



EXTRAVERTED SENSING FEELING JUDGING

In general, ESFJs are helpful people who place a high value on harmony. Paying close attention to people's needs and wants, they work well with others to complete tasks in a timely and accurate way. ESFJs follow through on their commitments. They like closure and prefer structure and organized situations in which warmth and compassion are shown. They contribute to others by anticipating their day-to-day concerns and handling them with warmth and efficiency. ESFJs are at their best in organizing people to get a job done.

- ESFJs are motivated to help other people in real and practical ways through direct action and cooperation
- They need harmonious relationships with others and work hard to achieve and maintain them
- ESFJs are practical and realistic
- They are conscientious, traditional, and bound by their sense of duty and commitment

Choosing a Major

- Like to have majors and career plans settled early
- Seek work in people-oriented fields, serving others
- Frequently found in teaching, ministry, selling, health care and any work where the tangible well-being of others can be served

Learning Style

- Think best while talking and greatly enjoy conversation
- Want theories and abstractions to be illustrated with human examples
- Report that college classes seem to be taught only for the better students
- Need harmony in their environment to concentrate effectively
- Interested in applying learning to serving others

Reading, Writing, Studying

- Often achieve beyond expectations by planning and follow-through
- Like to study in organized groups where students help one another
- May assume that everything they read is authoritative
- Write first drafts best if they are personalized, showing what they care about, with background facts and details
- Need to revise final drafts by stating a general thesis at the beginning and deleting many of the references to what they personally believe in

Playing

- Usually very involved in campus groups, often as a leader, and like to attend activities with others
- With roommates, like things settled and will work tirelessly to smooth out problems
- Report they have no trouble getting dates once a week or more
- May find it hard to relax until the job is done but enjoy working on behalf of others

Possible Causes of Stress

- May be sensitive to indifference from others
- May give their all in service and expect others to do the same
- May live too much by "shoulds"
- May take care of others and neglect own needs
- May try to help someone before finding out what they need

Dealing with Stress

- Naturally rely on family and friends
- Naturally give their personal best to any task
- Must be careful not to expect everyone else to share their high standards
- Pay close attention to own needs
- Ask others what they want before trying to help

Work Related Strengths:

- Good cooperators; create friendly and harmonious relationships with others
- Take personal approach regardless of occupation
- Hardworking, productive, conscientious, and loyal
- Adapt well to routine; obey rules and regulations
- Well organized and able to remember and use facts

Work Related Weaknesses:

- Sensitive to criticism, stressed by tension-filled work situations
- Can become discouraged without praise and expression of appreciation
- Can make decisions too quickly and without considering other options
- May not look for new ways of doing things; can be opinionated and rigid
- May become restless if working alone for extended periods of time; need to socialize

CAREER SATISFACTION means doing work that:

1. Lets me establish and maintain warm and genuine interpersonal relationships with other people working in real and tangible ways to improve quality of life
2. Has practical benefits for people and gives me time to learn and master necessary skills before using them
3. Lets me exercise control, working with many people, and helping them work harmoniously toward a common goal
4. Has clear expectations, and where the evaluation of my performance is judged upon established and explicitly stated criteria
5. Is done in a cooperative environment, free from conflicts and tension between co-workers, supervisors, clients, patients, and others
6. Lets me make decisions and use efficient procedures to see that all details of projects are carried out to my specifications
7. Gives me plenty of opportunities to interact with other people throughout the day and to be an integral part of the decision-making process
8. Lets me organize own work and that of those around to ensure that things are run as smoothly and efficiently as possible
9. Is done within a friendly environment where people express their appreciation for my accomplishments, where I feel approval and support, and where I consider my coworkers to be my friends
10. Is done in a setting with existing structure, where the chain of command is known and understood, and where authority is respected

Popular Occupations for ESFJs

In listing occupations that are popular among ESFJs, it is important to note that there are successful people of all types in all occupations. However, the following are careers ESFJs may find particularly satisfying and some of the reasons why. This is by no means a comprehensive listing but is included to suggest possibilities you may not have previously considered. Although all of these occupations offer the potential for career satisfaction, the future demand for some careers is anticipated to be greater than for others.

Health Care

Medical/dental assistant	Speech pathologist
Exercise physiologist	Family physician
Nurse	Dentist
Medical secretary	Dietitian/nutritionist
Massage therapist	Optometrist/optician
Pharmacist/pharmacy technician	Respiratory therapist
Veterinarian	Licensed practical nurse
Home health aide	Primary care physician
Physical therapist	Home health social worker
Personal fitness trainer	Hospice worker
Recreational therapist	Radiation therapist
Health care administrator	Chiropractor
Corrective therapist	Dental hygienist
Dialysis technician	Aerobics instructor

The attraction of the health care field to ESFJs is the ability to work directly with other people in a helping capacity. They enjoy using acquired skills to help make the lives of their patients easier, less painful, or less traumatic. They excel in careers that require hands-on application of practical skills and adherence to standard operating procedures. These careers also enable ESFJs to establish and maintain strong personal relationships with their patients and co-workers.

Education

Elementary school teacher	Special education teacher
Child care provider	Home economics teacher
Athletic coach	Bilingual education teacher
Nursing instructor	Director of religious education
School principal	

ESFJs teach by personal involvement and example. The younger student and those with special needs are especially appealing to ESFJs who find rewards in helping others by teaching them basic skills. Working directly with young children appeals to the ESFJs natural energy and enthusiasm. There is often a great deal of structure and order within a school setting, an environment which many ESFJs find comfortable. They also enjoy being physically active and teaching others physical skills and the importance of working on a team.

Social Service/Counseling

Social worker	Community welfare worker
Professional volunteer	Religious educator
Counselor	Minister/priest/rabbi
Employee assistance counselor	Child welfare counselor
Substance abuse counselor	Social worker (elderly and child day care issues)
Law clerk	Legislative assistant
Court clerk	Court reporter
Wilderness adventure leader	Paralegal and legal assistant

ESFJs are strong supporters of their community and often volunteer their time to establish and maintain civic organizations. Therefore, they often experience career satisfaction in occupations where they do the same type of work. The personal connection of social work – helping individuals and families overcome problems and become productive members of society – is rewarding for many ESFJs. Their ease and facility in meeting people and speaking to groups makes community action jobs satisfying for some ESFJs. Counseling, religious education, and the ministry attract ESFJs who enjoy the commitment of helping others in very specific and profound ways. ESFJs tend to be conservative and traditional by nature, and enjoy working within the context of existing and valuable organizations to make their contributions.

Business

Public relations account executive	Loan officer and counselor
Sales representative (tangibles)	Telemarketer
Office manager	Retail owner/operator
Receptionist	Management consultant: human resources/training
Insurance agent (families)	Credit counselor
Merchandise planner	Customer service manager
Health club manager	Lodging owner/innkeeper
Child care center director	Property manager: commercial/residential
Advocate (technology)	Customer relations manager (technology)
Food service manager	Nursery and greenhouse manager
Hotel and motel manager	Real estate appraiser

The world of business provides ESFJs the opportunity to meet a lot of people and to work hard to achieve their goals. They enjoy the active and busy pace of many businesses and enjoy the customer or client contact. When the business is of a personal nature, such as real estate or personal banking, many ESFJs find success because they are motivated to establish positive relationships with others and then work vigorously to maintain those relationships.

Public relations and marketing require the excellent interpersonal and communication skills most ESFJs possess. Both careers require careful attention to details and follow-through on all project coordination. The organizational skills of the ESFJ are used extensively in these careers.

Finally, Sales is an area where ESFJs often experience a great deal of success using their interpersonal

skills, their resourcefulness, and their sensitivity to the needs of others. ESFJs usually prefer the sale of tangible goods, rather than intangibles such as concepts, ideas, or complex systems. Retail is an area of interest because it involves public contact and the ability to become well versed in the features and benefits of special products.

Sales/Service

Flight attendant	Customer service representative
Funeral home director	Hairdresser/cosmetologist
Host/hostess	Caterer
Fund-raiser	Travel agent
Eco-tourism specialist	Real estate agent/broker
Translator/interpreter	Marketing executive: radio/TV/cable broadcasting
Genealogist	Home health care sales
Sports equipment/merchandise sales	Insurance special agent
Land leasing and development specialist	

ESFJs often gravitate to the service industries primarily because of the ability to work directly with other people and provide services that help make an experience more enjoyable or less stressful. The job of customer service representative provides them an opportunity to do this. ESFJs are steadfast and dependable during difficult times, and often rise to the occasion to help take care of all details during a crisis. Funeral home directors must show an inordinate amount of sensitivity and concern for others in their work.

On the lighter side of life, ESTJs often enjoy the variety, travel, and interpersonal contact of being a flight attendant. Most ESFJs are warm and gracious and make excellent host/hostesses in the restaurant or catering business. ESFJs generally enjoy and often excel in sales, especially with real and tangible products and in instances where they can develop and cultivate long-term relationships with their customers.

Clerical

Secretary	Receptionist
Office machine operator	Bookkeeper
Typist	

Most ESFJs, in addition to having interpersonal skills required in many clerical positions, have good manual dexterity. Once a skill is learned by an ESFJ, it is never forgotten. ESFJs are able to perform routine tasks with unerring accuracy and usually have the facility with numbers required of bookkeeping. The critical elements in clerical careers for ESFJs are feeling appreciated as part of a team and the ability to socialize with co-workers on the job. Isolation is very draining to an ESFJ.

Remember, these are only some areas that provide satisfying expression for the unique natural talents of the ESFJ.