



Name - ESTP

INSTRUCTIONS: As you can see below, there are 7 sections. In each section, the goal is to have 3 characteristics that best describe you. In some sections, like "Strategies For Working Successfully With Me," there are more than 3 characteristics typical of your personality type. With sections such as "Frustrations Others Have With Me," there are less than 3 characteristics. Please add, alter, or omit characteristics to get to 3 items per section that are most true of you. Remember that this document will be shared with your team. If everyone is real, your team will move to the next level. Once you are done please let the person who sent this to you so they can review it. Thanks!

Strategies For Working Successfully With Me:

- ☐ Allow time and provide opportunities to discuss options and change plans; give me choices
- ☐ If necessary, get an agreement on when you'll know my decision
- ☐ Let me know when it is really important that I follow through
- ☐ Expect many questions
- ☐ Try not to impose unnecessary schedules or commitments on me
- ☐ When scheduling meetings, state topic(s) clearly
- ☐ Show how new approaches relate to the old ones
- ☐ Stress practical applications of your ideas
- ☐ Recognize work plans might change frequently, radically

What Energizes and Motivates Me:

- ☐ Variety and flexibility
- ☐ Making good use of my ability to recall detail
- ☐ Having options in ways to accomplish tasks
- ☐ Clear structures, where specific goals are not micromanaged
- ☐ Working on a team

Frustrations Others Have With Me:

- ☐ "Stop being so blunt!" I might tell it as it is, without considering others' feelings.

Pitfalls I Am Working On:

- ☐ Speaking without considering the impact on others
- ☐ Restlessness, indecision
- ☐ Overlooking long range planning

What Stresses Me:

- ☐ Deadlines
- ☐ Having to conform to rigid routine with little free time
- ☐ Long-term planning
- ☐ The inability to control circumstances
- ☐ Vague directions and unclear guidelines
- ☐ Binding commitments with no allowances for contingencies

Signs I Am Experiencing Chronic Stress:

- ☐ I jump ("flit") from one exciting experience to another without pausing
- ☐ I withdraw, distancing myself from others
- ☐ I look for meaning in trivial events or comments, becoming "slightly paranoid"
- ☐ I feel a sense of incompetence at work and/or home
- ☐ I become distracted, "spinning my wheels"
- ☐ I feel chronic anxiety and a sense of impending doom

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Be patient; I am prone to giving a strong gut reaction at first, but then I will likely settle on a different take later
- ☐ If I am silent, I truly care about you and don't want to fight, but still have frustrations held inside; please ask for my thoughts
- ☐ Give me space to complain; I may still do what you want, but I would like to voice my frustrations first
- ☐ Be reasonable and sensible; let's meet on common ground