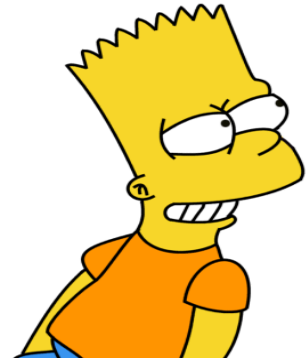


# The Doer

As an ESTP, your primary mode of living is focused externally, where you take things in via your five senses in a literal, concrete fashion. Your secondary mode is internal, where you deal with things rationally and logically.

ESTPs are outgoing, straight-shooting types. Enthusiastic and excitable, ESTPs are "doers" who live in the world of action. Blunt, straight-forward risk-takers, they are willing to plunge right into things and get their hands dirty. They live in the here-and-now, and place little importance on introspection or theory. They look at the facts of a situation, quickly decide what should be done, execute the action, and move on to the next thing.



ESTPs have an uncanny ability to perceive people's attitudes and motivations. They pick up on little cues which go completely unnoticed by most other types, such as facial expressions and stance. They're typically a couple of steps ahead of the person they're interacting with. ESTPs use this ability to get what they want out of a situation. Rules and laws are seen as guidelines for behavior, rather than mandates. If the ESTP has decided that something needs to be done, then their "do it and get on with it" attitude takes precedence over the rules. However, the ESTP tends to have their own strong belief in what's right and what's wrong, and will doggedly stick to their principles. The Rules of the Establishment may hold little value to the ESTP, but their own integrity mandates that they will not under any circumstances do something which they feel to be wrong.

ESTPs have a strong flair for drama and style. They're fast-moving, fast-talking people who have an appreciation for the finer things in life. They may be gamblers or spendthrifts. They're usually very good at story telling and improvising. They typically makes things up as they go along, rather than following a plan. They love to have fun, and are fun people to be around. They can sometimes be hurtful to others without being aware of it, as they generally do not know and may not care about the effect their words have on others. It's not that they don't care about people, it's that their decision-making process does not involve taking people's feelings into account. They make decisions based on facts and logic.

ESTP's least developed area is their intuitive side. They are impatient with theory, and see little use for it in their quest to "get things done". An ESTP will occasionally have strong intuitions which are often way off-base, but sometimes very lucid and positive. The ESTP does not trust their instincts, and is suspicious of other people's intuition as well.

The ESTP often has trouble in school, especially higher education which moves into realms where theory is more important. The ESTP gets bored with classes in which they feel they gain no useful material which can be used to get things done. The ESTP may be brilliantly intelligent, but school will be a difficult chore for them.

The ESTP needs to keep moving, and so does well in careers where he or she is not restricted or confined. ESTPs make extremely good salespersons. They will become stifled and unhappy dealing with routine chores. ESTPs have a natural abundance of energy and enthusiasm, which makes them natural entrepreneurs. They get very excited about things, and have the ability to

motivate others to excitement and action. They can sell anyone on any idea. They are action-oriented, and make decisions quickly. All-in-all, they have extraordinary talents for getting things started. They are not usually so good at following through, and might leave those tasks to others. Mastering the art of following through is something which ESTPs should pay special attention to.

ESTPs are practical, observant, fun-loving, spontaneous risk-takers with an excellent ability to quickly improvise an innovative solution to a problem. They're enthusiastic and fun to be with, and are great motivators. If an ESTP recognizes their real talents and operates within those realms, they can accomplish truly exciting things.

## Personal Growth

### Working with Your ESTP Talents

As an ESTP, you have gifts that are specific to your personality type that aren't natural strengths for other types. By recognizing your special gifts and encouraging their growth and development, you will more readily see your place in the world, and be more content with your role.

Nearly all ESTPs will recognize the following characteristics in themselves. They should embrace and nourish these strengths:

- A great talent for reading people and knowing “where they’re at” by just watching their behavior and mannerisms.
- The ability to draw upon an extremely detailed and ready knowledge of the physical world around them at a moment’s notice.
- A competitive flair which drives them to win out in difficult situations. ESTPs love to have the odds stacked against them, which makes them great troubleshooters or the type of salespeople who can cold canvass a winning deal from the hardest client.
- A mental toughness which makes them extremely hard to beat. In any contest, the ESTP will almost always be the last man standing.
- A strong, “get after it” mentality that causes them to get things done.

ESTPs who have developed their Introverted Thinking to the extent that they consider what their perceptions mean to them and discriminate carefully between the options available rather than simply flowing with the process of the moment, will enjoy these very special gifts:

- The ability to recognize when others are uncomfortable or in trouble and deal with their problems.
- The ability to realize that there is value in meeting other people’s needs in a real way.
- An understanding that other people may have a different perspective on life, and that other perspectives may be useful and valid.
- An ability to make the most of their winning capabilities over a long term.
- A special talent for showing others how to make the most of situations. Such ESTPs can be extraordinary teachers of positive life skills.
- A knack for showing not only how certain things can be done, but how they can be done in a far more valuable or efficient way. Such ESTPs are an asset to any company involved in manufacturing.

## The Simpsons MBTI Personality Profile

- A skill for understanding the behavior of people and predicting patterns. ESTPs can make very good detectives or analysts.

### Areas for Development

With any gift of strength, there is an associated weakness. Without "bad", there would be no "good". Without "difficult", there would be no "easy". We value our strengths, but we often curse or simply ignore our weaknesses. To grow as a person and get what we want out of life, we must certainly exploit our strengths, but we must also face our weaknesses and deal with them. That means taking a hard look at the potential problem areas in our personality type.

It is important to realize that type weaknesses are just the blind spots behind our stronger character traits, and that the more undesirable characteristics specific to a type are usually limited to those people whose type is heavily expressed, and then only if circumstances have combined to narrow or circumvent that person's natural development. So in reading what follows, it is worth remembering that, in describing these typical tendencies and the negative patterns of behavior which can flow from them, we are building an understanding for positive development. Every person is differently made, and we must always remember that these so called "weaknesses" are the unavoidable, understandable and natural characteristics of our type.

Most of the weaker characteristics found in ESTPs result from Extraverted Sensing dominating their personality and co-opting the usefulness of their other functions, whilst some other difficulties stem directly from the ESTP's inability to use their less adapted functions of Extraverted Feeling and Introverted Intuition. Either singly or in combination, these ESTP traits cause most or all of the following weaknesses in varying degrees:

- Can become morose or even antagonistic in situations offering little promise of advantage or the possibility to "do something."
- May be manipulative, taking advantage of other people's weaknesses for their own gain.
- May be unwilling or unable to plan anything in advance themselves, or to follow other's careful plans.
- Can be overconfident of their own cunning or ability, ignoring problems which eventually catch up with them on their blind side.
- May find it difficult or be actually unwilling to follow through where an ongoing commitment is expected.
- In relationship situations may be overbearing, demanding and/or uncaring of the feelings of their partner.
- When alone or in reduced circumstances may be subject to dark or morbid feelings about themselves.
- May be unable to maintain employment for any length of time, losing credibility with potential employers or clients by job hopping.
- May become so engrossed in challenging activities that they lose all sense of proportion, neglecting themselves and their relationships.
- Without challenges of their own, may become focused on the behavior of others, particularly that of family or employees, insisting that they live up to what the ESTP sees as the proper code or level of accomplishment.

### Ten Rules to Live By to Achieve ESTP Success

1. **Feed Your Strengths!** Give yourself every opportunity to show your innate skills. If you are not in a relationship or a job which allows this to happen, it might be time to discover ways to change this. Remember, your strengths derive from being able to deal with the world, with situations where getting things done, where opportunities to surmount difficulty exist.
2. **Face Your Weaknesses.** Try to be straight up with yourself. You have limitations others find as strengths. So what? You don't have to hide behind a curtain of fear just because you have difficulty with feelings or sorting out your inner perceptions. Allow yourself to be who you are and at the same time let others help you be more honest with your limitations.
3. **Talk About Your Thoughts.** Discussing your ideas and perceptions with others will help you to develop your separate, inner reality, make you a "real" person to them even without all that external activity. How well you use your auxiliary function is very important to your overall health and happiness.
4. **Don't Be Afraid to Show Emotion.** Your inferior functions want you to be still a child inside, and that makes you run, that makes you want to prove yourself even more. You don't have to prove anything to anyone in this regard. Everyone feel emotion and everyone is a little child inside. Find those people whose eyes tell you that you are not alone, and let them hear your child's voice.
5. **Respect Your Need for Action.** Understand that you need to be actively working with your environment to be "in the groove" with life. Don't chastise yourself for not being the sort to sit around and read a book or watch a movie. Choose a partner and companions who value active lifestyles, but remember to allow yourself time out to consider how their input into your life will change it. Don't just follow your nose – life is not an endless party or expedition.
6. **Recognize the Differences in Others.** Realize that everyone is different, not just a little different, but very different. Everyone has their place and value. You need to notice those values and places, places where you cannot easily fit. You can learn from these people, for they have gifts you can use, gifts they offer simply by being who they are. Try figuring out their psychological type for yourself and notice how certain types can lift you out of negative feelings just by being who they are
7. **It's OK to Get Out of your Comfort Zone.** Understand that the only way to grow is to get outside of your comfort zone. If you're uncomfortable with an idea or situation because you're not sure how to act, that's good! That's an opportunity for growth.
8. **Identify and Express Your Feelings.** You may have a hard time figuring out exactly how you feel about someone that you're involved with. It's important that you do figure this out. Don't lead someone on with your ambivalence. If you determine that you value the person, tell them so every time you think of it. This is the best way to make them feel secure in your affections, and so to promote a long-lasting relationship.

9. ***Be Aware that You can Fail, and that it is OK.*** Not every mountain can be climbed, not every customer will be satisfied, no matter how hard you try or no matter what tricks you bring to bear. Getting beaten is an opportunity to reflect upon what is important, what really matters in life. Next time you will take up a challenge more worthy of your skills, and more valuable to others. You can be a champion, and it will be at your own game. Try to let it be a game of life, where everyone wins if you do.
10. ***Assume the Best.*** Don't distress yourself with fear and dark imaginings. Expect the best, and the best will come.

### Career

Whether you're a young adult trying to find your place in the world, or a not-so-young adult trying to find out if you're moving along the right path, it's important to understand yourself and the personality traits which will impact your likeliness to succeed or fail at various careers. It's equally important to understand what is really important to you. When armed with an understanding of your strengths and weaknesses, and an awareness of what you truly value, you are in an excellent position to pick a career which you will find rewarding.

ESTPs generally have the following traits:

- Action-oriented
- Live in the present moment
- Dislike abstract theory without practical application
- Like to see immediate results for their efforts
- Fast-paced and energetic
- Flexible and adaptable
- Resourceful
- Seldom work from a plan - make things up as they go
- Fun to be around
- Highly observant
- Excellent memory for details
- Excellent people skills
- Good-natured
- Excellent ability to see an immediate problem and quickly devise a solution
- Attracted to adventure and risk
- May be flashy or showy
- Like initiating things - not necessarily following them through to completion

ESTPs have some advantageous traits which are unique to their personality type. Their skills of observation make them extremely good at correctly analyzing and assessing other peoples' motives or perspectives. Their people skills allow them to use this knowledge to their advantage while interacting with people. For this reason, ESTPs are excellent salespeople. They also have a special ability to react quickly and effectively to an immediate need, such as in an emergency or crisis situation. This is a valuable skill in many different professions, perhaps most notably in action-oriented professions, such as police work. ESTPs enjoy new experiences and dealing with people, and dislike being confined in structured or regimented environments. They also want to see an immediate result for their actions, and don't like dealing with a lot of high-level theory where that won't be the case. For these reasons, they should choose careers which involve a lot of interaction with people, and do not require performing a lot of routine, detailed tasks.

The following list of professions is built on our impressions of careers which would be especially suitable for an ESTP. It is meant to be a starting place, rather than an exhaustive list. There are no guarantees that any or all of the careers listed here would be appropriate for you, or that your best career match is among those listed.

### **Possible Career Paths for the ESTP:**

- Sales Representatives
- Marketing Personnel
- Police / Detective Work
- Paramedic / Emergency Medical Technician
- PC Technicians or Network Cables
- Computer Technical Support
- Entrepreneurs