

Improving Communication – ESFJ

ESFJ Overview

Order of Preferences	Type Dynamics
<ul style="list-style-type: none"> ❖ 1st Feeling: Dominant ❖ 2nd Sensing: Auxiliary ❖ 3rd Intuition: Tertiary ❖ 4th Thinking: Inferior 	<ul style="list-style-type: none"> ❖ Extraverted Feeling: Outwardly decisive, collaborative, and considerate ❖ Introverted Sensing: Inwardly focused on the practicalities and realities of situations ❖ Intuition: As you mature, consider broader possibilities for people ❖ Introverted Thinking: Developmental challenge is assessing situations objectively

ESFJ Brief Description:

- ❖ Leads by paying attention to the needs of others and making them feel important
- ❖ Influences by being conscientious and hardworking
- ❖ Focus is on getting things organized so that people’s personal needs are met

ESFJ Characteristics Frequently Associated:

- ❖ Warmhearted, cooperative, loyal and want to be appreciated
- ❖ Work with others to finish tasks accurately, on-time, and follow through even in small matters
- ❖ Notice what others need in their lives and try to provide

Communication Styles:

Adapting/Flexing: Things to keep in mind when communicating to others.

Sharing Your Preferences: As you build relationships, share your preferences so others can meet your needs.

When presenting to, influencing, explaining to, or trying to understand:	
<p>SENSING TYPES</p> <ul style="list-style-type: none"> ❖ Be factual ❖ Document successful applications ❖ Reduce risk factors ❖ Work out details in advance ❖ Show why solutions make sense 	<p>INTUITIVE TYPES</p> <ul style="list-style-type: none"> ❖ Give the global scheme ❖ Don’t let opportunities pass ❖ Be confident and enthusiastic ❖ Indicate challenges ❖ Point out future benefits
<p>THINKING TYPES</p> <ul style="list-style-type: none"> ❖ Be logical ❖ State principles involved ❖ Stress competent handling of the issues ❖ Be well organized ❖ List costs and benefits 	<p>FEELING TYPES</p> <ul style="list-style-type: none"> ❖ Mention other supporters ❖ Be personable and friendly ❖ Indicate how solutions are helpful ❖ Tell why it’s valuable ❖ Show how it supports personal goals

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Communication Tips for ESFJs:

- ❖ You may become overcommitted meeting your responsibilities and the needs of others.
→ **TIP:** Balance your approach by taking time to meet your own needs.
- ❖ Remember that people's personal needs may not be traditionally socially acceptable ones.
→ **TIP:** Accept individual values and needs that are different from the norm. Avoid focusing on what people should be or do. Apply this to yourself as well as others.
- ❖ You like to seek harmony and agreement. However, not everyone is collaborative or outwardly expressive and supportive.
→ **TIP:** Learn to leave some issues alone and be willing to agree to disagree.
- ❖ Giving and receiving corrective feedback may be difficult for you. However, this feedback can help you and others become more productive.
→ **TIP:** Listen to ways to improve without becoming defensive.
- ❖ Not everyone is aware or thinks about asking others their preferences.
→ **TIP:** Help people understand what's important to you and set the example by asking others what their preferences are in relation to working together. Share your values and show appreciation for the perspectives and values of others.