

## **16 Types results:**

### **ESTP – The Conqueror**

#### **Description**

Highly assertive, ESTPs live in the present moment by taking it all in. They possess a wide array of knowledge and practical skills. With an extroverted component, they love being the centre of attention and enjoy hosting and entertaining others. They are the first ones to volunteer for karaoke or at any icebreaker at the company. They may get bored of theories or abstract concepts, yet they can lose track of time when doing practical activities. They enjoy challenges and taking risks. Their moral compass is their truth, and rules are not to be followed just because someone made them up. To some extent, ESTPs make their own rules.

When an ESTP has a proclivity for sensing, we call them eStp. If they lean toward thinking, they are known as esTp. Typically, eStps tend to assert themselves in the moment. Focused on the present, they are not daydreamers; they prefer to experience and take in every detail of their environment. As the more strategic and thoughtful of the two, esTps prefer to build their practical skills and achievements over time, through great self-discipline and processing information inward.

#### **In personal relationships**

Life is fun, and so are all of their relationships! ESTPs run from conventional stereotypes and feel trapped when confronted with traditional rules. They enjoy living in the present and bringing others into it with them, making relationships thrilling and full of novelty. More than being on their own, they enjoy engaging in all sorts of intellectual and physical activities with others. They are open-minded when it comes to new ideas and concepts in relationships. In romantic relationships, they can be considered detached, and sex is not seen as an expression of love, but more as an exploratory and enjoyable thing to do. A common criticism is how superficial their personal relationships can be, as they can jump from person to person in search of constant thrills and to avoid boredom, making them somewhat unreliable partners. Expect a straightforward lover, friend, and partner who says things as they are.

#### **At work**

Fun and enjoyable to work with, ESTPs have a strong work ethic while maintaining a capacity to think on their feet. They are great at problem-solving quickly, especially if it involves hands-on work. As they always prefer logical tasks, they are also gifted at improvising if needed, remaining loyal to facts and logical matters. ESTPs thrive in a world moved by networking and popularity. Their emotional intelligence, vast knowledge, and improvisational abilities make them a good, competitive asset in a variety of fields—as long as they are free of rules and restrictions.

In leadership positions, ESTPs are very approachable and open to feedback and suggestions. Their lack of a long-term vision can be problematic in certain situations. Short-term projects and emergency situations, on the other hand, form the right challenge for an ESTP individual.

As part of a team, they will add energy and make sure things get done. They will not tolerate laziness or unfairness in others. They prefer freedom and dislike frequent check-ins with supervisors and being required to seek permission before getting started on a project. If they feel restrained, they can become bored or frustrated.

#### **The best attributes of an ESTP**

- They possess assertiveness backed by strong logic. They know very well how to use this quality in communication and argument strategies, and not for manipulative purposes.
- Their high attention to detail allows them to pick up on cues that others may overlook. They are permeable to the environment and perceptive of others' actions, allowing them a strategic advantage when working toward a goal.
- They notice every detail and every change in others and put those into practical terms. From an extroverted standpoint, they utilize this skill to create connections with other people.

### **The main challenges of an ESTP**

- Their fixation on the present often leads to a loss of perspective and focus on the future. Paired with high attention to detail, ESTPs can easily miss the big picture, because even though every piece is perfectly shaped, it does not mean all pieces together make a functional object.
- As a result of their “live in the present” motto, ESTPs often ignore the long-term consequences and engage in risky behavior. Their fear of boredom paired with their curiosity and commitment to the present may at times be detrimental to their actions.
- They have difficulty adapting to a structured environment and living by others' rules, resulting in a frequently defiant attitude. ESTPs march to the beat of their own drum and follow their own truth. However, this becomes challenging when living in society, working for companies, and being part of a community. Ignoring social norms and rules, they cause frequent conflicts with those around them.

### **Tips for communicating and working with an ESTP**

ESTPs respond best to logic and objectivity in conversations. When you communicate with them:

- Focus on the practical rather than the abstract, and get straight to the point.
- Keep conversations and meetings relatively short. They tend to get distracted if they have to listen to long explanations.
- Avoid small talk but feel free to share personal experiences.

To help them reach their potential at work:

- Allow them the freedom to think and create. While they may struggle in organized environments, ESTPs have incredible knowledge and thrive in environments where they are free to act and do things at their own pace.
- Avoid a regimented work environment. They are open to directions and deadlines but like to follow their own regimen and structure.
- Focus on projects of logical and rational matter, as they find it more challenging to work through abstract concepts without a right or wrong answer.

Possible coaching points:

- ESTPs can become more effective with coaching and guidance on planning. Providing them with templates or encouraging them to use planning applications can be especially helpful.
- Coach ESTPs to stick to their plan. Help them prioritize finishing tasks by coaching them to avoid multitasking and to take their schedule seriously, with no interruptions and no procrastination.

## **DISC results:**

### **DC: Resolute and strong-willed**

#### **Introduction to DISC**

The DISC test is one of the most popular personality tests used in the workplace. This test shows how someone is likely to behave in their work environment and is therefore valuable in understanding candidates more deeply in preparation for interviews. The model uses the basic styles of Dominance (D), Influence (I), Steadiness (S), and Conscientiousness (C), which may appear alone or in combination with another style. The letters of the personality types correspond with these four styles.

#### **DC type description**

DCs are seen as living life with great intensity. They are strong-willed, resolute, and independent. They are far from being followers and love intellectual and physical challenges. They are less focused on relationships; they choose their own path and prefer playing by their own rules.

#### **In personal relationships**

Defined by their independence, DCs are serious and enjoy being on their own, which often makes personal relationships challenging. They are direct and goal-oriented, particularly with regard to emotional conversation, as even in these conversations they will focus on facts. In relationships, they will have realistic expectations but may find it difficult to see a situation from another person's perspective.

#### **At work**

As highly independent individuals, DCs prefer to take charge of a situation. They will not feel lonely when working alone. They can be too critical and harsh toward others. Despite this, they are convincing speakers, as they are well-prepared and organized, even under pressure.

As leaders, they are innovative, helping the team develop new ideas and setting an example of how to do so. They can, however, take on too many responsibilities. Overall, a DC's leadership style is formal.

When working as a team member, DCs will question procedures and methods. They are typically problem-solvers. They also like to check and test conclusions and take responsibility for investigative activities.

#### **Their best attributes**

DCs are excellent at creating and applying new ideas. These individuals have an incredible capacity to focus on tasks while maintaining realistic expectations. They take responsibility for their actions and are cautious—though unafraid—when making decisions. They have the ability to remain level-headed in emotional conversations.

### **Their main challenges**

These strong-willed individuals may lack flexibility when working with others. They know what they want, and this direct, sometimes forceful approach may be considered rude by others. They may focus too much on one task at the expense of other tasks.

### **Tips for communicating and working with a DC**

DCs respond best to a logical and formal style of communication. When you communicate with them:

- Keep it brief when providing direct feedback, and do so in a business-like tone. Make sure that any criticism you bring to them is backed by evidence.
- Address conflicts in a straightforward and rational manner.
- Avoid holding too many in-person meetings; they like efficiency and are not focused on relationship building. However, they do contribute their ideas in constructive meetings.

To help them achieve their potential at work:

- Establish boundaries and roles in a group dynamic, as they may question those in positions of authority.
- They work well under pressure and on projects that need to be completed within tight deadlines.
- Allow these individuals to complete a project before moving on. Also, give them the space to work alone.
- When possible, allow DCs to put their own systems and order into the work, as they love to have control over their environment.
- Allow DCs to work best with equally independent individuals who accept a succinct and objective leadership style. Those who are equally objective and who avoid conflict are often the best match to communicate with a DC.
- Enable them to work with others who are more social and know how to defuse tensions.

Possible coaching points:

- Because of their drive at work, DCs usually have to learn to create a strong work-life balance and engage in relaxation.
- Coaching them on being both objective and caring toward colleagues and customers can help them consider feelings before criticizing others.