

~ REPORT FOR ~

E S F J

EXTRAVERTED • SENSING • FEELING • JUDGING



YOU'RE AN **ESFJ**

ESFJ stands for **Extraverted, Sensing, Feeling, Judging**.

Each letter of your personality type describes a key aspect of who you are.



EXTRAVERSION

Your Energy Style

Friendly, Outgoing,
Expressive,
Communicative

Your energy style is Extraversion (in contrast with Introversion). This dimension describes how you manage your energy.

Extraverts are energized by engaging with other people. They approach the world enthusiastically and want to experience the excitement of life.

You enjoy:

- Interacting with people
- Being in busy surroundings
- Engaging with the world
- Expressing your thoughts
- Being noticed by others
- Stimulation and activity



SENSING

Your Cognitive Style

Grounded, Hands-On,
Traditional, Practical

Your cognitive style is Sensing (in contrast with Intuition). This dimension describes how you process information.

Sensors process information in a concrete, realistic way. They focus on observing and recalling facts and details.

You like to focus on:

- Observing sensations
- Noticing details
- Experiencing the moment
- Concrete, provable facts
- Realism and practicality
- Knowledge from the past



FEELING

Your Values Style

Caring, Generous,
Sensitive, Nurturing

Your values style is Feeling (in contrast with Thinking). This dimension describes your orientation to personal values.

Feelers value empathy, cooperation and compassion. They believe that everyone has a responsibility to take care of those around them.

You are concerned with:

- Acting out your ideals
- Engaging your emotions
- Considering effects on people
- Seeking harmony
- Serving others
- Making authentic decisions



JUDGING

Your Life Style

Loyal, Organized,
Conscientious,
Disciplined

Your self-management style is Judging (in contrast with Perceiving). This dimension describes how you organize your life.

Judgers like structure and order. They keep organized and plan ahead, resist distractions, and stay focused on their goals.

You prefer to:

- Make a plan and stick to it
- See a task through to the end
- Adhere to a schedule
- Set goals and maintain focus
- Follow rules
- Set clear expectations

KNOWING YOURSELF

You are a conscientious helper, sensitive to the needs of others and energetically dedicated to your responsibilities.

You are hardworking and practical, dutifully putting business before pleasure, especially the business of caring for others.

You like a sense of harmony and cooperation, and are eager to please and provide.

You are organized and dedicated in your efforts to help other people.

You feel a sense of personal responsibility for other people's needs, and are usually eager to get involved and help out.

You typically enjoy routine and often keep a regular schedule that allows you to be organized and productive.

You work methodically and consistently to make the world a better place.

You value loyalty and tradition, and usually make your family and friends your top priority.

You are generous with your time, effort, and emotions.

You are highly attuned to your emotional environment and attentive to both the feelings of others and the perception others have of you.

You often take on the concerns of others as if they were your own, and will attempt to put your significant organizational talents to use to bring order to other people's lives.



YOUR KEY MOTIVATORS

- BUILDING CONSENSUS
- MAINTAINING TRADITIONS
- PROVIDING PRACTICAL SUPPORT
- CREATING STRUCTURE AND STABILITY



CORE VALUES

- SERVICE
- LOYALTY
- RESPONSIBILITY
- HARMONY

You seek harmony and cooperation, and feel this is best accomplished when everyone follows the same set of rules.

You have a sense of order in the way people relate to one another, and often take on roles that allow you to help enforce that social order.

You act according to a strict moral code, and look for others to do the same.

You often see things in terms of black and white, right and wrong, and are typically not shy about sharing your evaluations of others' behavior.

DEALING WITH OTHERS



YOU CONNECT BY

- ASSISTING OTHERS IN PRACTICAL WAYS
- SHARING PERSONAL VALUES
- SCHEDULING TIME WITH YOUR LOVED ONES

HOW YOU APPEAR TO OTHERS

You are likely to be found playing host or hostess. You tend to take on the role of organizer without hesitation, and want to be sure that everyone is taken care of.

Roles such as committee leader, event planner, and church volunteer suit you well.

You are typically engaged with your community and work hard to do your part in maintaining the social order.

You are interested in other people and like to know the details of their lives. Gossip may be one of your favorite pastimes; you love to share stories about the people around you.

You have a clear moral code that guides your behavior and your expectations from others.

You often have strong opinions about how people should behave and the proper thing to do. Manners and other codes of social interaction are likely of great interest to you. You may think in terms of black and white, right and wrong.

You can be judgmental of others who you do not think are acting appropriately, but you have the best of intentions: you simply want everyone to follow the rules so they can all get along.

You want things to be all right with the people around you, and may become very involved with the problems and concerns of others.



YOU COMMUNICATE BY

- ANTICIPATING THE NEEDS OF OTHERS
- ENGAGING SOCIALLY
 - FOCUSING ON ACCOMPLISHING GOALS
- PROVIDING ENTHUSIASTIC SUPPORT



YOUR RELATIONSHIP STYLE

- You are very supportive and caring in relationships, making sure to always express your appreciation for others.
- You are passionate about your values, and connect with people who share them.
- You are uncomfortable with conflict, and are motivated to resolve it quickly.
- You provide practical assistance to your loved ones, and likely respect traditional relationship ideals.

YOUR COMMUNICATION STYLE

- You are an enthusiastic and caring communicator, who wants to engage people to contribute and accomplish what needs to be done.
- You tend to be friendly and to engage easily with others, relying on your ability to notice details and recall personal facts.
- You are uncomfortable with criticism and conflict, preferring instead to provide support and encouragement to others.



FINDING YOUR CALLING



YOUR IDEAL WORK ROLES

- PRACTICAL HELPER
- ENTHUSIASTIC ORGANIZER
 - ENGAGING LEADER
- SYMPATHETIC SUPPORTER

HOW YOU WORK

You like to put your interpersonal skills to work to organize people and processes.

You are tuned into the needs of others and seek to create structure to provide for people. You often prefer work that allows you to help people in practical, observable ways.

You enjoy work that allows you to follow through and see results, and prefer a high degree of structure and organization. You gain satisfaction from completing tasks with attention to order and detail.

Your ideal job requires attention to procedure and specifications, and allows you to work methodically to organize people and processes.

You usually prefer to work with others, and are energized by participating in a motivated, conscientious, action-oriented team.

It is important to you that your work be accordant with your values, and you prefer to work with others who are supportive and cooperative.

Your ideal work environment provides clear expectations and a friendly, structured atmosphere free from conflict or uncertainty.



YOUR IDEAL WORK ENVIRONMENT

- FRIENDLY AND COLLABORATIVE
- RESPECTING PROCEDURE
 - ORGANIZING TASKS EFFICIENTLY
- FOSTERING COOPERATION

FINDING YOUR CALLING

YOUR TEAMWORK STYLE

- You enjoy the process of teamwork, and engage with others to create an environment of caring and support.
- You are concerned with getting everyone to contribute, and want to make all team members feel included and appreciated.
- You value cooperation and want your team to work steadily toward a common goal.



YOUR TEAMWORK STRENGTHS

- ENCOURAGING SOCIAL INTERACTION
- RESPECTING PROCEDURE
 - ORGANIZING TASKS EFFICIENTLY
- FOSTERING COOPERATION



YOUR LEADERSHIP STRENGTHS

- PROVIDING DIRECT SUPPORT
- APPRECIATING CONTRIBUTIONS
 - COMMUNICATING CLEAR EXPECTATIONS
- MAINTAINING COMMUNICATION

YOUR LEADERSHIP STYLE

- You are often eager to take charge, and get things done in a structured, orderly way. You want to deliver on time and as promised, and will expect that your reports show this same attention to expectations.
- You use your communication and organizational skills to coordinate and move a team steadily along toward a goal.

TOP CAREERS FOR YOUR ESFJ TYPE

ESFJs typically choose a career which allows them to use their organizational skills to take care of people and produce tangible results. They appreciate helping others with real-world problems in professions like education and health care. ESFJs are usually drawn to structured settings and traditional, established organizations.

Keep in mind, there are many careers that may be appropriate for you which are not listed here. However, the careers listed here give a representative sample of the top trends for ESFJs in their careers, and thus can give you an idea of where you might find satisfaction.



HEALTH CARE

- Optometrist
- Speech Pathologist
- Nurse
- Surgeon
- Physical Therapist
- Fitness Trainer
- Dental Hygienist
- Radiation Therapist
- Respiratory Therapist
- Pediatrician
- Physician's Assistant
- Dietitian



ADMINISTRATION AND MANAGEMENT

- Hotel Manager
- Health Care Administrator
- Paralegal
- Court Reporter
- Real Estate Appraiser
- Police Officer
- Event Coordinator
- Funeral Director
- Office Manager
- Receptionist
- Customer Service Rep.
- Technical Writer



SALES AND LEADERSHIP

- Real Estate Agent
- Insurance Agent
- Merchandise Planner
- Advertising Sales Agent
- Buyer
- Public Relations Manager
- HR Manager
- Corporate Trainer



COMMUNITY AND SOCIAL SERVICE

- Cosmetologist
- Child Care Provider
- Social Worker



PERSONAL CARE AND SERVICE

- Minister
- Counselor
- Caterer



EDUCATION

- Elementary Teacher
- Special Education Teacher
- School Administrator

YOUR PERSONAL STRENGTHS

PRAGMATISM

You understand what truly matters in the moment, and are not preoccupied by the future.

WARMTH

You are spirited and outgoing, and enjoy bringing people together in collaboration.

HELPFULNESS

You do not hesitate to jump in and lend your support wherever it is needed.

CONSISTENCY

You are a dependable performer, inspiring trust that you will always produce a quality product.

YOU AT YOUR BEST

At your best, you are outgoing, dedicated, and supportive.

You absorb and retain details easily, especially those related to caring for others.

You rarely forget what other people need to feel comfortable, and always make sure to show your appreciation.

You want to help others in useful ways, and maintain strong, healthy relationships.

To perform at your best, look for opportunities to work closely with people, providing direct and immediate support.

You will be happiest working within an organization that respects its people and values individuals.

You are loyal and hard-working, and want to know that your efforts have meaning.



OPPORTUNITIES FOR EXCELLENCE

- Show your appreciation for the hard work and accomplishments of others. Your sensitivity and consideration will help people to feel as though they are truly valued.
- Engage with others in social activities. You will help to build a warm and collaborative atmosphere for everyone.
- Look for opportunities to help people in direct and practical ways. You will be most fulfilled when you can observe the tangible results of your efforts.
- Demonstrate your loyalty to your organization by maintaining your high personal standards, no matter what task you are performing.



POTENTIAL PITFALLS

- Don't neglect your own needs in favor of supporting others. You will be most effective when you are healthy and happy, so make sure to take care of yourself too.
- Work on being open to change. Your desire for stability and structure may make change stressful for you, but staying positive can help.
- Avoid roles that revolve around innovation and discovery. You value experience and stability, and want to focus on what works, rather than ideas for the future.
- Don't be afraid to face conflict. There are times when it is better to work through a problem in order to regain harmony.