

MYERS-BRIGGS TYPE INDICATOR (MBTI®)

ESFP

(Extraversion, Sensing, Feeling, Perceiving)

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

The above four letters are known as a 'type' and are based on the Myers-Briggs Type Indicator® (MBTI®). If you have not already completed an assessment to find out your type, [click here](#) to take the MBTI®. After completing the assessment, sign up for a **workshop** to learn more about the MBTI® and receive your results.

Note: The MBTI® is available to U of S students and alumni and an NSID is required to sign in and complete the assessment.

The following information has been compiled from numerous MBTI® resources. It is intended to be an overview and shows how type can apply to many aspects of life. It is not, however, a complete description. Please see the attached works cited list for additional information.



► ESFP Overview

ESFPs are generally practical, enthusiastic, autonomous, and optimistic. They are usually outgoing and tend to get their energy from being around people. They enjoy socializing and incorporate fun into any environment or situation. They are also quite likeable and people are often drawn to them. However, they may struggle with seeing the attributes that make them so appealing to others. The ESFP tends to be interested in variety, spontaneity, and new ideas. They look for things that are exciting and may create situations that foster this excitement. They usually respond well in a crisis or high energy situation and they typically enjoy handling chaos. ESFPs also tend to adapt well to change as they focus on living in the moment and dealing with situations as they arise. They often prefer to deal with reality and may find it difficult to consider abstract or theoretical information or ideas.

An ESFP usually has a strong focus on others and will often use their senses to gather information that pertains to people. They generally have a keen awareness of their surroundings and are able to assess people and understand what exists below the surface. Their sensitivity to others often translates into an ability to identify an individual's needs. They tend to find satisfaction when they are able to assist others in problem solving and provide practical assistance that addresses the individual's need. ESFPs typically have strong interpersonal skills and often take the role of creating and maintaining peace. They tend to see people as being equal and maintain a very accepting attitude of others. They often try to avoid criticizing or judging and are generally not interested in controlling people.

The ESFP tends to enjoy hands-on work that provides tangible results. They generally use a commonsense approach to provide practical solutions to problems. ESFPs often desire to work without an established plan and want the freedom to make their own decisions. In making decisions, they tend to place a strong emphasis on what they value. The ESFP generally prefers not to organize their activities or examine future possibilities and may subsequently appear unprepared or experience difficulty meeting their deadlines. They may also focus only on the immediate and not consider the future implications of their actions. The ESFP often dislikes routine and may find it difficult to stay with a job that does not incorporate variety. They do not allow rules to confine their lives and are often influenced by their passions. They also tend to work well on a team and infuse fun into any aspect of their work.



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▶ ESFP and School

Learning

The ESFP student will often...

- Learn most effectively through doing
- Desire to hear information that can be applied
- Retain a large amount of facts and remember events
- Require an adequate amount of time to discuss information
- Prefer to study with others
- Struggle in a traditional, theory based learning environment
- Spend minimal or no time completing extra reading

Writing

The ESFP often excels at writing about their personal experiences. They tend to use humor and character or font emphasizing to convey their natural communication style. However, they should be cautious that their conversationalist approach to writing matches the topic. A formal style of writing may be necessary for more serious issues. ESFPs are often able to handle multiple ideas at once but may feel overwhelmed when working on large writing projects. They are often inclined to share their ideas with others and may find that their discussions help to increase their creativity. The ESFP may struggle with starting their writing because it involves working in an independent environment.

In the writing process, the ESFP will often...

- Begin by discussing what they currently know
- Rely on their past experiences
- Gather a lot of information through books but should be cautious not to overwhelm themselves with too much data
- Overcome writing procrastination by limiting their initial reflection
- Tailor their writing to capture the audience's interest
- Need to revise the original draft to use more professional language and reduce paragraph size

Procrastination

The ESFP typically desires immediate gratification and is susceptible to being pulled in many directions. Since ESFPs live in the here and now, they may find it difficult to structure their days to complete tasks that provide a future payoff. As well, since they are pulled towards activities and social opportunities, they may find it difficult to perform the independent tasks that are often required to complete a project or assignment. ESFPs may also struggle with starting an unappealing project. This typically results in the ESFP rushing to complete a project in order to meet the deadline.

The ESFP may be able to decrease their procrastination by developing their ability to logically assess their actions and counteract their desire for instant gratification. They may also find it beneficial to work on tasks that reflect their natural interests. It may also be advantageous for the ESFP to develop their time management skills, integrate activities throughout their schedule, and designate time alone to focus on learning. They may also find it beneficial to structure their work so that they receive a reward after completing an uninteresting task or spending time on their own.



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► ESFP and Career Exploration

An ESFP tends to find career satisfaction with careers that have the following characteristics:

- Includes a lot of task variety and fast-paced work
- Involves projects that benefit people and provide tangible results
- Requires gathering facts, practically applying information, and problem solving
- Involves simultaneously working on multiple tasks
- Fosters a relaxed, fun, and friendly work environment with limited structure
- Provides direct involvement with customers, clients, and coworkers
- Involves motivating people, resolving conflict, and promoting group cohesiveness
- Provides an opportunity to work alongside other sociable and enthusiastic people

When exploring career options, an ESFP will often...

- Set goals that are immediate and measurable
- Benefit from creating a plan to meet their goals
- Use informational interviews to improve their understanding of a career
- Need to consider the future outlook of a potential career
- Subjectively base their decision on what they value and should also include a logical assessment of their options
- Benefit from setting a decision deadline

Careers to Consider

The following is a list of suggested occupations that fit the qualities of an ESFP or are careers that other ESFPs have found to be satisfying. Use this list as a starting point for further investigation but do not limit your options to only this list.

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|---|--|--|--|
| <ul style="list-style-type: none"> • Teacher: Preschool & Elementary • Child Care Worker • Social Worker • Labor Relations Mediator • Transportation Operatives • Respiratory Therapist • Emergency Room Nurse | <ul style="list-style-type: none"> • Veterinarian • Veterinary Technician • Dog Obedience Trainer • Factory Supervisors • Designer • Recreation Attendant • Real Estate Agent • Public Relations Specialist • Film Producer | <ul style="list-style-type: none"> • Performer: Dance/Comedian • Travel Agent/Tour Operator • Special Events Producer • Receptionist/Typist • Secretary • Clerical Supervisor • Library Attendants • Retail Merchandiser • Flight Attendant | <ul style="list-style-type: none"> • Floral Designer • Athletic Coach • Photographer • Musician • Promoter • Fundraiser • Cashier • Food Service Worker • Host/Hostess • Waiter/Waitress |
|---|--|--|--|

For information on a specific career, check out www.saskjobfutures.ca or www.alis.gov.ab.ca



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Job Search

During their job search, an ESFP will often...

- Gather information through observing and asking questions
- Benefit from creating and following a job search plan
- Network extensively with their large group of contacts
- Need to consider additional job possibilities that are not currently obvious
- Need to be cautious not to personalize job rejections
- Delay their decision and should be careful not to miss opportunities or avoid making a decision
- Benefit from examining the future implication of taking the job

During an interview, an ESFP will often...

- Create a feeling of rapport with the interviewer
- Enthusiastically relay their ability to handle difficult situations, work on a team, and embrace new challenges
- Need to be cautious not to talk too much and should be prepared to answer hypothetical questions
- Need to learn how their people skills can be tied to the 'bottom line' and be able to discuss this with the interviewer
- Remain open and flexible when negotiating their specific job requirements

ESFP and Work

At work, the ESFP will often...

- Be spontaneous, action-orientated, energetic, realistic, and fun
- Experience optimal performance when completing tasks within a shortened timeframe
- Focus solely on their current activities or present situation
- Rarely make a plan and often complete their tasks in the last moment
- Prefer an exciting, sociable, harmonious, and stable work environment
- Assess a situation and determine an immediate fix to the problem
- Become energized when working on interesting projects
- Motivated by action, challenging tasks, and the opportunity to prove their abilities
- Desire freedom to complete tasks without being confined by structure or regulations
- Incorporate new ideas, adapt easily to change, and take risks
- Observe people's needs and readily provide assistance
- Dislike routines, structure, or bureaucracy



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At work, the ESFP should be aware that they may...

- Experience trouble organizing their tasks and struggle to meet deadlines
- Need to develop their time management skills through creating their own systems
- Tolerate learning new skills only when they see the relevant application
- Maintain a short-term focus and have few long-term goals
- Benefit from establishing goals and working towards them
- Struggle with spending a lot of time working alone
- Become easily distracted and pulled in multiple directions which makes them unable to adequately complete their tasks
- Benefit from turning down tasks that they do not have time to complete
- Avoid conflict that cannot be instantly resolved
- Benefit from considering the implications of their actions or future possibilities
- Act impulsively, miss deadlines, or take other's reactions too personally when they do not feel appreciated

Teamwork

On a team, the ESFP will often...

- Enjoy working in groups with other action-orientated and energetic individuals
- Cooperative well with other team members
- Encourages active participation of other members
- Motivate others through their own excitement and enthusiasm
- Facilitate group consensus through negotiating ideas and compromising
- Create a fun atmosphere that uses entertaining to diffuse difficult situations

On a team, the ESFP should be aware that they may...

- Need to include the big picture possibilities in their discussions
- Neglect to include specific details when they rush their preparation
- Frustrate team members when they do not adhere to the established structure, take things too personally, or have too much fun
- Become irritated with negative individuals that do not use their time effectively, neglect to consider others, and do not include all members
- Benefit from developing a greater focus on completing the task

Leadership

As a leader, the ESFP will often...

- Foster an energetic environment that encourages team member interaction
- Focus a majority of their attention on the beginning stages of a project
- Ensure all team members have an opportunity to contribute
- Focus on the immediate needs or situation
- Mitigate difficult situations by decreasing the tension
- Use their enjoyment of working to motivate others



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ESFP and Life

Communication

The ESFP will often...

- Easily communicate with a wide range of people
- Excel at presenting information, facilitating groups, and teaching
- Desire to hear practical information and positive feedback
- Be uninterested in hearing confining directions or abstract theory
- Prefer to act instead of excessively discuss an idea, task, or issue
- Easily provide positive feedback

The ESFP should be aware that they may need to...

- Intentionally provide honest feedback regardless of hurting peoples' feelings
- Embrace corrective feedback and work at not taking it too personally
- Be cautious that they do not spend too much time socializing
- Tailor their natural fun-filled communication style when participating in serious discussions

Decision Making

When it comes to decision making, the ESFP will often...

- Examine the facts and assess the situation
- Consider the impact their choice will have on people
- Rely on their values, feelings, and past experiences
- Feel conflicted when required to decide between logic and feeling
- Benefit from logically assessing their options and considering the long-term implications
- Struggle with making a final decision

Playing

The ESFP tends to play with the same high levels of enthusiasm and energy that they use for work. Whether they are out with friends or at home, the ESFP enjoys entertaining people and likes having fun and being the center of attention. Their interest in aesthetically pleasing environments often transfers into their home surroundings as well as their desire for higher quality food and items. The ESFP is generally drawn towards activities that are lively and involve others. They tend to enjoy socializing at events and participating in sports, theatre, performing arts, or music. As a roommate, they are often viewed as fun, flexible, and energetic. In their personal lives, ESFP postsecondary students tend to date on a weekly basis.



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Stress

An ESFP will often experience stress when...

- Required to work within excessive structure or meet a lot of deadlines
- Confined by a strict routine that limits their control and freedom
- Helping others becomes overwhelming
- Feeling unable to make changes to their commitments
- Surrounded by an excessive amount of long-term planning or theoretical information
- Focusing on fun results in neglecting to complete their work
- Feeling unsure of their purpose
- Experiencing a decline in their physical health

When they are affected by stress, an ESFP will often...

- Withdraw from people
- Dwell on the meaning of their lives
- Develop a pessimistic future outlook
- Think poorly of the actions of others'
- Feel that they lack the necessary skills for work or life
- Experience difficulty in making a decision
- Under significant stress, become consumed with negative thinking

An ESFP can reduce stress by...

- Setting aside time to evaluate their feelings
- Discussing their concerns with others
- Predicting the future by looking at their present realities
- Expressing themselves through creative writing, crafts, or new ideas
- Requesting the assistance of others to complete tasks
- Learning to follow through on their commitments



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► What's Next?

Wondering where to go from here? Use any of the following suggestions to help guide you.

Are you wanting to:

Suggested Options:

Determine your MBTI® Type?

Take the **online assessment** and sign up for a **workshop**

Find out more about the MBTI®?

Sign out any of the Student Employment and Career Centre's **MBTI resources** or check out the following websites: **www.personalitypage.com**, **www.typelogic.com**, or **www.personalitypathways.com**

Discover more about yourself?

Return to the '**Discover Who I Am**' section and complete additional assessments or exercises

Learn about planning your career?

Explore additional sections of the '**Plan My Career**' website

Discuss your career questions with the friendly, helpful, and knowledgeable Student Employment and Career Centre staff?

Drop in to a **CareerChat** or schedule an appointment with a **career counselor**

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