



ESFP

Extraverted Sensing Feeling Perceiving

The *Myers-Briggs Type Indicator*® (MBTI®), based on Jung's theory of psychological type, reports your preferences on four scales. Each scale represents two opposite preferences. The four letters that make up your type can help you understand yourself and your interactions with others.

Your type is the combination of preferences you chose when you answered the MBTI. It is up to you to decide what type you truly are, since only you know your true preferences. The scores on the MBTI indicate clarity of preference, not strength or ability to perform in the various areas. All of us use all of the functions at different times; your type indicates those functions you prefer to use most often.

There are no "good" or "bad" types. All types contribute special gifts to the world. Knowing your type can help you understand and develop both your most and least preferred functions, as well as help you understand and work with other people.

The information presented in this booklet was derived from various MBTI sources: the MBTI Manual by Isabel Myers and Mary McCaulley, *Introduction to Type* by Isabel Myers, *Introduction to Type in Organizations* by Sandra Hirsh and Jean Kummerow, and *Work, Play, and Type* by Judith Provost. CPP would like to thank these authors for their invaluable contributions to the world of type.

Useful Resources:

Gifts Differing (1980) by Isabel Briggs Myers with Peter Myers

The Inner Image (1990) by William Yabroff

LIFETypes (1989) by Sandra Hirsh and Jean Kummerow

Manual: A Guide to the Development and Use of the Myers-Briggs Type Indicator (1985) by Isabel Briggs Myers and Mary McCaulley

Portraits of Type (1991) by Avril Thorne and Harrison Gough

Work, Play, and Type (1990) by Judith Provost

E Extraversion

People who prefer Extraversion tend to focus on the outer world of people and things.

S Sensing

People who prefer Sensing tend to focus on the present and on concrete information gained from their senses.

T Thinking

People who prefer Thinking tend to base their decisions on logic and on objective analysis of cause and effect.

J Judgment

People who prefer Judgment tend to like a planned and organized approach to life and prefer to have things settled.

I Introversion

People who prefer Introversion tend to focus on the inner world of ideas and impressions.

N iNtuition

People who prefer Intuition tend to focus on the future, with a view toward patterns and possibilities.

F Feeling

People who prefer Feeling tend to base their decisions primarily on values and on subjective evaluation of person-centered concerns.

P Perception

People who prefer Perception tend to like a flexible and spontaneous approach to life and prefer to keep their options open.

Description of an ESFP

ESFP people are friendly, adaptable realists. They rely on what they can see, hear, and know firsthand. They good-naturedly accept and use the facts around them, whatever these are. They look for a satisfying solution instead of trying to impose any "should" or "must" of their own. They are sure that a solution will turn up once they have grasped all of the facts.

They solve problems by being adaptable, and often can get others to adapt, too. People generally like them well enough to consider any compromise they suggest. They are unprejudiced, openminded, and tolerant of most everyone—including themselves. They take things as they are and thus may be very good at easing a tense situation and pulling conflicting factions together.

With their focus on the current situation and realistic acceptance of what exists, they can be gifted problem solvers. Because they are not necessarily bound by a need to follow standard procedures or preferred methods, they are often able to see ways of achieving a goal by "using" the existing rules, systems, or circumstances in new ways, rather than allowing them to be roadblocks.

They are actively curious about people, activities, food, objects, scenery, or anything new presented to their senses. Their expert abilities in using their senses may show in: (a) a continuous ability to see the need of the moment and turn easily to meet it, (b) the skillful handling of people and conflicts, (c) the ability to absorb, apply, and remember great numbers of facts, or (d) an artistic taste and judgment.

They make their decisions by using the personal values of feeling rather than the logical analysis of thinking. Their feeling makes them tactful, sympathetic, interested in people, and especially good at handling human contacts. They may be too easy in matters of discipline. They learn far more from first-hand experience than from books, and do better in actual situations than on written tests. Abstract ideas and theories are not likely to be trusted by ESFPs until they have been tested in experience. They may have to work harder than other types to achieve in school, but can do so when they see the relevance.

ESFPs do best in careers needing realism, action, and adaptability. Examples are health services, sales, design, transportation, entertainment, secretarial or office work, food services, supervising work groups, machine operation, and many kinds of troubleshooting.

ESFPs are strong in the art of living. They, get a lot of fun out of life, which makes them good company.

They enjoy their material possessions and take the time to acquire and care for them. They find much enjoyment in good food, clothes, music, and art. They enjoy physical exercise and sports, and usually are good at these.

How effective they are depends on how much judgment they acquire. They may need to develop their feeling so that they can use their values to provide standards for their behavior, and direction and purpose in their lives. *If* their judgment is not developed enough to give them any character or stick-to-it-iveness, they are in danger of adapting mainly to their own love of a good time.

Leisure Activities of an ESFP

Outgoing, easygoing, and highly social, they like big parties and gatherings; they're often high-spirited, warm, and friendly in groups. They also tend to interact with others easily through team sports and are quick to join a group that looks like fun. They may enjoy home projects, such as building a deck for parties or putting up preserves for friends. Other recreational possibilities for them are: noncompetitive games, dancing, or basketball.

Descriptive Adjectives of Your Type

adaptable	friendly	sociable
cooperative	outgoing	talkative
easygoing	playful	tolerant
enthusiastic	pleasant	vivacious

Personal Strengths of Your Type

E	Breadth of interests
S	Reliance on facts
F	Warmth and sympathy
P	Adaptability

Dynamics of Your Type

Dominant function	Sensing
Secondary function	Feeling
Tertiary function	Thinking
Least preferred function	Intuition

Organizational Preferences of an ESFP

ESFPs are friendly, outgoing, fun-loving, likeable, and naturally drawn towards people.

Contributions to the Organization

- Bring enthusiasm and cooperation
- Present a positive image of the organization to others
- Offer action and excitement
- Link people and resources
- Accept and deal with people as they are

Leadership Style

- Lead through the promotion of good will and teamwork
- Manage crises well
- Ease tense situations by pulling conflicting factions together
- Make things happen by focusing on the immediate problems
- Facilitate effective interactions among people

Preferred Work Environment

- Contains energetic and easygoing people focused on present realities
- Lively
- Action-oriented
- Includes people who are adaptable
- Harmonious
- People-intensive
- Attractive

Potential Pitfalls

- May over-emphasize subjective data
- May not reflect before jumping in
- May spend too much time socializing and neglect tasks
- May not always finish what they start

Problem-solving Approach

- Gather all the facts
- Consider the impact on others
- Examine the logical consequences
- Generate all the possibilities

Suggestions for Development

- May need to include logical implications in their decision making
- May need to plan ahead when managing projects
- May need to balance task effort with socializing
- May need to work on time management

Characteristics Frequently Associated with Each Type

Sensing Types		Intuitive Types	
<p>ISTJ Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.</p>	<p>ISFJ Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough and painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.</p>	<p>INTJ Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.</p>	<p>INTP Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.</p>
<p>ISTP Cool onlookers—quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.</p>	<p>ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.</p>	<p>INFP Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.</p>	<p>INTP Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.</p>
<p>ESTP Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.</p>	<p>ESFP Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.</p>	<p>ENFP Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.</p>	<p>ENTP Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.</p>
<p>ESTJ Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.</p>	<p>ESFJ Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.</p>	<p>ENFJ Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.</p>	<p>ENTJ Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well-informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.</p>