- Gives me opportunities to meet and interact with a variety of other capable, interesting, and powerful people
- Gives me the opportunity to advance within the organization and to increase and demonstrate my competence
- Is exciting, challenging, and competitive; where I am in the public eye and where my accomplishments are seen, recognized, and fairly compensated
- Lets me work with other intelligent, creative, ambitious, and goal-oriented individuals whose competencies I respect
- Lets me set and meet goals and implement my organizational skills to keep myself and others focused on the larger goal while accomplishing all my objectives in a timely and efficient manner
- Lets me manage and supervise others, using logical and objective standards and policies that utilize each person's strengths but without having to deal daily with interpersonal squabbles

Work-Related Strengths

- Ability to see possibilities and implications
- Aptitude for creative problem solving; ability to examine issues objectively
- Understanding of complex issues
- Drive and ambition to succeed
- Confidence and natural leadership ability
- Strong motivation to be competent and to excel
- High standards and strong work ethic
- Ability to create systems and models to achieve your objectives
- Courage to take bold steps and the drive to reach goals
- Logical and analytical decision-making skills
- Decisiveness and strong organizational skills
- Comfort with technology; quick learners

Work-Related Weaknesses

- Impatience with others who are not as quick as you are
- Brusqueness and lack of tact and diplomacy
- Tendency toward hasty decision making
- Lack of interest in mundane details
- Tendency to want to improve something that doesn't need improving
- Tendency to intimidate or overpower others
- Tendency to not take the time to adequately appreciate and praise employees, colleagues, and others
- Reluctance to reexamine issues already decided
- Propensity to overemphasize work life to the detriment of home life

Popular Occupations for ENTJs

Business

- Executive
- Senior manager
- Office manager
- Administrator
- Personnel manager
- Sales manager
- Marketing manager
- Network integration specialist
- Technical trainer
- Information services—new business developer
- Logistics consultant
- Management consultant: computer/information services, marketing, reorganization
- Advertising account manager
- Marketing executive: radio/TV/cable broadcast
- Media planner/buyer
- International sales and marketing
- Franchise owner
- Sales manager: pharmaceuticals
- Administrator: health services
- College & university administrator
- Managing editor
- Theater producer
- Police and detective supervisor
- Human resources manager
- Association manager & adviser
- Program director
- Project manager
- Retail manager
- Retail manager
- Real estate manager
- Restaurant and food service manager

Finance

- Personal financial planner
- Economic analyst
- Mortgage broker
- Credit investigator
- Stockbroker
- Investment banker
- Corporate finance attorney
- International banker
- Economist
- Treasurer, controller, CFO
- Venture capitalist

Technology

- Network administrator
- Systems administrator
- Local area network administrator
- Robotics network manager
- Database administrator
- Systems analyst
- Project manager
- Engagement manager

Consulting/Training

- Business consultant
- Management consultant
- Educational consultant
- Program designer
- Management trainer
- Employment development specialist
- Labor relations manager
- Telecommunications security consultant
- Corporate team trainer
- Legislative assistant
- Political consultant

Professional

- Attorney
- Judge
- Psychologist
- Science/social science teacher
- Chemical engineer
- Intellectual property attorney
- Biomedical engineer
- Psychiatrist
- Environmental engineer
- Attorney (nonprofit charitable giving; estate planning)
- Political scientist
- Pathologist
- Pilot

Portrait of an ENTJ

If one word were used to capture ENTJ's style, it would be commandant. The basic driving force and need of ENTJs is to lead, and from an early age they can be observed taking over groups. This type is found in approximately 5% of the total population. ENTJs have a strong urge to give structure wherever they are—to harness people to distant goals. Their empirical, objective, and extraverted thinking may be highly developed; if this is the case, they use classification, generalization, summarization, adduction of evidence, and demonstration with ease. ENTJs search more for policy and goals than for regulations and procedures. An ENTJ's introverted thinking (analysis and conservation) may be less well developed than the extraverted thinking processes. ENTJs place greater trust in empirical thought than in intuition; it is the ENTJ's own intuitive sense of coherence, however, that augments and supports their empirical thinking.

ENTJs take charge of the home. When an ENTJ is present, there will be little doubt as to who is in command. Because their work is so important to them, however, they can become increasingly absent, especially if male. Male or female, ENTJs expect a great deal of their mates, who need to possess a strong personality of their own, a well-developed autonomy, many and varied interests, and a healthy self-esteem. A career wife, however, may not be appealing to an ENTJ male, who is apt to view his home and family as a part of his professional background, a resource, and adjunct to his own career development.

Although ENTJs are tolerant of established procedures, they can abandon any procedure when it can be shown to be indifferent to the goal it seemingly serves. Inefficiency is especially rejected by ENTJs, and repetition of error causes them to become impatient. For the ENTJ, there must always be a reason for doing anything, and people's feelings usually are not sufficient reason. When in charge of an organization, ENTJs more than any other type desire (and generally have the ability) to visualize where the organization is going and seem able to communicate that vision to others. They are the natural organization builders, and they cannot *not* lead. They find themselves in command and sometimes are mystified as to how this happened. As administrators, ENTJs organize their units into a smooth-functioning system, planning in advance, keeping both short-term and long-range objectives well in mind. They seek and can see efficiency and effectiveness in personnel. They prefer decisions to be based on impersonal data, want to work from well-thought-out plans, and like to use engineered operations—and they prefer that others follow suit. ENTJs will support the policy of the organization and will expect others to do so.

ENTJs will usually rise to positions of responsibility and enjoy being executives. They are tireless in their devotion to their jobs and can easily block out other areas of life for the sake of work. They will be able to reduce inefficiency, ineffectiveness, and aimless confusion, being willing to dismiss employees who perpetuate such behaviors. ENTJs tend to work in organizational structures of some sort, tend to be in charge administratively, and rise to top levels of responsibility, whether in the military, business, education, or government.

As a parent, an ENTJ will be thoroughly in charge, and the children will know what is expected of them—and will be expected to obey. When this does not occur, an ENTJ parent is not apt to make a scene; rather, there is more likely to be a low-key, firm issuance of reprimand and a taking-for-granted of immediate obedience. While both mating and parenting are roles of importance to the ENTJ, they are to some degree preempted by the ENTJ's strong career interest. The romantic dream and the quest for the ideal mate is usually not a characteristic of this type. ENTJs generally do, however, expect a home to be attractive, well-ordered, with meals served punctually and maintenance accomplished on schedule—all these in the service of the larger goal of creating a family system where children can be reared to be productive and healthy and establishing a devoted, harmonious relationship between

man and woman. An ENTJ male might expect his mate to be active in civic and community affairs, to be socially sophisticated, and as well-educated as he. The ENTJ female may find it difficult to select a mate who is not overwhelmed by her strong personality and will.

Using your strengths is easy.
The secret to success for an ENTJ is learning to:

SLOW DOWN, FOCUS ON THE DETAILS, AND TUNE INTO OTHERS' NEEDS.