

ESFP

(Extraverted, Sensing, Feeling, Perceiving)

Don't Worry—Be Happy!

Career Satisfactions for ESFPs

Doing work that:

- Lets me learn from hands-on experience, where I look for solutions to problems from gathering all the facts at my disposal and by using common sense
- Lets me get personally involved in the tasks at hand, working directly with clients or customers, out in the field rather than away from the action
- Lets me work with lots of other people in an active and social environment, with variety, fun, and spontaneity
- Requires skillful handling of people and conflicts, the ability to ease tensions to help groups work more cooperatively, and the ability to motivate others
- Lets me juggle multiple projects or activities, especially those that use my aesthetic taste and sense of design
- Lets me interact throughout the workday with other easygoing and social people who share my enthusiasm, energy, and realistic point of view
- Lets me work on projects that are of immediate utility and take into account the needs of people around me
- Is done in a friendly and relaxed environment, without hidden political agendas
- Rewards my hard work and good intentions, and where I feel appreciated for my contributions
- Lets me have fun, enjoy everyday surprises, and where there is a minimum of bureaucracy, rules or restrictions

Work-Related Strengths

- Lots of energy and enjoyment of being active on the job
- Ability to adapt well to change and shift gears quickly
- Sensitivity to people's needs and desire to help them in real ways
- Caring nature; you're a cooperative team player
- Ability to make work fun and exciting
- Practicality and great common sense
- Loyalty to the people and organizations you care
- Process-oriented approach; you create a lively and fun atmosphere at work
- Flexibility and willingness to take calculated risks and try new approaches
- Desire to cooperate, pitch in, and help people in real and concrete ways
- Ability to clearly assess current resources and conditions and immediately see what needs to be done

Work-Related Weaknesses

- Difficulty working alone, especially for extended periods of time
- Tendency to accept things at face value and miss deeper implications
- Dislike of advance preparation; you have trouble organizing your time
- Difficulty seeing opportunities and options that don't exist at the moment
- Tendency to take criticism and negative feedback very personally
- Trouble making decisions
- Impulsiveness and tendency to be easily tempted or distracted
- Dislike of excessive rules and structured bureaucracy
- Difficulty making logical decisions if they conflict with personal feelings
- Resistance to setting long-term goals and difficulty meeting deadlines
- Difficulty disciplining self or others about

Popular Occupations for ESFP's

Creative

Cartoonist and animator
Character actor
Art therapist
Costume/wardrobe specialist
Aerobics instructor
Film producer
Floral designer
Interior designer
Musician
News anchor
Painter/illustrator/sculptor
Performer (dancer, comedian)
Radio/television announcer
Photographer
Landscape architect

Health Care/Social Service

Cardiology technologist
Dental assistant and hygienist
Dietitian/nutritionist
Chiropractor
Exercise physiologist
Home care worker/health aide
Hospice worker
Medical technician
Nurse/nursing instructor
Occupational therapist
Optician/Optomtrist
Pediatrician
Personal fitness trainer
Pharmacy technician
Physician
Podiatrist
Police/corrections officer
Recreational therapist
Respiratory therapist
Radiological technician
Social worker
Speech and language pathologist
Substance abuse counselor
Transplant coordinator
Vocational rehabilitation counselor

Education

Child care provider
Child life specialist
Education software developer
Athletic coach
Teacher

Business

Chef or head cook
Dog trainer
Entertainment and sports agent
Fund-raiser
Merchandise displayer/planner
Human resources diversity manager
Insurance agent/broker (health, life)
Insurance fraud investigator
Labor relations mediator
Promoter
Public relations specialist
Real estate agent
Receptionist
Retail sales/management
Secretary
Landscape and grounds manager
Special events coordinator
Team trainer
Travel agent/tour operator
Travel sales/broker

Science/Technology

Environmental scientist
Geologist
Marine biologist
Park naturalist
Psychologist
Social conservationist
Social scientist
Veterinarian/veterinary assistant
Zoologist

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

Portrait of an ESFP

ESFPs radiate attractive warmth and optimism. Smooth, witty, charming, clever, voluble, and open to the environment — this describes ESFPs, who represent about 13% of the general population. They are great fun to be with and are the most generous of all the types. Performer would be the word which best describes an ESFP.

ESFPs will avoid being alone and seek the company of others whenever possible. ESFPs easily find company, for others are usually highly entertained by the presence of an ESFP. ESFPs love excitement and create it wherever they are. Their joy of living is contagious and generally they wear happy faces. Often outstanding conversationalists, their flowing banter is amusing in its wit. ESFPs have an air of sophistication and are likely to be dressed in the latest fashion, displaying an enjoyment of all good things of life: dress, food, physical comfort, and happy times. ESFPs create a mood of “eat, drink, and be merry” wherever they go, and around them life can have a continual party-like atmosphere of gaiety. ESFPs make exciting, if somewhat unpredictable mates, which may give quieter type mates some anxiety and tension from living on the edge of adventure. The home of an ESFP is likely to be filled with people all having a good time. Problems will not be allowed to make their appearance. The ESFP accomplishes this by taking an attitude of “walking by the graveyard whistling,” refusing to recognize doom and gloom.

ESFPs’ talent for enjoying life can make them more subject to temptations than are other types. They are inclined to be impulsive, and thus both male and female ESFPs are vulnerable to psychological seduction, if not physical seduction, with ESFP giving in easily and agreeably to the demands of others. As a parent, the ESFP will be entertaining, a friend, and a source of fun and excitement. When there is sickness, or trouble, however, ESFPs may become impatient and may want to absent themselves.

ESFPs can be generous to a fault. What is theirs is yours, and what is yours is yours still. They give assistance to one and all without expectation of a return, just as they love freely without expecting something in return. ESFPs seem to view life as an eternal cornucopia from which flows an endless supply of pleasures that require no effort on their part to insure.

ESFPs tolerance for anxiety is the lowest of all types. Anxiety is avoided by ignoring the dark side of a situation as long as possible. They are inclined to be somewhat self-indulgent, but, rather than make an outward show or resistance or make waves, ESFPs will give apparent compliance — and then go their own way to what they enjoy.

ESFPs prefer active jobs and should not be given lonely, solitary assignments. Outstanding in public relations, they love working with people. Decisions are made with personal warmth, based on personal reference or reference to significant others. This type relies heavily on their personal experiences and generally shows good common sense.

The gregarious sociability and adaptability of ESFPs make them a source of warmth to others. They do not mind telephone or personal interruptions and are verbally facile in both situations. They can be counted on to have accurate data about the people around them, gaining these data through effortless and continuous observations.

ESFPs are not deeply interested in scholastic pursuits, wanting knowledge only for immediate utility. They avoid science and engineering, gravitate toward business, and are adept at selling, particularly selling tangibles. They can be effective in education, especially elementary school teaching, and can enjoy nursing for its drama. They are good at working with people in crisis, a facility which often leads ESFPs into social work. They also enjoy entertaining people and are thus drawn to the performing arts, thriving on the excitement of being in the limelight.

Using your strengths is easy. The secret to success for an ESFP is learning to:
THINK ABOUT THE FUTURE IMPLICATIONS, NOT TAKE THINGS TOO PERSONALLY, AND FOLLOW THROUGH ON COMMITMENTS