**ESTP Career Profile**

ESTPs are most likely to find interesting and satisfying those careers that make use of their breadth of interests, their reliance on facts, their use of logic and analysis, and their adaptability. ESTPs are found in a variety of careers, but are most often found in careers that require an active, realistic and hands-on approach. Their realistic grounding, adaptability, and desire for contact with the world often draw them to careers in trades, business and sales, and some of the technically oriented professions. They are inclined to put more trust in, and learn better from, first-hand experience, and they have an active curiosity about the world in which they live. Their friendliness, flexibility and tolerance of the realities of a situation can make them quite skillful in handling interpersonal conflict. These qualities, in conjunction with their use of a more objective and analytic approach to decision-making, can make them superbly pragmatic problem-solvers and skilled in convincing or negotiating with others.

ESTPs are often found in careers that require an ongoing practical adaptation to changing circum­ stances; they can make excellent trouble-shooters. Their analytical skills are used on the facts of a situation, and thus they may also be very good at making use of available resources. At times ESTPs may not mind bending the rules to get something. In addition, they may demonstrate a remarkable memory for facts and details, which is related to their active willingness to be fully involved in life experiences, an involvement which can drive them to take great enjoyment in all things physical. Possible extensions of their approach to life include their becoming very skilled in the use of certain tools or instruments, and their seeking out of work where they can enjoy a degree of risk. ESTPs typically enjoy jobs that do not place too much structure or too many rules on them, and they usually need a great deal of contact with people.

These characteristics of ESTPs are also relevant to the other careers in which they are often found, careers which include public and protective service work, and personal service work. They report being attracted to careers where they can trouble shoot, explore, experiment, and have a sense of freedom. Also, ESTPs report being attracted to careers where they can deal with specifics, work with things that can be seen, or promote something. They also like jobs that offer them change and variety, and where they can have fun. ESTPs often enjoy responding and adapting to unplanned situations.

For ESTPs the job search is an extremely practical process. They can actively make connections with others and/or make use of past connections to gather information on jobs, they can critically and objectively look at the realities of what will be required in the job search, and they can typically sell themselves well. Their energy, adaptability and practicality are usually communicated to others during the job search. Potential drawbacks for ESTPs in the job search include a tendency to focus only on the immediate present rather than on long-term job plans, failure to consider unusual job opportunities or career paths, and failure to follow through or to communicate seriousness and dependability. Under stress, ESTPs may feel very con­ fused or inappropriately see negative meanings in many events during the job search process. They may find it useful to engage their objectivity to analyze the realities of a situation, and they may benefit from understanding that their options are not really closed off if they develop long-range career plans.

Examples of careers often chosen by ESTPs include marketing and sales, police or corrections work, skilled trades and craft work, construction work, banking, farming, management in small businesses and government, journalism, and personal services. Other careers in which ESTPs are often found are listed in the next section of this report.

ESTPs are found much less often in careers that require interests or skills in the theoretical or abstract, such as engineering, architecture, social sciences, or teaching. They also tend to be found much less often in highly structured human care roles such as psychology, health care, and the religious professions. Careers in which ESTPs are less often found are also listed in the next section of this report.

## • Careers in which ESTPs are most and least often found

In the previous type description you have read about some of the general career patterns that are often associated with being an ESTP. The specific occupations listed below are occupations in the CAPT data­ bank that have the highest and lowest percentages of ESTPs.

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All of the careers in the databank can be ranked from highest to lowest, based on the percentage of ESTPs found in that career. Careers at the top of the ranking are the careers in which there are a greater than average number of ESTPs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of ESTPs. It is important to remember that not all careers or classes of careers are represented in these lists.

The careers listed are intended to suggest patterns of interest for ESTPs, and to provide you with specific career ideas you may not have yet considered. They are not intended to be a list of careers that would absolutely be "right" for you. In fact, a wide variety of types are found in all careers and in any given career.

## • Careers most often selected by ESTPs

The careers in this list are the careers in CAPT's databank that have the highest percentage of ESTPs. The list begins with the careers that have the highest percentages.

1. Marketing Professional
2. Police Detective
3. Carpenter
4. Small Business Manager
5. Police Officer
6. Auditor
7. Craft Worker
8. Farmer
9. Warehouse, Freight, Groundskeepers and Other Laborers
10. Manager: Fire
11. Construction Worker
12. Public Service Aide or Community Health Worker
13. Transportation and Machine Operator
14. Storekeeper
15. Restaurant Worker
16. Guard or Watch Keeper
17. Law Enforcement, Corrections, Park Rangers, and Guards
18. Manager: City, County, or State Government
19. Social Service Worker
20. Editor or Reporter
21. Business: General, Self-Employed
22. Electronic Technician
23. Lifeguard or Recreation Attendant
24. Personal Service Worker
25. Personnel or Labor Relations Worker
26. Credit Investigator or Mortgage Broker
27. Corrections or Probation Officer
28. Banking
29. Salesperson
30. Optometrist
31. Electrician
32. Manager: Financial or Bank Officer
33. Pharmacist
34. Laboratory Technologist
35. Respiratory Therapist
36. Coal Miner
37. Mechanic
38. Computer Programmer
39. Radiologic Technologist or Technician
40. Insurance Agent, Broker, or Underwriter
41. Teacher: Adult Education
42. Engineer: Mechanical
43. Nursing: Critical Care
44. journalist
45. Factory or Site Supervisor
46. Engineer: All Categories
47. Purchasing Agent
48. Food Service Worker
49. Consultant: General
50. Childcare Worker

## • Careers least often selected by ESTPs

The careers in this list are the careers in CAPT's databank that have the lowest percentage of ESTPs. The list begins with the careers that have the lowest percentages.

1. Director of Religious Education
2. Administrator: Student Personnel
3. Engineer: Chemical
4. Surveyor
5. Consultant: Education
6. Engineer: Electrical or Electronic
7. Electrical or Electronic Engineering Technician
8. Photographer
9. Dental Hygienist
10. Food Service Worker
11. Scientist: Chemistry
12. Cleaning Service Worker
13. Research Assistant
14. Medical Assistant
15. Employment Development Specialist
16. Nursing: Public Health
17. Consultant: Management Analyst
18. Teacher: Pre-School
19. Office Manager
20. Media Specialist

In looking at these lists and related data we find that ESTPs tend to be drawn to those careers that appear to make use of their natural preferences. That is, the careers on the "most often selected" list are the careers to which we would expect ESTPs to be drawn, based on what we know about their type. The careers on the "least often selected" list are also what we would expect based on what we know about ESTPs.

ESTPs who work in careers that make use of their natural type preferences will more likely be satisfied and energized than ESTPs who work in careers that require them to make constant use of their nonpreferred functions. Working in a career that makes use of your natural preferences is more likely to be stimulating and enjoyable, and you are more likely to meet people of "like mind."

ESTPs who enter a career in which their type is more rarely found may find that they are less often working with people of "like mind." This may present you with some disadvantages as well as advantages. You may, for example, have difficulty understanding or being understood by your coworkers. In addition, ongoing use of your nonpreferred functions may lead you to feel stressed or fatigued. On the other hand, you may bring a unique and exceptionally valuable perspective to your work, one that your coworkers will not have considered. You may also carve out a path or choose a specialty within that career that is particularly suited to ESTPs. Alternatively, you may need to find a way outside of your career to satisfy your natural type preferences. As we noted earlier, there is much more to an individual than their type preferences, and all types tend to be found in all careers.

It is a fact that ESTPs are found in many of the careers on the "less often selected" list, but it is equally true that they are not found in very high numbers. If you are considering a career less often selected by ESTPs, you may also want to clarify the different factors influencing your career decisions. Is this a career that you feel a call to pursue? Are your family, friends, or environment pushing you to be in a particular career, one that may be less satisfying to ESTPs? Do you have an accurate picture of what is involved in that career? You may find it helpful to talk to a friend, per­ sons in those careers, or counselor about some of these issues, in order to make more informed decisions.

*Gathering Career Information, Making Decisions, Planning and Taking Action*

You now have some sense of the patterns of career choice among ESTPs. This section of the report will address how your type preferences may influence three activities often involved in career exploration: gathering information, making decisions, and taking action. As you read this section of the report, keep in mind the following question: What do you need to do to make use of your strengths and to minimize the potential blindspots of your type as you go about these activities?

## • Gathering information

An important step in career exploration is finding out more about yourself and the careers you are considering, and there are a variety of ways to do that. You can, for example, call and meet with people, read biographies or reference materials, talk with a counselor, take career instruments, or do volunteer work.

Gathering information about yourself and about careers is an ongoing process in career exploration. It is important not only to take advantage of your natural strengths, but to be sure you don't miss some forms of information-gathering that may be less preferred by ESTPs. For example: As an extravert you may be more likely or more inclined to engage in information-gathering activities that involve interacting with others or gaining direct experience. Examples include networking, interviewing, volunteering, or interning. You may want to be sure that you also take time to gather information in ways that require alone-time and reflection. Examples include reading career materials, and working through self-assessment exercises.

As a sensing type you may be more inclined to gather and trust the facts and realities (e.g., jobs available, salaries, location) about potential careers, and you may be more inclined to pursue hands-on experiences such as interning or volunteering. You may tend to gather and trust information on those careers that are most consistent with your work history. You may want to be sure that you attend to what your pattern of values, interests, and skills tells you about your career development, and you may want to consider careers that don't appear to fit with your work history.

As a thinking type you may be inclined to pursue and trust information you consider to be the most objective. Thus, you may be inclined to make use of reference materials and job analyses. You may also be more inclined to work through various exercises and analyses of your interests, skills, and other relevant information. In your pursuit of objective information you may miss information available from significant others or people you trust. You may also want to trust that you care about something, even if it seems illogical.

As a perceiving type you may be inclined to believe that you continually need more information, and you may benefit from making some judgments about the wealth of information you have already collected.

## • Making decisions

Even though it may feel as though there must be one big decision in your career exploration, in fact you are making decisions all along the way. You have probably already made some tentative decisions about your type preferences, and you have probably already decided against some career options even as you have considered others.

The purpose of this section of the report is to help you see what may be the strengths and potential blindspots for your type as you go about making career decisions.

Effective decision-making depends on having both good information (using sensing or intuition) and a reliable method for weighing that information (using thinking or feeling). The two middle letters of your type formula tell you which information-gathering function and which decision-making function you prefer to use.

As someone who prefers sensing, you may be most inclined to:

* trust more pragmatic kinds of information and pay the most attention to the facts, data, and givens in your career situation.
* face the realities of your career situation (e.g., your education, work history and experience, salary requirements, the commendations and criticisms you have received in the past).
* attend to what you have done in jobs in the past.
* attend to the facts of jobs and the market (e.g., what jobs and salaries are available, location).

For a more thorough assessment of your career situation, it may be important for you to allow yourself time to brainstorm career options without worrying about their practicality, or whether or not they fit with your past experience. You might also benefit from considering the possibilities for growth or change in var­ ious careers, and where you want to be several months or years down the road.

As someone who prefers thinking, you may also be inclined to:

* approach your decision-making in a more critical and impersonal manner, attempting to weigh all of the information objectively, including information about yourself.
* look at all of the consequences, both good and bad, of the various choices you have available to you.
* analyze your degree of fit with a career based on what you know of yourself and of your career options.
* make objective decisions which involve ideas or people you care about.

For a more thorough evaluation of your career situation, you may want to consider not only what is logical, but also how much you personally care about the various career options and whether a given career would be good or bad for your well-being. You may also want to consider the impact the choices may have for your long-term values, and on those about whom you care.

There is another factor associated with your type that may have an effect on how quickly you make decisions, and how comfortable you are with those decisions.

Persons with your combination of extraversion and perceiving (E-P) are often described as adaptable and always seeking new experiences. EP types often say that they feel pulled in many directions and don't want to miss options by settling on a career too soon. If this description fits for you, it may be important for you to ask yourself to make some tentative decisions so that directed action can be taken, and for you to realize that you are not closing off your options forever in doing so.

## • Making plans and taking action

Once you have made some decisions, you need to make plans and take action. Planning may include such things as setting career goals and breaking those goals down into short term tasks to be accomplished. Career goals may include settling on a first career, planning to make changes within a career you already have, or changing careers entirely. Short term tasks may include plans for getting further training or education, making business contacts, going on information interviews, and/or (re-)writing your resume. Taking action means moving from the planning to the doing phase and acting on the goals and tasks you have set for yourself.

The purpose of this section of the report is to make you aware of some of the strengths and potential blindspots your type may bring to these planning and action steps.

Your preference for extraversion may show in a tendency to:

* network naturally and already have access to a large network.
* be comfortable with information interviewing.
* move readily to the action phases.
* represent yourself well verbally in interviews.

Possible blindspots may be that you discuss the career exploration process too much with others, or that you interact for the sake of interacting and do not gather appropriate information. Another blindspot may be that you act too quickly without reflecting and may mistake activity for results. It is also possible that you may come on too strong by talking too much and not listening enough.

Your preference for sensing may show in a tendency to:

* make good use of a structured career plan and subgoals.
* remember and make use of data and facts well, both in planning and in interviews.
* represent yourself accurately, recalling important details and experiences.
* be thorough, systematic, and exhibit follow­through on leads.

Possible blindspots may be that you do not want to try something new or consider a career change. You may also be in danger of focusing too much on past experience as the sole predictor of future options. Other potential blindspots may be that you interpret job requirements too literally, or you may have difficulty with such interview questions as "What would you do if ... ?"

Your preference for thinking may show in a tendency to:

* establish a strategy for the job search, and move logically from step to step.
* be good at doing objective research on a career or employer.
* be good at communicating competencies on paper or in interviews.
* be good at standing your ground in a tough interview.

Possible blindspots may be that you expect the process to proceed more logically than real life usually does, or that you may be too rigid in your use of a particular strategy. Other potential blindspots may be that you ignore useful information if the interviewer does not meet your expectations of competence, or that you appear too task-oriented in the interview and not sensitive to any interpersonal concerns involved in the position.

Your preference for perceiving may show in a tendency to:

* be able to adjust plans and redefine goals as you go along.
* be able to see options that others do not.
* be open to seize opportunities as they come along.
* appear flexible, spontaneous, and adaptable in interviews.

Possible blindspots may be that you spend too much time gathering information, and you may have difficulty acting or committing. Other potential blindspots may be that you do not set realistic time frames or deadlines for achieving goals. You may also be in danger of appearing too flexible and not goal­ directed enough in interviews.