

ESTP

(Extraverted, Sensing, Thinking, Perceiving)
Let's Get Busy!

Career Satisfactions for ESTPs **Doing work that:**

- Lets me meet and interact spontaneously with many people; offers something different everyday, and is fun
- Lets me use my keen powers of observation and my capacity for absorbing and remembering facts
- Lets me use my ability to search for solutions to problems, using firsthand experience and then critically analyzing these solutions to find the best ones
- Is active and full of adventure and fun, where things happen quickly, and where I am allowed to take risks and be alert to new opportunities
- Lets me respond to unplanned situations, using unconventional approaches, where I can skillfully negotiate satisfactory solutions
- Is done in an environment without a lot of rules or restrictions, where I work with other practical and lively people and am able to enjoy free time after completing my assignments
- Lets me organize myself as I go along and as I deem necessary, rather than according to someone else's standards
- Is practical and logical, where I can use my reasoning abilities to find discrepancies or flaws in the logic of a system and fix it on the spot
- Leaves me free to respond to a crisis and work in an expedient manner dealing with pressing issues
- Involves real people and things, not theories or ideas; where my efforts are directed to producing a tangible product or service

Work-Related Strengths

- Keen powers of observation, with excellent memory for factual information
- Ability to see what needs doing and is realistic about what is necessary to complete a job
- Enjoys initiating and promoting projects
- Lots of energy; enjoy being active on the job
- Ability to adapt well to change and shift gears quickly
- Ability to make work fun and exciting
- Enjoy being part of a team
- Practical, realistic perceptions, and possesses good common sense
- Process-oriented approach; creates lively and fun atmosphere at work
- Flexible and willing to take risks and try new approaches
- Willingness to accept differences and has the ability to "go with the flow" learner

Work-Related Weaknesses

- Difficulty working alone, especially for long periods of time
- Dislike preparing in advance; may have trouble organizing time
- Tendency to be blunt and insensitive to feelings of others or too casual with people's feelings
- Inability to see opportunities and options that don't exist at the moment
- Impatient and/or intolerant with administrative details and procedures
- Difficulty making some decisions and/or prioritizing projects
- Tendency to be impulsive and easily tempted or distracted
- Difficulty seeing the long-term consequences of actions
- Dislikes excessive rules and structured bureaucracies
- Resistance to setting long-term goals and difficulty meeting deadlines

Popular Occupations for ESTPs

Sales/Service/Action

- Police officer
- Firefighter
- Paramedic
- Detective
- Investigator
- Corrections officer
- Real estate agent
- Emergency medical technician
- Exercise physiologist/sports medicine
- Respiratory therapist
- Flight attendant
- Sports merchandise sales
- Insurance fraud investigator
- Private investigator/detective
- Personal fitness trainer
- Flight instructor
- Flight engineer
- Commercial helicopter pilot
- Ship and boat captain
- Military officer
- Intelligence specialist
- Probation officer
- Gambling establishment manager
- Criminologist and ballistics expert
- Insurance adjuster, examiner

Entertainment/Sports

- Sportscaster
- News reporter
- Promoter
- Tour guide and agent
- Dancer
- Bartender
- Auctioneer
- Professional athlete/coach
- Fitness instructor/trainer
- Entertainment agent
- Radio & TV talk show host
- Television camera operator
- Musician
- Studio, stage, and special effects technician
- Actor and performer

Finance

- Personal financial planner
- Auditor
- Stockbroker

- Banker
- Investor
- Insurance sales
- Budget analyst
- Insurance agent/broker

Business

- Real estate broker/agent
- Entrepreneur
- Land developer
- Wholesaler
- Retail sales
- Car sales
- Management consultant (business operations)
- Franchise owner
- Internet marketer
- Insurance claims examiner, property and casualty
- Product safety engineer

Trades/"Hands-on"

- Carpenter
- Craftsperson/artisan
- Farmer
- General contractor
- Construction worker
- Chef/cook
- Electrical engineer
- Electronics specialist
- Technical trainer (classroom setting)
- Logistics and supply manager (manufacturing)
- Network integration specialist
- Civil engineer
- Industrial/mechanical engineer
- Surveyor
- EEG technologist/technician
- Radiological technician
- Aircraft mechanic
- Marine biologist
- Data processing equipment repairer
- Property manager: commercial/residential
- Systems support operator and installer
- Developer of electronic games
- Lawn service manager
- Eco-tourism specialist
- Aviation inspector
- Forester
- Part naturalist
- Professional photographer

Portrait of an ESTP

ESTPs are men and women of action. When someone of this personality is present, things begin to happen. The lights come on, the music plays, the game begins. And a game it is for the ESTP, the outstanding entrepreneur, the international diplomat, the conciliator, and the negotiator par excellence. Approximately 13% of the population are of this extraverted, sensing, thinking, and perceiving type, and if only one adjective could be used to describe ESTPs, resourceful would be an apt choice.

Life is never dull around ESTPs. Their attractive, friendly style has a theatrical flourish which makes even the most routine, mundane event seem exciting. ESTPs usually know the location of the best restaurants, and headwaiters are likely to call them by name. ESTPs are socially sophisticated, suave, and urbane and are master manipulators of the external environment.

ESTPs are uncanny at observing people's motivations, somehow hypersensitive to minimal nonverbal cues that other types might miss. And they are masters at using these observations to "sell" the "client". The eye of the ESTP is ever on the eye of the beholder, and all actions are directed toward this audience. Witty, clever, and fun, ESTPs seem to possess an unusual amount of empathy, when in fact this is not the case; rather, they are so acutely aware of minimal signals from others that they are usually several jumps ahead in anticipation of another's position. And ESTPs can use information gained to the ends they have in mind — apparently with nerves of steel, engaging in what seems to others to be suicidal brinkmanship. Other types may find this exhausting, but ESTPs are exhilarated by working close to the edge of disaster. ESTPs are ruthless pragmatists and often offer the ends as justification for whatever means they see as necessary — regrettable, perhaps, but necessary. Usually, however, ESTPs do not care to justify actions, but prefer instead to get on to the next action.

If the promotional, entrepreneurial capabilities of ESTPs are used to constructive ends, an institution is fortunate for their presence. If their desire for excitement is not met constructively, however, these energies may be channeled into destructive antisocial activities such as those of the confidence rackets — counterfeiting, bad-check artistry, safe cracking, and swindling. A movie of the early 1970's which caught this use of the ESTPs' talents was "The Sting".

ESTPs are outstanding as initiators of enterprises that bring people together to negotiate. They make invaluable itinerant administrators who can pull troubled companies or institutions out of the red very quickly, and with style. They can sell an idea or project in a way no other type can, but won't follow through on the tedious administrative details of a project. This characteristic often causes ESTPs to be unappreciated for the extraordinary talents they have, for people lose sight of the idea contributed and focus on the details left undone, becoming critical of ESTPs' weaknesses rather than appreciating their strengths. Few enterprises which are institutionally based use ESTPs as they should be used. When they strike out on their own, however, they do not always succeed, for their unwillingness to bother with follow-up details may cause an otherwise excellent project to fail. ESTPs need to be sure they have someone who will take care of follow-up if at all possible.

ESTPs live in the moment and as mates lend excitement—and unpredictability—to the relationship. The ESTP mate is usually extremely attentive in public and smooth in social rituals. They carry on amusing repartee, and laughter surrounds them as they recount from their endless supply of clever jokes and stories. Charm radiates from ESTPs. Nothing is too good for their friends, although family responsibilities may, at times, be given second priority. The ESTP's mate may in time come to feel like an object—the female a chattel and the male a negotiable commodity. Deep commitments do not always occur in the lives of ESTPs, although they are always popular and

know many, many people by name. Relationships usually are conditional, and the condition is the consideration of what the ESTP has to gain from the relationship. Anything gained, however, is shared freely and generously with the mate. The unexpected gift, the impulsive trip to Paris, the extravagant surprise at Christmas—all these an ESTP brings to a mate. Fun, excitement, laughter and that element of unpredictability are characteristic of their relationship.

The ESTPs have a low tolerance for anxiety and are apt to avoid or leave situations that are consistently filled with interpersonal tensions. ESTPs themselves understand well the maxim, “He who travels fastest, travels alone.” Still, ESTPs are not likely to be lonely for long. ESTPs meet life with a hearty appetite for the good things of the world, searching out excitement, perhaps as a warrior, an athlete, an adventurer, or as a professional gambler, but always seeking the thrill of courting Lady Luck in one fashion or another. A theme of seeking excitement through taking of risks runs through the lives of ESTPs.

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

***THINK BEFORE YOU ACT, CONSIDER PEOPLE'S FEELINGS, AND FOLLOW
THROUGH ON YOUR COMMITMENTS.***