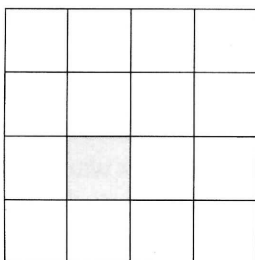


# ESFP

## Dominant Extraverted Sensing Auxiliary Introverted Feeling



ESFPs love life and people. They are energetic, active, and make excellent team members. They notice and are stimulated by their immediate environment and seek new experiences.

Change is interesting to ESFPs because they are excited by new people and new things. They dislike having everything structured and scheduled, and they don't do well with boring routines. They are especially good at including people and energizing others to action. However, because they rely on their ability to be attuned to other people and their surroundings, they may be uncomfortable for a time with a new environment. Seeing the big picture and carefully organizing systems are not their strong points.

### When They Have to Deal with Losses

*ESFPs contribute by:*

- Accepting changes well
- Taking care of others
- Accepting and including new people
- Talking about and processing what is happening
- Initiating celebrations

*ESFPs have difficulty with:*

- A tendency to postpone consequences
- Loss of relationships
- Seeing the big picture
- The negative impacts on people

### During the Transition Period

*ESFPs report the following reactions:*

- Feel a loss of direction
- Are uncertain about where things are going
- Are impatient—want to move on
- Want to know what is the end product
- Feel frustrated with waiting

*ESFPs tend to focus on:*

- Immediate projects with step-by-step progression
- Organizing people—moving everyone along
- Talking with others, processing information and decisions
- Gathering information

### During the Startup Phase

*ESFPs report the following as obstacles to starting:*

- Not having enough experience and information
- Being expected to have everything carefully planned out
- People's bad feelings—people who are feeling stuck
- Learning new technical requirements
- A slow pace

*ESFPs contribute by:*

- Including everyone
- Energizing others
- Making work fun
- Adapting to midcourse changes in the plans
- Celebrating
- Verbalizing and processing what's happening

*What ESFPs need during a time of change:*

- To get moving
- To be involved and get others involved
- To enjoy the process and add their enthusiasm
- Time to extravert their observations
- Appreciation for seeing the humor

*What ESFPs report when not supported in a time of change:*

- Get caught up in the present—can lose perspective
- Avoid responsibility and rules
- Involve others in unproductive activities—create variety and excitement, even though it may interfere
- Talk a lot