

ESFJ

(Extraverted, Sensing, Feeling, Judging)

What can I do for you?

Career Satisfaction for ESFJs

Doing work that:

- Lets me establish and maintain warm and genuine interpersonal relationships with other people working in real and tangible ways to improve their quality of life
- Has practical benefits for people and gives me time to learn and master necessary skills before using them
- Lets me exercise control, working with many people, and helping them work harmoniously toward a common goal
- Has clear expectations, where the evaluation of my performance is judged upon established and explicitly stated criteria
- Is done in a cooperative environment, free from conflicts and tension between co-workers, supervisors, clients, patients, and others
- Lets me make decisions and use efficient procedures to see that all the details of my projects are carried out to my specifications
- Gives me plenty of opportunities to interact with other people throughout the day and to be an integral part of the decision-making process
- Lets me organize my own work and that of those around me to ensure that things are run as smoothly and efficiently as possible
- Is done within a friendly environment where people express their appreciation for my accomplishments, where I feel approval and support, and where I consider my co-workers to be my friends
- Is done in a setting with existing structures, where the chain of command is known and understood, and where authority is respected

Work-Related Strengths

- Great energy and drive to get things accomplished and be productive
- Ability to cooperate and create harmonious relationships with others
- Practical and realistic attitude and aptitude for working with facts and details
- Nurturing and helpful nature; you praise and reinforce good behavior in others
- Decisive and are a stabilizing force
- Ability to maintain an organization's traditions
- Strong organizational skills and clear work ethic
- Loyalty and belief in the value of working within a traditional structure
- Sense of responsibility; you can be counted on to do what you say you will do
- Ability to follow established routines and procedures
- Common sense and realistic perspective

Work-Related Weaknesses

- Reluctance to embrace new and untested ideas
- Sensitivity to criticism; you feel stressed by tension-filled work situations
- Desire to focus on the present rather than the future
- Difficulty adapting to change and switching gears quickly
- Tendency to be oversensitive and avoid unpleasant situations
- Difficulty working alone for extended periods of time; strong need to socialize
- Tendency to show favoritism
- Tendency to become drained by taking on others' emotional burdens
- Inclination to make decisions prematurely before you have enough information
- Focus on specific details rather than implications and the "big picture"
- Tendency to be opinionated and rigid
- Difficulty hearing and accepting opposing viewpoints
- Tendency to become discouraged without praise or expression of appreciation

Source: *Do What You Are*, Paul D. Tieger & Barbara Barron-Tieger, 3rd edition, 2001
Please Understand Me, David Keirsey & Marilyn Bates, 4th edition, 1984.

Popular occupations for ESFJs

Health Care

- Medical/dental assistant
- Speech pathologist
- Exercise physiologist
- Family physician
- Nurse
- Dentist
- Medical secretary
- Dietitian/nutritionist
- Massage therapist
- Optometrist/optician
- Pharmacist/pharmacy technician
- Respiratory therapist
- Veterinarian
- Licensed practical nurse
- Home health aide
- Primary care physician
- Physical therapist
- Home health social worker
- Personal fitness trainer
- Hospice worker
- Recreational therapist
- Radiation therapist
- Health care administrator
- Chiropractor
- Corrective therapist
- Dental hygienist
- Dialysis technician
- Aerobic instructor

Education

- Elementary school teacher
- Special education teacher
- Child care provider
- Home economics teacher
- Athletic coach
- Bilingual education teacher
- School principal

Social Service/Counseling

- Social worker
- Community welfare worker
- Professional volunteer
- Religious educator
- Corporate outplacement counselor
- Interpreter/translator
- Substance abuse counselor
- Employee assistance counselor
- Counselor
- Minister/priest/rabbi
- Employee assistance counselor
- Child welfare counselor

- Substance abuse counselor
- Social worker (elderly and child day care issues)
- Law clerk
- Legislative assistant
- Court clerk
- Court reporter
- Wilderness adventure leader
- Paralegal and legal assistant

Sales/Service

- Flight attendant
- Customer service representative
- Funeral home director
- Hairdresser/cosmetologist
- Host/hostess
- Caterer
- Fund-raiser
- Travel agent
- Eco-tourism specialist
- Real estate agent/broker
- Marketing executive: radio/TV/cable broadcast
- Translator/interpreter
- Genealogist

Business

- Public relations account executive
- Loan officer and counselor
- Sales representative (tangibles)
- Telemarketer
- Office manager
- Retail owner/operator
- Receptionist
- Management consultant: human resources/training
- Insurance agent (families)
- Credit counselor
- Merchandise planner
- Customer service manager
- Health club manager
- Lodging owner/innkeeper
- Property manager: commercial/residential
- Child care center director
- Customer relations manager (technology)
- Advocate (technology)
- Food service manager
- Nursery and greenhouse manager
- Hotel and motel manager
- Real estate appraiser

Clerical

- Secretary
- Receptionist
- Office machine operator
- Bookkeeper
- Typist

This list is meant to give ideas you may not have considered, but is not a comprehensive listing of every career that you might enjoy or find success in.

Portrait of an ESFJ

ESFJs, the most sociable of all types, are energized by interactions with people, tending to idealize whatever or whoever they admire. Harmony is a key to this type, which is represented in about 13% of the general population.

ESFJs are the great nurturers of established institutions such as the home, the school, the church, and civic groups. Wherever they go, they promote harmony and harmonious relationships. They are outstanding hosts or hostesses, able to call people by name, usually after one introduction. At a social gathering they can be observed attending to the needs of others, trying to insure that all are comfortable and involved. Social ties matter to the ESFJs, and their conversations often drift to nostalgic recounting of past memories. Traditions are developed, supported, and carefully observed by the ESFJ.

ESFJs are hurt by indifference and need to be appreciated both for themselves and for the abundance, typically in the form of services, they give to others. They are conscious of appearances and take the opinions of others regarding social standards very seriously. Values in an ESFJ may take the form of shoulds and should nots and may be freely expressed. Conscientious and orderly, ESFJs may become restless when isolated from people.

Career selection by ESFJs may lean toward service occupations. They have such outgoing personalities that they are outstanding at selling, being an invariable winner in sales contests. They are apt to have seniority in any sales group within an organization. Observation of ESFJs at work in a sales transaction will demonstrate how this type personalizes the sale: The customer is not buying the product; he or she is buying personally from the ESFJ. This same characteristic causes ESFJs to be good in teaching, preaching, supervision, administration, coaching, and, in general, people-to-people jobs. They seldom become a source of irritation to their superiors, for they respect and obey the rules and regulations, are duty — and service — oriented. They are loyal to their bosses. ESFJs are likely to be aware of and enjoy discussing events and problems in the lives of their colleagues; but when conversations turn into abstractions of philosophy or science, the ESFJ may become restive. Analysis of the complex — for example, an attempt to find an explanation of events through an analysis of principles — does not excite their interest.

ESFJ mates have a set of values which contain clear shoulds and should-nots, and they expect their family to abide by these. They are conscientious about home responsibilities, are orderly about the home, and prefer that other occupants be the same. They enjoy socializing and entertaining. ESFJs want family decisions settled efficiently and quickly and want family living routinized, scheduled, and correctly executed. They do not rebel against routine operations, are devoted to the traditional values of home and hearth, respect their marriage vows, and are the most sympathetic of all types. They tend to be dependent on their mates and may marry to insure that they have a proper place in the social strata. They enjoy the rituals connected with serving of good food and beverages, thrive on festive occasions, respect and accumulate a goodly store of material possessions. They take their role in the community seriously and are sensitive to the acknowledged, official decision-makers and identify with them. They are aware of status, and often depend on higher authority as the source of opinions and attitudes.

ESFJs wear their hearts on their sleeves and are outgoing in their emotional reactions. They need to be needed, loved, and appreciated and may spend much energy reassuring themselves that this is the case. They can become melancholy and depressed and even suicidal if they take the blame for whatever might be wrong in their institution or their personal relationships — as they are prone to do.

Using your strengths is easy.
The secret to success for an ESFJ is learning to:

**SLOW DOWN, CONSIDER POSSIBILITIES THAT DON'T ALREADY EXIST,
AND NOT TAKE THINGS QUITE SO PERSONALLY**