

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

Managing Stress:

Appreciate your stress triggers and figure out ways to minimize them: Stress triggers for ESFJs may include being asked to compromise a value, being misunderstood or belittled by others, having too much conflict and not enough cooperation.

Understand how your type displays stress: Under stress, ESFJs may have difficulty thinking clearly, see only negative possibilities, lose self-esteem, become inconsistent and resistant change.

Situations that are stressful for ESFJs:	
E = Typical Work Stressors for Extraverts <ul style="list-style-type: none"> ❖ Working alone ❖ Having to communicate mainly by email ❖ Lengthy work periods with no interruptions ❖ Having to reflect before taking action ❖ Having to focus in depth on one thing ❖ Getting feedback in writing only 	S = Typical Work Stressors for Sensing Types <ul style="list-style-type: none"> ❖ Attending to own and others’ insights ❖ Having to do old things in new ways ❖ Having to give an overview without details ❖ Looking for the meaning in facts ❖ Focusing on possibilities ❖ Too many complexities
F = Typical Work Stressors for Feeling Types <ul style="list-style-type: none"> ❖ Analyzing situations objectively ❖ Setting criteria and standards ❖ Critiquing and focusing on flaws ❖ Focusing on tasks only ❖ Being expected to use logic alone to make decisions ❖ Asking questions that are divisive 	J = Typical Work Stressors for Judging <ul style="list-style-type: none"> ❖ Waiting for structure to emerge from process ❖ Being expected to use “inner timing” ❖ Too much flexibility around time frames and deadlines ❖ Having to marshal energy at the last minute ❖ Staying open to re-evaluation of tasks ❖ Dealing with surprises

Managing Stress Tips for ESFJs:

- ❖ In your dominant, you are sensitive to the needs of others and are able to easily and appropriately express emotion.
→ **TIP:** Think about how you perform at your best. Try to proactively create more situations like these. Recognize when you're working on tasks that you prefer not to do over an extended period of time. Ask for help or change your routine.
- ❖ When you are under stress, you may have difficulty thinking clearly and see only negative possibilities.
→ **TIP:** Learn to recognize when you are becoming stressed, so you can pause and reflect. Be open with others about being stressed and build in time for solitude and rest.
- ❖ Your desire to help others and achieve goals can lead you to become overcommitted and overwhelmed with projects.
→ **TIP:** Learn to balance idealism with practicality and create realistic expectations of yourself and others.
- ❖ Be careful not to be easily frustrated with lack of knowledge or slow decision making.
→ **TIP:** Recognize that everyone approaches their work differently and try to focus on something else while waiting or confiding in an understanding friend.
- ❖ To maintain a balance, regularly explore your personal values and commitments.
→ **TIP:** Embark on a new project, take breaks, nurture yourself through solitude and rest. Proactively build in times for breaks on busy days to help you recharge and be happy. Before major events spend time talking it through with someone not involved or writing to yourself in a journal.
- ❖ Document actions to help you adapt and flex outside your preferences to manage stress triggers.
→ **TIP:** Conduct a continue, start, and stop exercise that can help you simplify ways to implement actions on a regular basis. For example:

<i>Continue</i>	<i>Start</i>	<i>Stop</i>
<ul style="list-style-type: none">❖ <i>Being personal, outgoing, warm, friendly, and caring</i>❖ <i>Managing time and tasks in a positive and organized way</i>	<ul style="list-style-type: none">❖ <i>Assessing situations objectively</i>❖ <i>Considering broader possibilities and new opportunities</i>	<ul style="list-style-type: none">❖ <i>Taking feedback as criticism</i>❖ <i>Resisting change and increasing control</i>