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OUTGOING
enthusiastic
 analytical REALISTIC
 respond resourcefully **NEGOTIATORS**
ESTP ALERT
flexible
 inventive REACT QUICKLY
 GOOD HUMOR **pragmatic**
love troubleshooters
life ENERGETIC direct
 rational problem solvers
PERSUASIVE adaptable
 PRACTICAL versatile
 EASYGOING
observant
 spontaneous
 ASSERTIVE fun loving
straightforward
 LEARN FROM DOING



Source: Introduction to Myers-Briggs Type® in Organizations (4rd ed.) by Sandra Krebs Hirsh and Jean M. Kummerow



ESTP

Energetic Problem-Solver

Work Style

- Negotiate and seek compromise to move things along
- Keep things lively; make things happen
- Take a realistic and direct approach
- Embrace risk in a calculated way
- Notice and remember factual information

Leadership Style

- Take charge readily in a crisis
- Persuade others to their point of view
- Exhibit a direct and assertive style
- Take the most expedient route
- Seek action and immediate results

Potential Pitfalls

- May appear demanding, blunt, and insensitive when acting quickly
- May focus too much on the immediate and miss the wider implications of their actions
- May sacrifice follow-through by moving on to the next problem
- May get caught up in off-work activities, such as sports and other hobbies

Suggestions for Development

- May need to curb their task focus and factor in the feelings of others
 - May need to look beyond the quick fix, plan ahead, and consider the wider ramifications
 - May need to complete the tasks at hand
 - May need to keep work and play in the proper perspective
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