ESFP

(Extroversion, Sensing, Feeling, Perceiving)

**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.

**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 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.

### 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 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.

- Athletic Coach
- Cashier
- Child Care Worker
- Clerical Supervisor
- Designer
- Dog Obedience Trainer
- Emergency Room Nurse
- Factory Supervisors
- Film Producer
- Flight Attendant
- Floral Designer
- Food Service Worker
- Fundraiser
- Host/Hostess
- Labor Relations Mediator
- Library Attendants
- Musician
- Performer: Dance/Comedian
- Photographer
- Promoter
- Public Relations Specialist
- Real Estate Agent
- Receptionist/Typist
- Recreation Attendant
- Respiratory Therapist
- Retail Merchandiser
- Secretary
- Social Worker
- Special Events Producer
- Teacher: Preschool & Elementary
- Transportation Operatives
- Travel Agent/Tour Operator
- Veterinarian
- Veterinary Technician
- Waiter/Waitress
**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

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

**Life**

**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 are often viewed as fun, flexible, and energetic. In their personal lives, ESFP postsecondary students tend to date on a weekly basis.

**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 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