

ESTP Overview

Order of Preferences	Type Dynamics
<ul style="list-style-type: none"> ❖ 1st Sensing: Dominant ❖ 2nd Thinking: Auxiliary ❖ 3rd Feeling: Tertiary ❖ 4th Intuition: Inferior 	<ul style="list-style-type: none"> ❖ Extraverted Sensing: Outwardly acting on the immediate facts and details ❖ Introverted Thinking: Inwardly logically interpreting data based on their experience ❖ Feeling: As you mature, consider personal consequences of actions ❖ Introverted Intuition: Development challenge is long-term planning

ESTP Brief Description:

- ❖ Leads by finding the most efficient way to work together
- ❖ Influences by establishing logical processes and pursuing them with zeal
- ❖ Focus is on taking care of problems as they arrive

ESTP Characteristics Frequently Associated:

- ❖ Flexible and tolerant, take a pragmatic approach focus on immediate results
- ❖ Act energetically to solve problems; theories and conceptual explanations bore them
- ❖ Focus on the here-and-now, learns best through doing, and is spontaneous

Managing Stress:

Appreciate your stress triggers and figure out ways to minimize them: Stress triggers for ESTPs include being overcommitted, being forced to make decisions about the future, and having too much structured situations.

Understand how your type displays stress: Under stress, ESTPs may imagine and communicate doom and gloom, misinterpret the motive of others, or become obsessed with mystical life views.

Situations that are stressful for ESTPs:	
<p>E = Typical Work Stressors for Extraverts</p> <ul style="list-style-type: none"> ❖ Working alone ❖ Having to communicate mainly by email ❖ Lengthy work periods with no interruptions ❖ Having to reflect before taking action ❖ Having to focus in depth on one thing ❖ Getting feedback in writing only 	<p>S = Typical Work Stressors for Sensing Types</p> <ul style="list-style-type: none"> ❖ Attending to own and others' insights ❖ Having to do old things in new ways ❖ Having to give an overview without details ❖ Looking for the meaning in facts ❖ Focusing on possibilities ❖ Too many complexities
<p>T = Typical Work Stressors for Thinking Types</p> <ul style="list-style-type: none"> ❖ Using personal experiences to assess situations ❖ Adjusting to individual differences and needs ❖ Noticing and appreciating what is positive ❖ Focusing on processes and people ❖ Using empathy and personal values to make decisions ❖ Having others react to questioning as divisive 	<p>P = Typical Work Stressors for Perceiving</p> <ul style="list-style-type: none"> ❖ Having to organize selves' and others' planning ❖ Working with timeframe and deadlines ❖ Others' distrust of last-minute energy ❖ Having to finish and move on ❖ Developing contingency plans ❖ Being required to plan ahead

Managing Stress Tips for ESTPs:

- ❖ In your dominant, you enjoy everyday life, accept the world at face value, and take in data using all the senses available to you.
 - **TIP:** Think about how you perform at your best. Try to proactively create more situations like these. Recognize when you're working on tasks that you prefer not to do over an extended period of time. Ask for help in prioritizing, build in contingency plans, and schedule time for solitary activities like exercise.
- ❖ When you are under stress, you may misinterpret the motives of others.
 - **TIP:** Learn to recognize when you are becoming stressed, so you can pause and reflect. Be open with others about being stressed and ask for further clarification if needed. Build in time for solitude and rest.
- ❖ When you are under pressure, you become uncomfortable with your feelings.
 - **TIP:** Work to identify feelings and emotional reactions as useful information and actively demonstrate empathy with others' feelings.
- ❖ You are often realistic and focused on details to any situation.
 - **TIP:** Reflect more on the big picture and content; try to actively demonstrate openness and empathy with others' feelings and perspectives.
- ❖ To maintain a balance, regularly explore your personal values and commitments.
 - **TIP:** Find time for solitude, rest, and assess limitations. Proactively build in times for breaks on busy days to help you recharge and be happy. Before major events schedule alone time.
- ❖ Document actions to help you adapt and flex outside your preferences to manage stress triggers.
 - **TIP:** Conduct a continue, start, and stop exercise that can help you simplify ways to implement actions on a regular basis. For example:

Continue	Start	Stop
<ul style="list-style-type: none"> ❖ Being objective, adaptable, resourceful, and practical ❖ Taking action and engaging others 	<ul style="list-style-type: none"> ❖ Demonstrating empathy and considering the needs of others ❖ Looking for subtle social cues to understand people's feelings or viewpoints 	<ul style="list-style-type: none"> ❖ Focusing on winning and maneuvering without consideration of others ❖ Being direct and blunt in situations that warrant understanding