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EXTRAVERTED • SENSING • FEELING • PERCEIVING

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**TALENTINSIGHTS™**

# YOU'RE AN **ESFP**

**ESFP** stands for **Extraverted, Sensing, Feeling, Perceiving**.  
Each letter of your personality type describes a key aspect of who you are.



## **EXTRAVERSION**

Your Energy Style

Enthusiastic, Friendly,  
Lively, Vivacious

Your energy style is Extraversion (in contrast with Introversion). This dimension describes how you manage your energy.

Extraverts are energized by engaging with other people. They approach the world enthusiastically and want to experience the excitement of life.

You enjoy:

- Interacting with people
- Being in busy surroundings
- Engaging with the world
- Expressing your thoughts
- Being noticed by others
- Stimulation and activity

## **SENSING**

Your Cognitive Style

Down-To-Earth,  
Practical, Observant,  
Sensual

Your cognitive style is Sensing (in contrast with Intuition). This dimension describes how you process information.

Sensors process information in a concrete, realistic way. They focus on observing and recalling facts and details.

You like to focus on:

- Observing sights, sounds, sensations
- Noticing details
- Experiencing the present moment
- Concrete, provable facts
- Realism and practicality
- Knowledge from past experience

## **FEELING**

Your Values Style

Warm, Caring,  
Expressive, Personable

Your values style is Feeling (in contrast with Thinking). This dimension describes your orientation to personal values.

Feelers value empathy, cooperation and compassion. They believe that everyone has a responsibility to take care of those around them.

You are concerned with:

- Acting out your ideals
- Engaging your emotions
- Considering the impact on people
- Seeking harmony and appreciation
- Serving others
- Making authentic decisions

## **PERCEIVING**

Your Self-Management Style

Playful, Spontaneous,  
Responsive, Casual

Your self-management style is Perceiving (in contrast with Judging). This dimension describes how you organize your life.

Perceivers like freedom and spontaneity. They have a carefree attitude towards life and would rather be flexible than structured.

You prefer to:

- Be free to do what interests you in the moment
- Make the rules up as you go
- Have the freedom to be flexible
- Brainstorm options
- Do things when inspiration strikes
- Go with the flow and enjoy surprises

# KNOWING YOURSELF

■ You live in the moment, enjoying what life has to offer.

■ You are especially tuned into your senses and take pleasure in the sights, sounds, smells, and textures around you.

■ You like to be in the middle of the action and the center of attention.

■ You have a playful, open sense of humor, and like to draw out other people and help them have a good time.

■ You are characteristically fun-loving, but also practical and down-to-earth.

■ You are grounded in reality and are usually keenly aware of the facts and details in your environment, especially as they pertain to people.

■ You are observant of others and their needs, and responsive in offering assistance.

■ You enjoy helping other people, especially in practical, tangible ways.

■ You are warm and talkative and have a contagious enthusiasm for life.

■ You like to keep busy, filling your life with hobbies, sports, activities, and friends.

■ Because you'd rather live spontaneously than plan ahead, you can become overextended when there are too many exciting things to do. You hate nothing more than missing out on the fun.



## CORE VALUES

- ENTHUSIASM
- REALISM
- PLAYFULNESS
- EMPATHY



## YOUR KEY MOTIVATORS

- ENCOURAGING INTERACTION
- OBSERVING FACTS ABOUT PEOPLE
- ENTERTAINING OTHERS
- EXPERIENCING SENSORY PLEASURES

# DEALING WITH OTHERS



## YOU CONNECT BY

- SHARING ACTIVITIES AND INTERESTS
- BEING EMPATHETIC AND CARING
- MAKING TIME FOR YOUR LOVED ONES
- KEEPING THINGS FUN AND LIVELY

## HOW YOU APPEAR TO OTHERS

- You are often the life of the party, entertaining and engaging others with humor and enthusiasm.
- You notice whether other people are having fun, and do your best to create a good time for all.
- Typically at home in your physical environment, you may take the lead in getting everyone involved in some active diversion.
- You are generally friendly and likable, but can be hard to get close to; although you tend to be very open, you are reluctant to be serious or to talk about anything negative.

■ You are tuned into your senses, and often gravitate towards pleasing colors and textures in your environment.

■ You often carefully choose fabrics and decorations with which to surround yourself. This attention also often translates into your appearance; you may prefer to dress in sensuous fabrics or bright, dazzling colors.

■ You are often up on the latest trends, and like to excite the people around you with new environments and experiences.



## YOU COMMUNICATE BY

- APPRECIATING FUN AND LIVELINESS
- SHARING POSITIVE FEEDBACK
- DEVELOPING CONNECTIONS
  - OBSERVING FEELINGS AND EMOTIONS



## YOUR RELATIONSHIP STYLE

- You are fun and social, and enjoy keeping the lives of your loved ones fun and active.
- You value family, and prioritize spending quality time with them above all else.
- You likely have a large circle of friends, and are always the first to offer to lend a hand or throw a party.
- Although you are sympathetic and supportive, you usually prefer to move on to the next activity, rather than spend time focusing on difficult issues.

## YOUR COMMUNICATION STYLE

- You are an enthusiastic, light-hearted communicator.
- You often love just interacting with people, with no particular goal in mind, and tend to keep conversations fun and full of laughter.
- You are a good problem-solver when it comes to practical and inter-personal issues, and often draw people in with your positive approach and ability to observe other people's needs.



# FINDING YOUR CALLING



## YOUR IDEAL WORK ROLES

- ENERGETIC ENTERTAINER
- ENTHUSIASTIC MOTIVATOR
- OBSERVANT AESTHETE
- RESPONSIVE HELPER

## HOW YOU WORK

At work, you want to be hands-on and in the middle of the action.

You prefer an active, social work environment where you are free to be spontaneous and have fun, with co-workers who are friendly, laid-back, and enthusiastic.

You are pragmatic, realistic, and tuned into the needs of others.

You often choose a job that allows you to be of service to people, and where you can see real, tangible results for your efforts.

You are talented at solving practical, people-centered problems, and can put this skill to good use in assisting others.

You are keenly tuned into your senses and often have an artistic streak.

You may choose careers that engage your sensual nature through food, textiles, art, or music.

You often want a career that allows you to move around, and generally prefer a work environment that is aesthetically pleasing.



## YOUR IDEAL WORK ENVIRONMENT

- SOCIAL AND COLLABORATIVE
- ALLOWS FLEXIBILITY AND AUTONOMY
- FOCUSED ON PRACTICAL RESULTS
- ATTRACTIVE AESTHETICALLY

# FINDING YOUR CALLING

## YOUR TEAMWORK STYLE

You are a fun-loving team member who brings a sense of humor to the process.

You simply love socializing with people, and typically see teamwork as a chance to interact and engage in a lighthearted way.

You may not seem particularly driven or task-oriented to your teammates, but you keep an eye out for the needs of others, and offer assistance and support in a practical, down-to-earth way.



## YOUR TEAMWORK STRENGTHS

- PROVIDING PRACTICAL SUPPORT
- ENGAGING SOCIALLY
- FOSTERING CONNECTIONS
- INSPIRING POSITIVITY



## YOUR LEADERSHIP STRENGTHS

- ACTING SWIFTLY TO ADDRESS CRISES
- BUILDING RELATIONSHIPS
- ENCOURAGING TEAMWORK
  - TAKING DIRECT ACTION

## YOUR LEADERSHIP STYLE

In leadership positions, you are realistic, encouraging, and enthusiastic.

Your strength lies in your ability to energize and motivate a team to address immediate goals and crises.

You are keenly observant of the moods and behavior of other people, and typically use this perceptive ability to connect with your employees and provide them with what they need to succeed.

## TOP CAREERS FOR YOUR ESFP TYPE

ESFPs typically seek careers where they can work with others to produce tangible results. They often enjoy being of service to others, particularly in hands-on careers like health care or personal care. They enjoy engaging other people and helping them have fun, and often make good salespeople, managers, and group leaders.

Keep in mind, there are many careers that may be appropriate for you which are not listed here. However, the careers listed here give a representative sample of the top trends for ESFPs in their careers, and thus can give you an idea of where you might find satisfaction.



### HEALTH CARE

- Nurse
- Physical Therapist
- Massage Therapist
- Occupational Therapist
- Veterinary Assistant
- Fitness Trainer
- Dental Hygienist
- Pediatrician
- Physician's Assistant
- Dietitian



### ARTS, CRAFTS, AND DESIGN

- Fashion Designer
- Interior Designer
- Jeweler
- Landscape Architect
- Chef
- Florist
- Musician
- Artist
- Costumer
- Photographer



### NATURE AND OUTDOORS

- Animal Trainer
- Gardener
- Landscape Manager
- Farmer or Rancher



### BUSINESS AND ADMINISTRATION

- Retail Manager
- Buyer
- Public Relations Manager
- Event Coordinator
- Corporate Trainer
- Real Estate Agent
- Insurance Agent
- Retail Salesperson
- Merchandise Planner
- Receptionist



### COMMUNITY AND SOCIAL SERVICE

- Social Worker
- Police Officer
- Firefighter
- Residential Counselor



### EDUCATION

- Elementary Teacher
- Special Education Teacher



### PERSONAL CARE AND SERVICE

- Child Care Provider
- Recreation Worker
- Restaurant Host
- Flight Attendant
- Cosmetologist



## YOUR PERSONAL STRENGTHS

### ACTION

You have high energy levels and love bonding with others through activity.

### PRACTICALITY

You use common sense when assessing a situation to understand what issues should take priority.

### SYMPATHY

You have a sense of other people's emotions and want to do what you can to help.

### GENEROSITY

You are open and giving with your time and attention, and want everyone to feel included.

## YOU AT YOUR BEST

At your best, you are passionate and active, and enjoy engaging with others.

You prefer taking direct, hands-on action, when you identify a problem.

You typically jump into projects and activities with enthusiasm, knowing that you'll figure things out as you go.

You are focused on enjoying life, and look for opportunities to help improve the lives of those around you.

To perform at your best, look for opportunities in organizations that value energy and collaboration.

You enjoy working with a team, and enjoy socializing and connecting on both personal and professional levels.

You are most productive when you are not micromanaged; you need flexibility and the freedom to express yourself in order to thrive.



## OPPORTUNITIES FOR EXCELLENCE

- Choose roles that allow you to interact with others in an official capacity. Your ability to connect easily will give people a positive image of your organization.
- Look for a cooperative and social work environment. Your ability to empathize with others will help you to bring people together.
- Focus on practical implications of a course of action. You excel at understanding the direct and immediate repercussions of a plan that are often overlooked.
- Look for ways to demonstrate your willingness to help. You are happiest when you are being of service, so make sure people know they can turn to you.



## POTENTIAL PITFALLS

- Take care to respect other people's need for privacy and quiet time. Not everyone is as energetic and social as you are, so make sure to recognize when you might be a distraction.
- Watch out for your love of socializing. You have a tendency to focus on fun before work, which could cause you to fall behind schedule.
- Avoid organizations that do not have a sense of fun and cooperation. You are too lively and social to be happy in an overly serious and formal environment.
- Don't be afraid to make hard decisions. You want to please everyone, but there are times when it simply isn't possible.