

ESFJ ***Extraverted - Sensing - Feeling - Judging***
“What Can I Do for You?”

As an ESFJ, 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 their 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 the details of my 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 my own work and that of those around me 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 co-workers to be my friends.

Work-related strengths and weaknesses of ESFJs include:

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

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

Popular Occupations for ESFJs

HEALTH CARE:

- Family physician
- Nurse
- Dentist
- Medical/Dental assistant
- Medical secretary
- Speech pathologist
- Exercise physiologist
- Optometrist

The attraction of the health care field to ESFJs is the ability to work directly with other people in a helping capacity. Whether as a physician, nurse, or other practitioner, ESFJs 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 in health care also enable ESFJs to establish and maintain strong personal relationships with their patients and co-workers.

EDUCATION:

- Elementary school teacher
- Special education teacher
- Home economics teacher
- Child care provider
- Athletic coach

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. Many ESFJs also enjoy being physically active and teaching others physical skills and the importance of working on a team.

SOCIAL SERVICE:

- Social worker
- Community welfare worker
- Professional volunteer
- Religious educator
- Counselor
- Minister/priest/rabbi

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 careers 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 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 contribution.

BUSINESS:

- Real estate agent/broker
- Personal banker
- Sales representative (tangibles)
- Telemarketer
- Office manager
- Public relations account executive
- Retail owner/operator
- Receptionist

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 those 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 sales 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.

SERVICE:

- Customer service representative
- Funeral home director
- Hairdresser/cosmetologist
- Flight attendant
- Host/hostess
- Caterer
- Fund-raiser

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 a lighter side of life, ESFJs often enjoy the variety, travel, and interpersonal contact of being a flight attendant. Most ESFJs are warm and gracious and make excellent hosts/hostesses in the restaurant or catering business.

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.

Excerpt from Do What You Are: Discover the Perfect Career For You Through The Secrets of Personality Type; Paul D. Tiger & Barbara Barron-Tieger.