



TYPEFINDER

ESTP

FOR THE WORKPLACE

REPORT FOR

HOW THIS REPORT CAN HELP YOU

This report uses your results on the TypeFinder assessment to describe how you are likely to approach and deal with various situations in the workplace. The TypeFinder assessment is based on the theory of personality types developed by Katharine Cook Briggs and Isabel Briggs Myers, who were students of the work of psychologist Carl Jung.

Personality typing posits that many of the valuable differences between people that are observed in everyday behavior are the result of natural personality preferences. If these differences can be appreciated and understood, people can discover new ways to work and interact with others more effectively.

Specifically, this report will help you:

- Discover how your personality preferences guide you in the workplace
- Improve teamwork and communication as you gain awareness of those who may approach projects and decisions very differently to you
- Acquire more successful strategies for approaching and resolving conflict
- Explore the leadership style you use in a professional setting and how others might perceive and react to it
- Identify the most and least helpful ways for dealing with stressful situations
- Open up opportunities for development and growth

As you read this report, bear in mind that the TypeFinder assessment identifies your natural preferences, not learned skills or abilities. Regardless of your level of accomplishment in certain tasks, you will work better and be more satisfied if you are able to work in a way that complements your natural preferences. If you have to work outside your natural work style for long periods, you may find yourself becoming more anxious, and less productive as a result.



YOU'RE AN ESTP

ESTP stands for Extraverted, Sensing, Thinking, Perceiving. Each letter of your personality type describes a key aspect of who you are.

E

EXTRAVERSION

Your Energy Style

- Outgoing
- Friendly
- Engaging
- Energetic

Your energy style is Extraversion (in contrast with Introversion). This dimension describes how you manage your energy.

Extraverts are energized by engaging with other people. They approach the world enthusiastically and want to experience the excitement of life.

You enjoy:

- Interacting with people
- Being in busy surroundings
- Engaging with the outside world
- Expressing thoughts and feelings
- Being noticed by others
- Stimulation and activity

S

SENSING

Your Cognitive Style

- Hands-on
- Practical
- Observant
- Physical

Your cognitive style is Sensing (in contrast with Intuition). This dimension describes how you process information.

Sensors process information in a concrete, realistic way. They focus on observing and recalling facts and details.

You like to focus on:

- Observing sights, sounds, sensations
- Noticing details
- Experiencing the present moment
- Concrete, provable facts
- Realism and practicality
- Knowledge from past experience

T

THINKING

Your Values Style

- Logical
- Objective
- Pragmatic
- Outspoken

Your values style is Thinking (in contrast with Feeling). This dimension describes your orientation to personal values.

Thinkers value logic, competence, and objectivity. They believe that every person has a responsibility to take care of him or herself.

You are concerned with:

- Using logical reasoning
- Being unbiased and impartial
- Considering costs and benefits
- Seeking consistency and justice
- Keeping a competitive edge
- Making objective decisions

P

PERCEIVING

Your Self-Management Style

- Responsive
- Spontaneous
- Adaptable
- Adventurous

Your life style is Perceiving (in contrast with Judging). This dimension describes how you organize your life.

Perceivers like freedom and spontaneity. They have a carefree attitude towards life and would rather be flexible than structured.

You prefer to:

- Follow the whims of the moment
- Make the rules up as you go
- Have the freedom to be flexible
- Brainstorm options
- Do things when inspiration strikes
- Go with the flow and enjoy surprises



YOUR PERSONALITY AT WORK

As an ESTP, you are logical, pragmatic, straightforward, exuberant and spontaneous. You live in the moment and have a strong need for action, preferring to "just do it" rather than organize or plan ahead. Energetic and sociable, you enjoy being the center of attention and will actively seek out new people, activities and experiences. Follow through can be a problem, however, since you may neglect your commitments in the pursuit of excitement and fun.

Key motivators

- Starting new and exciting projects
- Having the flexibility to do things your own way
- Immediate gratification
- Personal responsibility

Core values

- Action
- Spontaneity
- Pragmatism
- Living on the edge

Ideal work environment

- You are the most productive within a busy, energetic and fast-paced environment, full of color and distractions
- You prefer to work with people who are similarly hardworking, sociable and spontaneous
- You are less productive when commanded to "go by the book," often finding ways to work around the organization's rules
- You work best with a well-organized support staff who can adhere to policies and procedures

Preferred work tasks

- Hands-on work that produces immediate and tangible results
- Getting the ball rolling on projects
- Tactical maneuvering and negotiating situations
- Motivating others to action

Things you contribute to the organization

- A keen eye for detail
- "Firing from the hip"; quickly sizing up a problem and responding to it
- Making touch, logical decisions
- Bringing energy, urgency and a sense of fun



WORKING WITH A TEAM

ESTPs tend to be easy to work with and gain considerable energy from the group dynamic. Your practical troubleshooting skills and joie de vivre make you a reliable, if dramatic, team player who motivates people to get up and moving with projects. You love to socialize and can usually be relied upon to incorporate fun, spontaneity and vigor into the workplace. You may take unnecessary risks or fail to consider the implications of your actions in the pursuit of immediate results.

You help your team by...

- Providing an eager, action-oriented attitude that is focused on success
- Focusing on what is real and practical and remembering specific facts
- Bringing humor and energy to team meetings
- Being very observant of team members' moods and habits

You may irritate others by...

- Seeking immediate gratification and avoiding tasks that provide only future payoff
- Becoming irritated with team members who you perceive as passive, unfocused or humorless
- Providing whatever feedback is necessary to get people to do the job
- Having little respect for rules or positions of authority
- Hogging the spotlight and/or turning everything into a competitive challenge

Action steps for better teamwork

- Use the proper organizational tools to map out a sequential blueprint for accomplishing tasks, so that everyday and long-term plans are given equal attention
- Recognize that your assertive, playful approach may be frustrating to others and cultivate ways to engage the more reserved people, too
- When giving feedback, be careful that you do not come across as insincere or self-serving
- Recognize that some team members crave cooperation and harmony, and may experience difficulty working in a competitive environment



COMMUNICATING WITH OTHERS

ESTPs are active and confident communicators who thrive in the spotlight. The bigger your stage, the better you perform. You use straightforward language to convey your ideas and prefer to receive applicable information in return, or better still, to stop talking and get on with it. You are especially good with non-verbal communication, often picking up on visual clues to determine people's thoughts and motives. You use these insights to charm others into action.

Key communication strengths

- You get straight the point and focus on action rather than lengthy discussion
- You have a natural ability to lift the mood and make people laugh
- You use first-hand experiences to make points so that everyone can see how your ideas might pan out
- You say it how you see it; people know where they stand with you

Areas of possible misunderstanding

- You are so quick to move to action that you may miss significant parts of the conversation
- You are primarily concerned with the immediate problem and may lose interest if the conversation becomes too abstract or conceptual
- You have no patience for long-winded speeches and may make a poor decision simply to get the process moving
- Others may misunderstand your communication style, seeing it as crass, aggressive or insensitive

Action steps for improving communication

- Practice active listening skills so you are clear about what the other person is really saying before you move to action
- Make sure you think ideas through before expressing them since others will appreciate a well-thought out message
- Be willing to moderate the energy level when you present ideas to people who are more reserved and skeptical than you
- Be careful that you do not use your ability to read people in order to manipulate them into doing something they do not want to do



MANAGING CONFLICT

ESTPs rather enjoy conflict, seeing it as stimulating and exciting. You take a direct approach to conflict and will tackle challenges head on and fight your corner when necessary. Fast-paced and pragmatic, you engage your strong negotiating skills to work out a clear plan for resolution so that work can be accomplished. You expect others to be as direct with you as you are with them, however, and may miss the emotional nuances of a conflict situation.

You help others by...

- Remaining emotionally impervious in conflict situations and rarely taking offense
- Communicating easily with a wide range of people
- Not bearing grudges, preferring to draw a line under the situation and move on
- Providing a sober and grounded assessment of the conflict situation

You may irritate others by...

- Jumping in to solve problems when your intervention may not be welcome
- Making light of the situation; others may perceive that you are not taking the conflict seriously
- Failing to take account of emotional needs in a conflict situation
- Identifying the balance of power in a conflict situation and using it to your advantage

Conflict may be triggered by...

- Unnecessary bureaucracy that stifles your freedom to maneuver
- Having your opinions ignored or not taken seriously
- Challenges to your competence
- A work environment that does not challenge or excite you

Action steps for conflict management

- Take care that you do not compound the conflict by jumping in hastily and then saying something inappropriate
- Consider ways to resolve conflict solutions that are both practical and meet the needs of others
- Take care to offer positive encouragement as well as critical feedback
- Be careful that you don't railroad people who need a more comprehensive understanding of the issues and/or time to work through their feelings



TAKING THE LEAD

ESTPs are pragmatic leaders who are adept at pulling everyone in the same exhilarating direction. Curious and passionate, you are a strong catalyst for positive action and excel in leadership roles that involve constant change. Your biggest contribution as leader is your ability to manage a crisis, spotting trouble early and using assertive language to clearly convey direction. In the long-term, your goal is to build a world-class organization known for its practicality, productivity and performance.

How you inspire others

- You have a dynamic and engaging personality that charms people into following you
- You foster an energetic, "can-do" environment that encourages participation
- You swiftly clarify problems and request feedback from team members to make an optimal decision
- You don't take no for an answer and are adept at talking people into doing things they may not want to do

How you make things happen

- You use your popularity and networking skills to find the right people for the job
- You are not interested in the corporate hierarchy, instead rewarding people based on their qualities and performance
- You improvise your way through decisions, trusting yourself to make the right judgment calls
- You set small, attainable goals to keep progress on track and will not generally reflect on the future impact of your decisions

Developing your leadership style

- Think about how possible solutions might affect the organization in the future and add this long-range view into your decision making
- Acknowledge that some people prefer to be closely directed and need clearly defined systems and schedules for doing their job
- Take care that you do not get bored and move on to the next thrill before the problem is properly resolved
- Find ways to control your impulsiveness so your team is not always responding to emergencies today that may not be so urgent tomorrow



MAKING DECISIONS

ESTPs strike while the iron is hot, making quick decisions based on a practical assessment of the immediate problem. You may even seem impulsive due to the speed at which you grasp facts and work around obstacles. Efficient and pragmatic, you make decisions based on logic, rapidly weighing up the pros and cons of various options. You can usually be relied upon to make the tough decisions.

Your decision-making strengths

- You quickly assess problems logically and impartially
- You make practical decisions that are grounded in common sense
- You look at what has been done previously in a similar situation to guide your decision making
- You are willing to try something new, just to see what happens

Your decision-making challenges

- You tend to focus on immediate realities and may not see the future implications of your decisions
- You are easily distracted and may not follow through with a solution once a decision is reached
- You respond to the immediate situation and may go back on earlier decisions or make inconsistent decisions that confuse those around you
- You give priority to efficiency and may fail to consider how decisions will affect people on an emotional level

Action steps for improving decision making

- Use others to help you look for a more strategic, long-term solution rather than a quick fix
- Make sure the team has spent time discussing all the consequences and possibilities before implementing a decision
- Learn to examine how people will be affected by a course of action and add this understanding to your decision making
- Be willing to analyze the root causes of problems so you don't engage in crisis management



GETTING THINGS DONE

Enthusiastic and action-oriented, ESTPs are keen to get their hands dirty and will launch into multiple projects with a minimum of discussion and planning. You like to deal with tasks as they arise and will often take charge to get the fast results you want. Follow through can be problem, however, since you often feel restless when forced to focus on a long, drawn out task or when action is interrupted by delays and postponements.

You help others by...

- Creating practical solutions to solve immediate problems
- Providing a quick turnaround to projects
- Focusing on the costs and benefits of the project
- Stimulating others to take action

You may irritate others by...

- Jumping into action before a plan is developed
- Shunning the mundane or repetitive activities of the project for more exciting options
- Restlessly "doing" things, regardless of their ability to produce a desired result
- Making things up as you go along

Action steps for improvement

- Find ways to complete tasks within a shortened timeframe to reduce the possibility that you will lose interest before you finish
- Negotiate with managers how you can be accountable yet do the work in your own way
- Use lists to remind yourself of the tasks you need to do over the longer term
- Be careful that you do not focus so much on troubleshooting immediate problems that you neglect to consider future needs and possibilities



GROWTH AND DEVELOPMENT

ESTPs are practical individuals who learn through doing. You will commit to learning when the information can be applied to practical situations but may grow bored with theorizing about topics that have no immediate relevance. As an extravert, you excel when learning is active and involves participating with others. The less study you have to complete in your own time, the greater your engagement.

Your learning is improved when...

- The material is of a practical nature
- You are able to study in a group
- The learning program uses interactive methods such as brainstorming, debates or contests
- The instructors are lively and upbeat and provide many practical activities

Your learning is hindered when...

- The material is purely conceptual and has no direct relevance to immediate problems
- There are no opportunities to apply your learning to real-world tasks
- You feel that you are being lectured to
- You feel that you are learning for the sake of learning rather than the results it can produce

How you view change

- You are good at noticing when things need to change and coming up with actionable plans
- You respond well in a crisis and typically enjoy handling chaos and making the difficult decisions
- You are quick on your feet and feel confident in your ability to handle any issue that arises, when it arises
- Throughout the change period, you focus on immediate results and may not have a grasp of the bigger picture

Opportunities for personal growth

Significant growth may be achieved by developing the traits and preferences that are underdeveloped in your personality type, such as:

- Considering the longer-term implications of your actions
- Minimizing jokes and showmanship when you are in a serious discussion
- Focusing on setting goals and priorities to avoid the appearance of being impulsive or irresponsible
- Appreciating the value of existing protocols that work well



COPING WITH STRESS

ESTPs report having some of the lowest stress of all types and generally only experience stress when they feel penned in or misunderstood. Excessive stress can cause certain aspects of your personality to become exaggerated. You may lose your sense of humor and become sarcastic. You may forget things or lose your inner drive. Or you may lose all sense of proportion, becoming extremely competitive or aggressive in your approach.

You may not always be able to control the stresses in your work, but learning to deal with them constructively can help to minimize these adverse reactions.

Events that may trigger stress

- Challenges to your bottom line approach
- Being asked to develop future plans and commitments
- Working within a highly structured, rigid or bureaucratic environment
- Social isolation

Best ways to respond to stress

- Engaging in fun, sociable activities away from the stressful situation
- Talking to people who make you feel capable
- Engaging in high-adrenaline activities that involve taking risks
- Resolving the underlying problem so you can re-establish control

Worst ways to respond to stress

- Withdrawing from the situation or avoiding people
- Spending a great deal of time alone
- Trying to behave out of character, such as resolving to make long-term plans or focusing on routine activities
- Failing to sort out your priorities or tackle the problem head on

Others can help you by...

- Letting you talk through the problem without telling you how to fix it
- Joining you in a different activity and change of scene
- Offering tangible help to relieve you of essential, routine tasks
- Communicating that they take your perspective seriously, even if your take on the situation is unreasonable

Others may make things worse by...

- Judging you for your failures
- Ignoring you, even if your behavior is aggressive or irrational
- Imploring you to connect with your feelings



ACHIEVING SUCCESS

Reaching your potential in the workplace means maximizing your strengths while working to overcome your weaknesses.

Potential problems

- You may be more excited about pursuing a new idea than following through on an existing one
- You have difficulty organizing tasks and may struggle to meet deadlines
- You have a tendency to spend too much time on fun and neglect everyday tasks
- You move at a frantic pace and may irritate others by changing your position quickly as new facts are presented

Do:

- Pace yourself, especially when planning and stability are necessary
- Be open to the bigger picture
- Strive to build harmonious working relationships instead of fostering an atmosphere of competition
- Learn to use structure to your advantage
- Look before you leap

Suggestions for development

- Consider rewarding yourself for completing mundane tasks or spending time on a single detail
- Take the time to develop your project and time management skills
- Continue to make time for socializing but set a limit on it
- Have patience with those who need a clearer focus or who work more slowly than you do

Don't:

- Always go for the quick fix
- Take advantage of others' weaknesses for your own gain
- Lose focus because you feel unstimulated, bored or constrained
- Ride roughshod over the quieter, more sensitive team members
- Forget to take care of your own and health and safety

