**ESFJ Career Profile**

ESFJs are most likely to find interesting and satisfying those careers that make use of their breadth of interests, their reliance on facts, their warmth and sympathy (i.e., their emphasis on interpersonal values), and their ability to organize. ESFJs are very often found in careers that are characterized by a great deal of communication, nurturance and people-oriented work, including teaching and spiritually oriented positions. Their valuing of interpersonal harmony and their desire to find practical ways of working with and helping others often attracts them to these careers, and these same qualities often lead to their developing excellent skills in working with people. Their energy, warmth and compassion suit them to work in any field in which they have direct contact with others, and they are often skilled in promoting and supporting fellow­ ship and harmony. Their willingness to idealize whatever they find valuable can lead to great loyalty to their organization or the people with whom they work. Tradition and community can have great meaning for them, and thus they will often work dutifully to meet the ends of the set­ ting in which they work.

ESFJs are also orderly and attentive to detail, particularly when the details are in support of their people­ values, and thus they are often found in careers in which they can be both nurturing and conscientious, as in teaching, health care, or personal services. ESFJs are much more interested in pragmatic and realistic activities, whether they are helping others or are otherwise engaged, and they have less patience for the purely abstract or theoretical. Their ability to attend to the strengths of others, in conjunction with their outgoing nature, can be a very positive influence on other people. As a result, they can be quite influential through their relationships, a skill which may be of use in whatever career area they choose, whether their interests are in sales, teaching, managing, or some other area. ESFJs usually want and need contact with others in their careers, appreciate a degree of structure in their work environment, and often adapt well to routine.

These characteristics of ESFJs are also relevant to the other careers in which they are often found, careers where they can make use of their ability to attend to and manipulate facts and details, such as office, clerical, or technical work. ESFJs report being attracted to careers that are people-oriented, where they can nurture, care for, and help others grow, and where they can be active. In addition, they like to know that their work has practical benefits, and although they appreciate cooperative and harmonious work environments, they also like exercising a degree of control and decision-making in organizing their own work.

For ESFJs the job search is a people-oriented and pragmatic process. They are able to develop networks and rely on existing relationships to aid in their gathering of information, and they can make use of their organizational skills in preparing for and following through on the search. Their enthusiasm, warmth, and conscientiousness are usually communicated to others during the job search. Potential drawbacks for ESFJs in the job search may include a tendency to make decisions or evaluations of situations too quickly, ignoring objective or long-range considerations in career planning, a tendency to overlook unusual job possibilities or options, and sensitivity to rejection. Under stress, ESFJs may become excessively critical, not only of themselves, but also of others. They may also begin seeing career problems in a black-and­ white manner and have unrealistic expectations for advice from experts. They can benefit from attending to all of the facts of their situation, and from appreciating that harmony is not always necessary or possible in the job search.

Examples of careers often chosen by ESFJs include teaching (particularly K-12 and adult education), religious work (all forms of ministry and education), health care (including nursing and health education), personal service work, childcare, household and domestic services, and office and clerical work. Other careers in which ESFJs are often found are listed in the next section of this report.

ESFJs are found much less often in careers that are characterized by a great deal of highly abstract, technical and analytic work, as in computer sciences, engineering and physical sciences. They tend to be found less often in careers where extensive use of theory and logical analysis are required. They are also found much less often in careers where there may be low contact with people, where a more abstract, impersonal or analytical approach to people is involved, or where pragmatic outcomes are not obvious, as in the social sciences, psychology, law, and careers in the arts. Careers in which ESFJs are less often found are also listed in the next section of this report.

## • Careers in which ESFJs are most and least often found

In the previous type description you have read about some of the general career patterns that are often associated with being an ESFJ. The specific occupations listed below are occupations in the CAPT databank that have the highest and lowest percentages of ESFJs.

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All of the careers in the databank can be ranked from highest to lowest, based on the percentage of ESFJs found in that career. Careers at the top of the ranking are the careers in which there are a greater than average number of ESFJs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of ESFJs. It is important to remember that not all careers or classes of careers are represented in these lists.

The careers listed are intended to suggest patterns of interest for ESFJs, and to provide you with specific career ideas you may not have yet considered. They are not intended to be a list of careers that would absolutely be "right" for you. In fact, a wide variety of types are found in all careers and in any given career.

## • Careers most often selected by ESFJs

The careers in this list are the careers in CAPT's databank that have the highest percentage of ESF]s. The list begins with the careers that have highest percentages.

1. Teacher: Grades 1 through 12
2. Receptionist or Medical Secretary
3. Hairdresser or Cosmetologist
4. Restaurant and Food Service
5. Administrator: Student Personnel
6. Home Management Advisor or Home Economist
7. Dental Assistant
8. Teacher: Speech Pathology or Therapy
9. Religious Order: Lay Member
10. Religious Educator: All Denominations
11. Licensed Practical Nurse
12. Teacher: Foreign Language in Junior or Senior High School
13. Health Education Practitioner
14. Office Manager
15. Teacher: Reading
16. Child Care Worker
17. Priest
18. Teacher Aide
19. Rabbi
20. Teacher: Adult Education
21. Health Service Worker
22. Radiologic Technologist or Technician
23. Speech Pathologist
24. Cashier
25. Private Household Worker
26. Public Service Aide or Community Health Worker
27. Minister
28. Nursing Aide
29. Secretary, Clerical, Bookkeeper, Typist and Related Worker
30. Teacher: Elementary School
31. Office Machine Operator
32. Construction Worker
33. Teacher: Pre-School
34. Director of Religious Education
35. Personal Service Worker
36. Dental Hygienist
37. Guard or Watch Keeper
38. Teacher: Coaching
39. Factory or Site Supervisor
40. Teacher: Middle or Junior High School
41. Optometrist
42. Lifeguard or Recreation Attendant
43. Corrections Officer
44. Registered Nurse
45. Teacher: Special Education
46. Administrator: Social Services
47. Social Services Worker
48. Police Detective
49. School Bus Driver
50. Administrator: Elementary or Secondary School

## • Careers least often selected by ESFJs

The careers in this list are the careers in CAPTs databank that have the lowest percentage of ESFJs. The list begins with the careers that have the lowest percentages.

1. Actor
2. Physician: Psychiatry
3. Management Consultant
4. Architect
5. Computer Professional
6. Lawyer
7. Computer Systems Analyst, Programmer, or

Support Representative

1. Manager: Federal Executive
2. Electrician
3. Research Assistant
4. Manager: Fire
5. Fine Artist
6. City Works Technician
7. Manager: Corporate Executive
8. Psychologist
9. Manager: Retail Store
10. Editor or Reporter
11. Auditor
12. Social Scientist
13. Scientist: Chemistry

In looking at these lists and related data we find that ESFJs tend to be drawn to those careers that appear to make use of their natural preferences. That is, the careers on the "most often selected" list are the careers to which we would expect ESFJs to be drawn, based on what we know about their type. The careers on the "least often selected" list are also what we would expect based on what we know about ESF]s.

ESFJs who work in careers that make use of their natural type preferences will more likely be satisfied and energized than ESFJs who work in careers that require them to make constant use of their nonpreferred functions. Working in a career that makes use of your natural preferences is more likely to be stimulating and enjoyable, and you are more likely to meet people of "like mind."

ESFJs who enter a career in which their type is more rarely found may find that they are less often working with people of "like mind." This may present you with some disadvantages as well as advantages. You may, for example, have difficulty understanding or being understood by your coworkers. In addition, ongoing use of your nonpreferred functions may lead you to feel stressed or fatigued. On the other hand, you may bring a unique and exceptionally valuable perspective to your work, one that your coworkers will not have considered. You may also carve out a path or choose a specialty within that career that is particularly suited to ESF]s. Alternatively, you may need to find a way out­ side of your career to satisfy your natural type preferences. As we noted earlier, there is much more to an individual than their type preferences, and all types tend to be found in all careers.

It is a fact that ESFJs are found in many of the careers on the "less often selected" list, but it is equally true that they are not found in very high numbers. If you are considering a career Jess often selected by ESFJs, you may also want to clarify the different factors influencing your career decisions. Is this a career that you feel a call to pursue? Are your family, friends, or environment pushing you to be in a particular career, one that may be Jess satisfying to ESFJs? Do you have an accurate picture of what is involved in that career? You may find it helpful to talk to a friend, persons in those careers, or counselor about some of these issues, in order to make more informed decisions.

*Gathering Career Information, Making Decisions, Planning and Taking Action*

You now have some sense of the patterns of career choice among ESF)s. This section of the report will address how your type preferences may influence three activities often involved in career exploration: gathering information, making decisions, and taking action. As you read this section of the report, keep in mind the following question: What do you need to do to make use of your strengths and to minimize the potential blindspots of your type as you go about these activities?

## • Gathering information

An important step in career exploration is finding out more about yourself and the careers you are considering, and there are a variety of ways to do that. You can, for example, call and meet with

people, read biographies or reference materials, talk with a counselor, take career instruments, or do volunteer work.

Gathering information about yourself and about careers is an ongoing process in career exploration. It is important not only to take advantage of your natural strengths, but to be sure you don't miss some forms of information-gathering that may be Jess preferred by ESFJs. For example:

As an extravert you may be more likely or more inclined to engage in information-gathering activities that involve interacting with others or gaining direct experience. Examples include networking, interviewing, volunteering, or interning. You may want to be sure that you also take time to gather information in ways that require alone-time and reflection. Examples include reading career materials, and working through self-assessment exercises.

As a sensing type you may be more inclined to gather and trust the facts and realities (e.g., jobs available, salaries, location) about potential careers, and you may be more inclined to pursue hands-on experiences such as interning or volunteering. You may tend to gather and trust information on those careers that are most consistent with your work history. You may want to be sure that you attend to what your pattern of values, interests, and skills tells you about your career development, and you may want to consider careers that don't appear to fit with your work history.

As a feeling type you may be inclined to trust and make use of information gathered from others you respect and about whom you care. You may also be more inclined to. make use of formal or informal counseling for career issues, particularly if you like and trust the counselor. In your pursuit of personal forms of information, you may overlook the wide range of information available elsewhere in more objective forms (e.g., job analyses and reference materials). You may also want to consider the importance of an objective analysis of your career situation, and the importance of attending to the long-range consequences of some of your decisions.

As a judging type you may be inclined to come to closure prematurely, and you may benefit from continuing to gather information, even if the information seems inconsistent with your initial direction.

## • Making decisions

Even though it may feel as though there must be one big decision in your career exploration, in fact you are making decisions all along the way. You

have probably already made some tentative decisions

about your type preferences, and you have probably already decided against some career options even as you have considered others.

The purpose of this section of the report is to help you see what may be the strengths and potential blindspots for your type as you go about making career decisions.

Effective decision-making depends on having both good information (using sensing or intuition) and a reliable method for weighing that information (using thinking or feeling). The two middle letters of your type formula tell you which information-gathering function and which decision-making function you prefer to use.

As someone who prefers sensing, you may be most inclined to:

* trust more pragmatic kinds of information and pay the most attention to the facts, data, and givens in your career situation.
* face the realities of your career situation (e.g., your education, work history and experience, salary requirements, the commendations and criticisms you have received in the past).
* attend to what you have done in jobs in the past.
* attend to the facts of jobs and the market (e.g., what jobs and salaries are available, location).

For a more thorough assessment of your career situation, it may be important for you to allow yourself time to brainstorm career options without worrying about their practicality, or whether or not they fit with your past experience. You might also benefit from considering the possibilities for growth or change in var­ ious careers, and where you want to be several months or years down the road.

As someone who prefers feeling, you may also be inclined to:

* approach your decision-making in a more personal manner, giving weight to the impact of decisions on yourself and others about whom you care.
* look at how much you care about the outcomes of the various choices you have available to you, and how the outcomes affect what is important to you.
* make decisions that are based on values that are of long-term importance to you.
* make personal decisions based on a sense of right and wrong, or good and bad, regardless of whether the choices are logical or not.

For a more thorough evaluation of your career situation, you may want to consider not only how much you care, but also what are the logical consequences, good and bad, of acting on each career option. You may also want to consider, objectively, how well you would fit in a career given what you know of yourself and that career option, regardless of how your decision might affect others.

There is another factor associated with your type that may have an effect on how quickly you make decisions, and how comfortable you are with those decisions.

Persons with your combination of extraversion and judging (E-J) are often described as decisive and action-oriented. EJ types often say that they decided early on a career or career area and tend to feel generally certain about their decisions. If this description fits for you, it may be important for you to allow yourself the freedom to simply gather career information without rushing to a decision-making mode. In this way you may find new and potentially useful career options.

## • Making plans and taking action

Once you have made some decisions, you need to make plans and take action. Planning may include such things as setting career goals and breaking those goals down into short term tasks to be accomplished. Career goals may include settling on a first career, planning to make changes within a career you already have, or changing careers entirely. Short term tasks may include plans for getting further training or education, making business contacts, going on information interviews, and/or (re-)writing your resume. Taking action means moving from the planning to the doing phase and acting on the goals and tasks you have set for yourself.

The purpose of this section of the report is to make you aware of some of the strengths and potential blindspots your type may bring to these planning and action steps.

Your preference for extraversion may show in a tendency to:

* network naturally and already have access to a large network.
* be comfortable with information interviewing.
* move readily to the action phases.
* represent yourself well verbally in interviews.

Possible blindspots may be that you discuss the career exploration process too much with others, or that you interact for the sake of interacting and do not gather appropriate information. Another blindspot may be that you act too quickly without reflecting and may mistake activity for results. It is also possible that you may come on too strong by talking too much and not listening enough.

Your preference for sensing may show in a tendency to:

* make good use of a structured career plan and subgoals.
* remember and make use of data and facts well, both in planning and in interviews.
* represent yourself accurately, recalling important details and experiences.
* be thorough, systematic, and exhibit follow-through on leads.

Possible blindspots may be that you do not want to try something new or consider a career change. You may also be in danger or focusing too much on past experience as the sole predictor of future options. Other potential blindspots may be that you interpret job requirements too literally, or you may have difficulty with such interview questions as "What would you do if ... ?"

Your preference for feeling may show in a tendency to:

* be willing and able to make use of networks and relationships, and information interviews.
* communicate a warm, personable and pleasant image in interviews.
* be able to read the expectations and needs of the interviewer.
* communicate in an interview your sensitivity to people issues.

Possible blindspots may be that you expect personal contacts alone to win a job, or that you take tough interviews or job rejections personally. Other potential blindspots may be that you present in an interview as too warm and not as someone who is task­ oriented, or that you may give more personal information than is needed in interviews.

Your preference for judging may show in a tendency to:

* be good at developing a series of steps for reaching goals and planning actions.
* be good at meeting deadlines and achieving goals set, and be more willing to act once a decision is made.
* communicate a task-orientation in interviews.
* communicate a willingness to take on responsibility.

Possible blindspots may be that you are impatient with the gathering of information and move to premature closure. You may also have difficulty staying open to new information as it presents itself if it does not fit your plan, or you may be rigid about career goals. Other potential blindspots may be that you appear inflexible in interviews, or that you mistake efficiency for effectiveness in planning and acting.