



ESTP

CAREER REPORT

Discover your Ideal Career Path
with Personality Type

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3rd Edition

ESTP CAREER REPORT

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MESSAGE FROM THE AUTHOR

Choosing a career can be a daunting thing for people of any age.

How are we supposed to choose a career anyway?

The way society looks at careers feels so.... Final.

As if once the career is chosen, your life path is forever set and you'll either be happy or sad for the rest of life.

Feels like the same pressure you have to marry the right person!

The truth, as with most things, is somewhere in the middle.

There are indeed people who have resigned from finding a life of passion, fulfilment and joy that comes from choosing the right career.

They've given up.

Just settling for a routine life that pays the bills.

And yet there are those who chose the wrong career at the start, but yet eventually found the right one through exploration and research.

I was the latter.

I (INFP) studied accounts in university because I happen to be good in Math, only to find out midway that I HATED numbers.

I wanted to quit halfway, but because I was on scholarship, I persisted through but vowed never do to accounts in my life.

I went on to pursue my passion for understanding Type.

So here I am today.

The journey took several years, but I think I'm beginning to find my way.

Personality Type does not explain everything in life but knowing it is a big plus. Knowing it early, because you even choose your first field of study or job is even better.

I wished I learned this earlier in my life.

I wrote this because I know it will help you make a better decision in your professional life and I hope it will bless you tremendously and give you insights into yourself.

To your success!

Best Regards,

A handwritten signature in dark grey ink that reads "Ethan Lin". The script is fluid and cursive, with the first letters of "E" and "L" being capitalized and prominent.

Ethan Lin
Founder,
Personality-Central.Com

OVERVIEW



We will begin an overview of the ESTP personality with their natural strengths:

STRENGTHS

- **Flexible and Adaptable**
Thriving on change and crisis situations, these individuals are flexible and adaptable.
- **Active Problem Solvers**
They are active problem solvers who enjoy experimenting for better solutions all the time.
- **Analytical and Rational**
They consider decisions through an analytical and rational process, taking into account all factors involved.
- **Resourceful**
They are resourceful, knowing where to find help and assets when needed through their networks.

- **Light-hearted and Easy Going**

They make great friends as they are light-hearted and easy-going and will go with the flow for most leisure activity.

BLIND SPOTS

- **Bad planning skills**

Their easy-going nature implies that they naturally may not be good in their planning skills, including their budgeting, time management and handling of deadlines.

- **May be blunt and straightforward**

They may be frank and straightforward in the stating of their opinions, and this may hurt others with their words unintentionally.

- **Not following through on less exciting projects**

They can get excited by interesting tasks or projects but may lose interest quickly when the project they're in charge of has a routine and mundane nature and hence end up not following through.

CAREER SUGGESTIONS



I must stress that all personality types exist in all occupations.

Due to other factors involved such as interests, geography, salary and working hours, most people do not end up in occupations that ideally fit their personality.

However, if you are in a job or career that is not ideal for your type:

- You may experience difficulty communicating or agreeing with your co-workers. Because everyone else speaks a different language from you, you may find communication issues arising in the course of your work.

- What you deem to be important in a job may not be in sync with your colleagues; hence, the use of your personalities' strengths in the course of your work may not lead to promotion or reward.
- Because you do not feel your work is valued, you may experience stress, dissatisfaction, burnout and lack of productivity.

It doesn't mean you have to quit your job right now.

As you will learn later on in this guide, you can find satisfaction in your current job with some simple strategies.

With that, let's look at some possible careers for the ESTP:

BUSINESS/FINANCE

ESTPs are energetic, task-oriented and enterprising.

They are also comfortable with a high level of social interaction with colleagues and partners in the course of their work.

With their natural appetite for crisis management and risk-taking, the following jobs will attract them immensely:

- Entrepreneur
- Auditor
- Restaurant owner
- Personal financial adviser
- Banker
- Investor
- Stockbroker
- Budget Analyst
- Internet Marketer
- Car salesman
- Real estate agent
- Insurance agent
- Wholesaler
- Management consultant
- Logistician

SERVICE

ESTPs enjoy working in industries where their ability to think on their feet is highly valued and every day brings a new challenge.

They are adept at crisis management and are flexible enough to respond appropriately to their situation at hand.

Some of the industries they can consider are:

- Police officer
- Firefighter
- Detective
- Air Steward/Stewardess
- Military officer
- Ship captain
- Paramedic
- Intelligence specialist
- Probation officer
- Tour guide
- Sports coach
- Fitness trainer

ENTERTAINMENT

Being light-hearted, humorous and easy-going, ESTPs are natural in the entertainment industry.

They will enjoy the variety of projects and tasks they will be engaged in, and they will thoroughly enjoy making someone else's day through their service.

Some of these careers are:

- Project manager
- News Reporter
- Promoter
- Dancer
- Bartender
- Professional coach
- Radio and television talk show host
- Actor and Performer

- Stand-up comedian
- News anchor
- Musician
- Singer

SPECIALIZED CRAFTS

ESTPs are good with the use of their hands.

They have good body memory and remember things by doing them, as opposed to learning it in a classroom setting.

This makes them excellent artisans and adept at jobs that require their dexterity and deftness in the handling of objects or things.

Some jobs they may enjoy:

- Craftsperson
- Carpenter
- Park ranger
- Forester
- Farmer
- Construction Worker
- Chef
- Blacksmith
- Exercise physiologist
- Landscaper
- Marine biologist
- Wilderness adventure leader
- Professional photographer

Remember that this list only seeks to be a guide for what you can do and is not exhaustive.

There are hundreds of career choices out there that you can consider.

What you should take away from this section is to understand why certain jobs appeal to you and apply it to possible career paths in your consideration.

ORGANISATIONAL CULTURE



Even though you're in the right job, it is the culture or environment of the organisation that will ultimately determine your job satisfaction.

There are work environments that will support your development, and there are those that simply frustrate and stress you out.

When you are applying or considering a new job, consider looking for organisations that are known to have:

- **Entrepreneurial and risk-taking**

ESTPs enjoy being part of organisations that are pioneering, entrepreneurial and willing to take risks.

They like companies that do not punish mistakes in the course of trying out something new but encourage and reward innovation and creativity.

Look out for organisations that are either in the forefront of their industries, hence the need for constant change, or careers that naturally require some level of experimentation in the course of work.

- **Active and Energetic**

ESTPs enjoy being part of an active and energetic organisational culture that is always on the go doing some work or project.

This could include a culture that requires them to move around a lot and engage different people in the course of their work.

You can find out more about their organisational culture by asking your interviewers about daily work life.

- **Project Orientation**

ESTPs like project-oriented work cultures, where the work environment and culture is ever changing based on the nature of the project being taken up.

They are attracted to the flexible and constantly changing dynamics within the company.

An organisation that works well with several different clients will likely have a project-oriented culture.

STRESSORS

- **Rigid Manager**

As mentioned, ESTPs enjoy flexibility as a part of their job.

If they encounter a manager who requires things to be done exactly as standard procedure states, or tries to go 'by the book' all the time, the ESTP will find it extremely stifling working for them.

- **Concerned with policy and procedures**

In organisations where standard operating procedures and policy needs to be strictly adhered to and where everything has a due process to it, the ESTP will encounter a lot of resistance to their work methods and their attempts at experimenting, leading to the ESTP feeling drained and unfulfilled.

- **Routine work**

ESTPs enjoy variety in their job, moving from project to project, task to task or client to client.

Routine work, however, will bore them and they will be left restless and will soon be seeking for another task or project in the organisation to engage themselves in, or maybe even another job.

JOB SEEKING



The job search process is unique to each personality.

In this section, you will learn about strengths and weaknesses inherent to the ESTP's personality during the job search process.

This includes exploring careers, choosing one, and the interview process.

STEP 1: THE CAREER EXPLORATION PROCESS

The ESTP's career exploration process usually consists of:

- **Having immediate and tangible goals**
ESTPs have immediate and tangible careers goals such as a target salary, working hours, job nature and responsibilities.

They will usually have a clear idea of what they're looking for before they start.

- **Taking advantage of unforeseen circumstances**

ESTPs stay open to opportunities that present themselves along the way and readily take advantage of unforeseen circumstances that may favour them.

- **Talk to those who have experience for information**

ESTPs will attempt to find and speak to people who are already in the industry or those with past career experience.

The feedback they get from these people will eventually play a big part in their career decisions.

ESTPs may have blind spots in these areas:

- **No action plan to achieve goals**

ESTPs may have an issue coming up with an action plan to achieve their long-term career goals.

Often, they will choose a career simply based on their immediate preferences.

Speak to your peers in the industry and talk to them about how you should plan your career progression.

After that, create a plan and stick to it.

- **Missing long-term potential of job**

As mentioned, ESTPs may choose a career just based on their immediate preferences such as salary, working hours, job nature and so on.

However, they may reject a job based on these factors despite that job having great long-term potential.

Consider and weigh long term and short term factors together before you make a decision.

STEP 2: CHOOSING A CAREER

After looking at all your options, you will decide your choice.

Here are some things ESTPs will usually do when it comes to making the decision:

- **Logical Analysis of Alternatives**

ESTPs tend to conduct a logical analysis of the alternatives with an objective cost-benefit analysis.

It's an impersonal decision-making process by looking at the pros and cons of their career options.

However, ESTPs should also consider these:

- **Personal Values**

Before they decide on their careers, ESTPs should also consider what is important to them as well such as their interests, principles or relationships and how their choice of careers will affect these.

- **Set deadlines for decision**

Because of all the possibilities they are considering, ESTPs may be reluctant to decide for their career choice.

Set deadlines for your decision and ensure that you stick to them and possibly find someone you can be accountable to.

STEP 3: GETTING THE JOB

After you choose a few possible alternatives and sending your resume, the next step is to ace the interview.

In this section, you will understand your strengths in the interview process and some blind spots you have to watch out for.

- **Impress others with your work ethic**

One of your greatest strengths is in your success in whatever you commit yourself to.

You should talk about your past achievements and successes to show your competence.

- **Have an extensive network of contacts**

Because of their easy-going and friendly nature, ESTPs have a wide network of business and personal contacts.

This network can potentially be a huge asset to your organisation, and it will be a huge plus factor to mention your contacts within the same industry as your prospective job.

With these strengths, you should be able to ace your interview.

Here are three tips to make your interview even better.

- **Pause during interviews so that others can ask questions**

ESTPs may see a need to continually speak to get their points across without giving a chance for the interviewers to reflect or ask a new question.

Learn to pause and allow silence so that interviewers can consider and evaluate your answers before moving on to another question.

If anything, it will show the interviews that you are a good listener as well.

- **Prepare for hypothetical questions**

You are comfortable with practical and concrete questions which deal with current realities; however, in interviews, you may sometimes get questions that deal with the hypothetical, "What would you do if you received a million dollars."

Understand that these questions are to help the interviewers understand you more as a person based on your decisions.

- **Make sure networking time is productive**

When you are speaking with your prospective employer, do note not to spend too much time having small talk or chatting about irrelevant subjects.

While little small talk is required to build rapport, remember to stay focused and asked the question you need to know about the job.

WORK RELATED STRENGTHS AND WEAKNESSES



Getting the job is only the beginning of your journey.

Along the way, you will still face challenges in your workplace.

Ultimately, the way to excel in your workplace is to take up roles that take advantage of your personality strengths and minimise the use of your weaknesses.

In this section, I have included your personality strengths, weaknesses, and some tips for professional development.

STRENGTHS

- **Excellent memory and observation**

ESTPs are great with their memory and powers of observation, often able to learn something very quickly by performing them or by experimenting with them.

- **Friendly**

ESTPs are humorous, light-hearted and easy-going, hence coming across as very friendly to others.

They are approachable people who make others feel at ease.

- **Active and energetic**

They are people who are always proactive in their jobs, initiating and on top of things most of the time.

They like being active and moving about in the course of their work.

- **Adaptable**

ESTPs are very adaptable and flexible hence; they adjust to organisational changes very well.

In fact, they thrive on these changes and will often shine in such situations.

- **Practical and realistic**

ESTPs are practical and realistic in their expectations in their work and prefer to deal in the tangible.

It is usually not too difficult to understand them.

- **Risk-taker**

ESTPs are entrepreneurial and risk-taking; they like the thrill that comes from taking calculated risks and riding the wave of uncertainty.

- **Process-oriented approach**

ESTPs take a process-oriented approach to their tasks.

They are always asking questions such as, "Is this the best method of approach?" or "Is there any way it can be done better?"

WEAKNESSES

- **Difficulty working alone**

Loving human interaction in the course of their work, ESTPs will find it hard to focus when asked to work alone for long periods of time.

- **Trouble with time management**

Being easy-going and fun-loving, ESTPs are not the best planners with their time.

They may have trouble with schedules, deadlines and balancing several of them at once.

- **Blunt and insensitive at times**

ESTPs can be too straightforward in their words, and occasionally they may come across as blunt and insensitive, hurting others in the process.

- **Impatience with details and procedures**

ESTPs are very impatient with details and standard operating procedures set by organisations and will find themselves frustrated time and time again due to the need to follow the procedures

- **Impulsive and easily distracted**

ESTPs can be easily distracted by the surrounding environment while working and they can also be impulsive in making decisions, resulting in regret later on.

PROFESSIONAL DEVELOPMENT

- **Revisit your goals regularly**

Living in the moment and experiencing the present as it is can sometimes cause the ESTP to forget their long-term goals.

Sometimes, they get too caught up that they forget their career objectives.

Do write down your goals and revisit them regularly to remind yourself where you want to head in the longer term.

- **List alternatives that might work in addition to what you have considered**

ESTPs have a method of doing things and tend to complete them in their way, but they can improve their approach by considering alternatives that may work in addition to what they've already decided.

Hold back a little and reflect by talking to other people; often they might suggest better alternatives to completing things.

- **Trust your hunches more**

Because ESTPs are so realistic and practical, they may sometimes neglect the unconscious hunches they get.

Learn to listen to your gut feeling as these are unconscious information that you are gathering throughout your experiences but have yet to come to your conscious mind.

You may surprise yourself at their accuracy sometimes.

FINDING JOB SATISFACTION



You may not always get the job you want, or even if you do, you might find that the things you do on a daily basis do not use your personality strengths.

This is just reality; most people do not get perfect fits for their jobs.

However, by altering your job scope, you can put yourself in a position where your personal strengths are used, and you become a recognised and valued individual in the organisation.

Here are some tips for altering your job scope to your personality:

- **Volunteer for projects**

If your work is routine, volunteer for one-off events or projects that you can be a part of.

You can find more job satisfaction in the variety that these one-off projects can give you.

- **Find others with complementary strengths**

Your network can be a valuable asset for you.

You may have weaknesses in certain areas such as planning and project management, and you can use your network to your advantage by finding potential partners or peers with complementary strengths to achieve a goal together.

- **Suggest ways of making work more enjoyable**

If work is too serious, it can bore or even frustrate you.

Suggest to your department head about ways to make work life more enjoyable with some simple ideas; it could range from having a pool table at work to having a monthly department bonding session.

- **Delegate some follow-through of projects to others**

If possible, your weakness in your follow-through of projects can be delegated to others who are more able to see a project to completion.

If not, appoint someone who can keep you accountable to update them on your project progress.

- **Find time for physical activity**

The office environment is usually not suited for physical activity.

If you work in an office, look for a nearby gym or some recreational group in your organisation that you'll be able to participate in to help fulfil your need for physical action and movement.

REFLECTION EXERCISE

Describe what you want from your ideal job.

Don't list out the type of jobs that you want, but rather the nature of activities you prefer to be involved in.

e.g. Instead of writing that you would like to be a manager, write out that you would enjoy people management, organising and strategising.

List out at least three occupations or careers that will allow you to use your preferred skills as stated above.

Write out some weaknesses or blind spots you can start developing today to help you succeed in your chosen career.

LAST WORDS



Finding an ideal career is a challenging task, and even with the guidelines and advice given in this report, you still may not end up in your ideal career.

The truth is we live in a world where many other factors come into consideration: salary required to support our families, working hours, travelling time, personal interests, economic conditions, availability of jobs.

Nonetheless, this report will help you to understand more about yourself and which jobs will appeal to you.

Whichever career you are in, you can take these insights with you and use them to your advantage.

Most importantly, understand that your personality is unique.

Sometimes, we can be very discouraged and second guess ourselves on the job, especially when we are in a career that does not support our personality preferences.

Granted, to be successful in certain careers require you to act and behave in some ways, but you must come to a point where you understand the difference between who you are and what you do.

While you can adapt what you do and how you behave in certain situations, you must always live with the understanding of who you are and not be apologetic about it.

When you fully accept yourself, you will find happiness, confidence and courage to be the best you can be.

Here at Personality Central, we hope to bring out the best in you through the insights with personality type.

For more information, please visit www.personality-central.com.