

ESFJ

Extravert, Sensing, Feeling, Judging

ESFJs represent approximately 13% of the American population.

Potential Strengths

ESFJs enjoy meeting and helping people, and are friendly, outgoing, and talkative. They place a high value on relationships, are very concerned with the feelings of others, and eager to please in real and tangible ways. They are sympathetic and caring people, with strong opinions based on their values. Often popular, they have great energy for their many projects, activities, and friends.

ESFJs have great common sense and good minds and memories for details, especially those that relate to people. They are hard-working, organized, and conscientious, liking best to be part of a cooperative team. Rather traditional by nature, they are willing to put large amounts of energy into the things they believe in, and faithfully follow through on all their commitments.

Potential Weaknesses

Because ESFJs need harmony in their relationships, they seldom risk hurting anyone else's feelings and tend to avoid conflict. They often take any criticism personally and get their feelings hurt easily. Once they've made up their minds, it is often hard for them to reverse their positions even if new information is revealed. In their zeal to get things done, they sometimes make decisions too quickly, and then feel stuck with those choices, even if they are not the best ones for them.

ESFJs do not naturally see possibilities, especially less obvious ones. This means that they sometimes get discouraged when they don't see a way out of a bad situation. Once frustrated, they have the tendency to either label the project as hopeless and give up, or become negative and critical about everything. They sometimes need help looking past the immediate to the future implications of their choices. The more uncomfortable they feel with change, the more rigid they tend to become, wanting to regain some of the control they fear they are losing.

As an ESFJ, I am good at . . .

- Working hard as a cooperative team member
- Organizing and following through on all parts of my projects
- Getting things done, being responsible and productive
- Approaching all interactions with friendliness and warmth
- Working well with routine and paying close attention to details
- Following sensible rules, policies, and procedures

I need to watch my tendency to . . .

- Become stressed in highly competitive or tension-filled environments
- Get discouraged if I don't feel appreciated or receive praise
- Socialize excessively, especially if I have to work alone for too long
- Assume the only right way is the way I've always done things
- Avoid projects that require that I learn a lot of new skills

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What I need in a career for it to be satisfying

1. A stable and traditional environment where I feel appreciated for my hard work and contributions, and where I feel part of a caring team
2. Explicit and clear rules, regulation, and expectation where I know my responsibilities and am compensated for what I produce
3. Work that lets me see the tangible results of my efforts and has a direct and positive effect on people
4. The opportunity to establish meaningful and ongoing relationships by working directly with a variety of people throughout the day
5. The change to learn and master the skills of my trade, and organize and retain control over my projects

Careers to consider

Family Physician	Medical Secretary	Nurse
Medical/Dental Assistant	Optometrist	Dentist
Speech Pathologist	Child Care Provider	Social Worker
Exercise Physiologist	Athletic Coach	counselor
Elementary School Teacher	Speech Pathologist	Telemarketer
Special Education Teacher	Religious Educator	Personal Banker
Home Economics Teacher	Professional Volunteer	Office Manager
Community Welfare Worker	Minister/Priest/Rabbi	Receptionist
Real Estate Agent/Broker	Retail Owner/Operator	Hairdresser
Sales Representative	Funeral Home Director	Cosmetologist
Public Relations Specialist	Flight Attendant	Host/Hostess
Customer Service Representative	Bookkeeper	Caterer
Office Machine Operator	Secretary/Typist	Fundraiser

Recommendations for the job search

1. **Using my strengths, I excel when I:**
 - Use my extensive network of friends and associates to conduct informational interviews
 - Plan and conduct an organized, efficient career search
 - Approach my job search as a job - working hard on it each day
 - Demonstrate my enthusiasm for the job and detail my past experience
 - Follow through on all details and commitments
 - Rule out inappropriate options along the way
2. **Avoiding my weaknesses, I need to:**
 - Postpone making decisions until I have researched them fully
 - Stay objective and not take rejection personally
 - Consider the future as well as the present implications of my choices
 - Be willing to try less conventional techniques to get interviews
 - Consider the logical cause and effect of decisions, not just my personal feelings