**About Personal Style Inventory**

The **Personal Style Inventory (PSI)**, developed by **David W. Champagne** and **R. Craig Hogan** in the late **1970s to early 1980s**, emerged in the context of educational research and psychology.

### PSI was inspired by **Carl Jung’s Psychological Types**, the same theoretical foundation behind the **MBTI**. At the time, the focus in education was shifting towards **personalized learning** and **recognizing diverse learning styles**.

The PSI was intended as a **simpler, education-focused alternative** to more complex psychological inventories like the MBTI. The purpose of PSI is

* To help learners, educators, and professionals **understand personal preferences in processing information, decision-making, and interpersonal interactions**.

### To adapt **teaching methods, learning strategies, and coaching approaches** based on individual styles.

### ****Reliability & Valid****ity

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| --- | --- |
| **Internal Consistency** | Good (α > 0.70) |
| **Test-Retest Reliability** | Moderate to Strong |
| **Content Validity** | Well-established theoretically |

### ****Key Features****

* Measures four dichotomous dimensions:
  1. **Extraversion (E) ↔ Introversion (I)**
  2. **Sensing (S) ↔ Intuition (N)**
  3. **Thinking (T) ↔ Feeling (F)**
  4. **Judging (J) ↔ Perceiving (P)**

The Doers (**ESTP)**

Your Personal Style Report is designed to help you understand your results on the PSI assessment. This assessment identifies. which of 16 different personality types best describes you.

### ****Your Core Personality Overview****

ESTPs are energetic, action-oriented individuals who thrive in fast-paced environments and love to live life in the moment. With a natural confidence and an adventurous spirit, they are quick decision-makers who enjoy taking risks, solving practical problems, and being at the center of excitement.

They’re excellent at noticing what’s happening around them and responding swiftly — whether it’s in a business negotiation, a crisis, or a social situation.

They are also highly observant and pragmatic, often relying on facts and firsthand experience rather than theories or speculation.

They work well under pressure. Their strengths lie in their ability to stay calm under stress, act decisively, and lead with confidence — often inspiring others with their boldness and enthusiasm.

### 1. How Doers Interact

* **Dynamic, engaging, and socially confident** individuals. They bring high energy, quick wit, and spontaneity to social situations, making them natural performers and persuaders.
* **Risk-takers** who act fast and decisively, sometimes impulsive or too blunt
* **Prefer action** over small talk
* **Can come off as intimidating** or too intense, especially to more sensitive types.

**2. How Doers make decisions**

* + **Uses logic and data** to make fast, high-stakes decisions.
  + They prefer **decisions grounded in reality** and personal observation. 
  + **Fast processors** who dislike overthinking
  + They make **snap decisions** when needed and trust their instincts under pressure.
  + **Dislike rigid plans** and prefer **improvisation** if the situation changes.

**3. When are Doers most Productive**

* U**rgency or pressure** — like deadlines, competitive challenges.need clear goals and defined metrics
* **In Action-Oriented Environments -**  excel when they can do rather than just sit and plan. Shine when troubleshooting, fixing things, or thinking on their feet during real-time challenges.

## **Flexibility and Freedom** - are excellent in “on-the-spot” problem-solving, staying calm under stress when trusted with full authority and minimal micromanagement

* **Practical and Tangible tasks**

.  **4. How Doers like to learn**

* ESTPs are **kinesthetic learners** — they understand best when they can **physically interact** with what they're learning.
* They want learning to be **useful, immediate, and results-oriented**. Lose interest quickly if the content seems theoretical, abstract, or not applicable to their goals. They dislike slow, repetitive, or overly structured formats.
* They enjoy **learning with others** — through debates, competitions, role-playing, or team-based activities.
* Comfortable with **taking risks and learning from mistakes**.
* Like fast paced environments.

**5. How Doers react to Conflict & Stress**

* **Confront conflict head-on**. They are **direct, assertive, and focused on solving the problem logically**, not emotionally. They view conflict as a **challenge to be overcome**—not something to be avoided
* **Analyse problems logically** and may ignore emotional layers. This can make them appear insensitive in emotionally charged situations.
* **Intimidating expressions** -Their body language, tone, and energy often amplify during conflict.
* **Don’t Hold Grudges-** usually move on quickly once the issue is resolved.

**6. What Doers Need to Learn & Develop**

* **Focuses on facts and logic**, but struggle with emotional depth - **need to learn** emotional intelligence, balance, and humility.
* **Patience and Listening Skills**

### ****Handling Routine & Structure** –Tendency to get bored with** repetition and routine tasks.

* **Accept criticism** - Defensive if they feel criticized or micromanaged.

**7. Doers Personal Values**

### ****Freedom & Autonomy -**** They dislike restrictions, micromanagement, or rigid systems that limit their ability to make quick decisions and take action.

### ****Action & Results****

### Efficiency and Effectiveness

### Courage and Risk-Taking

### Competence and Skill

* **Always seeking purpose, direction, and measurable impact**.
* **Prefer relationships and interactions that are light**, fun, and low-drama. While not cold, they value emotional simplicity and stability

**Doers Next Steps for growth**

|  |  |
| --- | --- |
| **Areas of Concern** | **Improvement Areas** |
| * Can dominate decisions or conversations * Impatient with emotional “drama” or indecisiveness * Sometimes prioritize work or goals over intimacy | Ask for others’ views and slow down decision-making   * Let go of the need to control outcomes in emotional conversations * Give criticism constructively and thoughtfully |
| ****Overly Direct or Blunt** -**can come across as **insensitive or tactless**.  * Their focus on results may make them **dismiss emotional nuance**, unintentionally hurting others. | * Balance logic with emotional awareness * Make time for emotional check-ins * Use empathy intentionally – tune in to how others feel, not just what they say * Allow room for nuance and collaboration  |  |  | | --- | --- | |  |  | |  |  | |  |  | |
| * May struggle with routine or tasks that lack excitement, often leading to procrastination. | * Gamify tasks or reward yourself after completing something boring. * Alternate boring tasks with stimulating ones. * Use the “2-minute rule” to build momentum on small tasks. |