



# Myers-Briggs Type Indicator®

## Type Description

### ESFJ

Extraversion ▪ Sensing ▪ Feeling ▪ Judging

#### The 16 MBTI® Types

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	<b>ESFJ</b>	ENFJ	ENTJ

ESFJs represent approximately 12% of the U.S. population, making them the second most frequently occurring type.

ESFJs are practical, realistic people who believe that almost anything can be accomplished if everyone cooperates and works together. They will expend a lot of effort to make this happen. They want harmony in their environment and are always ready to do something nice for someone. Talkative, sociable, popular, and conscientious, their main interest is in helping others in their day-to-day lives.

They value home, family, health, and friendships.

#### ESFJ Descriptors

- Cooperative
- Friendly
- Helpful
- Warm
- Personable
- Tactful
- Sociable
- Sympathetic
- Loyal
- Down-to-earth
- Realistic
- Practical
- Enthusiastic
- Energetic
- Outgoing
- Orderly
- Organized
- Decisive
- Consistent
- Thorough



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### Characteristics of ESFJs

- ESFJs are guided by their personal values.
- They base their decisions on experience and facts.
- They value security and stability.
- ESFJs are committed to preserving and celebrating traditions.
- They are mainly interested in the realities they perceive with their five senses.

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### ESFJs with others

- ESFJs chiefly concern themselves with the people around them and place a high value on harmonious human contacts.
- They are energized by interacting with others and are genuinely interested in others' lives and concerns.
- They derive much pleasure and satisfaction from the comfort and pleasure of the people around them.
- ESFJs value family and social ties and enjoy belonging to groups or organizations.
- They radiate warmth and fellowship to those around them.
- They feel uncomfortable in conflict-filled or tense situations, and they work to ensure that these don't occur.

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### ESFJs at work

- ESFJs feel most comfortable in structured work environments and enjoy creating order, structure, and schedules.
- They work closely with others to complete tasks accurately and on time.
- They follow through even in small matters and can adapt well to routine.
- ESFJs do their best thinking when talking with people and enjoy communicating.
- They are sensitive to the needs of others and good at providing practical care.
- ESFJs are at their best in jobs that deal with people, such as teaching, selling, staff support, and customer service.
- Their compassion and awareness of physical conditions often attract them to health professions where they can provide warmth, comfort, and caring to patients.
- They are less likely to be happy in work that demands mastery of abstract ideas or impersonal analysis of problems.

### Potential blind spots for ESFJs

- If ESFJs have not developed their Feeling preference, they may be tentative and uncertain, accepting the judgments of others too readily.
- ESFJs find it especially hard to face up to problems with people or things they care about. If they fail to face disagreeable facts or refuse to listen to criticism, they will ignore their problems instead of searching for solutions.
- Some ESFJs may have many “shoulds” and “should nots,” which they express freely, sometimes annoying others.
- If they have not developed their Sensing preference, they may jump to conclusions without taking in enough information, leading to poor decisions.
- Especially when trying to help someone, if they don’t take the time to gather information about what the person wants or needs, they may do things they assume will be helpful, not what is really needed.