**ESFP Career Profile**

ESFPs 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 adaptability. ESFPs are found in a variety of careers, many of which include active health and human services, such as nursing, teaching and child­ care. Their warmth, enthusiasm, attention to detail, and realistic grounding often draw them to these people-oriented careers. ESFPs are also found working in many office and clerical positions as well as in some active outside jobs. They are inclined to put more trust in, and learn better from, first-hand experience, and they have an active curiosity about the world in which they live. ESFPs thoroughly enjoy being with others, and their active curiosity leads them to seek ongoing involvement not only with people, but also in all things physical.

Their realistic acceptance of the facts, their open minded tolerance, and their tactful, sympathetic approach to others can make them exceptionally skilled in any career that requires them to meet, work with, or entertain people. They may also be quite skilled in remembering facts about the people with whom they work. ESFPs value cooperation and may also have skills in managing conflicts. Their trust of the facts and their ability to respond to the needs of the moment often translate into pragmatic problem-solving skills: they can make excellent trouble-shooters. Realists at heart, they may be comfortable bending the rules to make things work. They may also have a flair for the aesthetic and can be skilled at jobs that involve designing, molding or shaping, particularly when the work is hands-on and uses real materials. ESFPs typically like jobs that allow them freedom to be active, where there is less structure, and where there are chances to interact with a variety of people.

These characteristics of ESFPs are also relevant to the other careers in which they are often found, careers where ongoing and practical contact with people is required, where hands-on work is involved, or where some detailed practical knowledge is necessary. ESFPs report being attracted to careers that allow them to be actively involved with others, where they can serve/ help/guide people, and where there is a great deal of flexibility and room for spontaneity. They appreciate excitement in their work, and they often say it is important for a job to be fun. ESFPs like to be personally involved in their work and to be where the action is; they are often naturals for group work.

For ESFPs the job search is a pragmatic process and an extension of their very personal style. They can make use of past connections with people or establish new connections easily to gather job information, and they are often excellent at selling themselves and their adaptability. Their pragmatic people orientation and people skills, their flexibility, and their command of the facts are usually communicated to others during the job search. Potential drawbacks for ESFPs in the job search include a tendency to overlook unusual job options, lack of planning and concern with the long view in their job search, and a tendency to put off decision-making. Under stress, ESFPs may feel very confused or inappropriately see negative meanings in many events during the job search process. They may find it useful to engage their feeling to decide what is important to them, and they may benefit from understanding that their options are not really closed off if they develop long-range career plans.

Examples of careers often chosen by ESFPs include teaching (particularly pre-school through grade 12) and coaching, child care work, clerical and office work, recreational work, food service, nursing, sales, personal services, and religious educator/worker. Other careers in which ESFPs are often found are listed in the next section of this report.

ESFPs are found much less often in careers that are highly structured, theory oriented or in high technology positions such as engineering, management, and computer sciences. They are also found much less often in careers that tend to require a more impersonal and analytical approach to people, such as social science or law, or that have very little contact with people, such as research or highly quantitative work (e.g., research, accounting, auditing). Careers in which ESFPs are less often found are also listed in the next section of this report.

## • Careers in which ESFPs 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 ESFP. The specific occupations listed below are occupations in the CAPT databank that have the highest and lowest percentages of ESFPs.

All of the careers in the databank can be ranked from highest to lowest, based on the percentage of ESFPs found in that career. Careers at the top of the ranking are the careers in which there are a greater than average number of ESFPs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of ESFPs. 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 ESFPs, 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 ESFPs

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

1. Child Care Worker
2. Transportation Worker
3. Factory or Site Supervisor
4. Library Worker
5. Cashier
6. Designer
7. Receptionist, Clerical Supervisor or Typist
8. Lifeguard or Recreation Attendant
9. Teacher: Pre-School
10. Teacher: Coaching
11. Restaurant or Food Service Worker
12. Respiratory Therapist
13. Religious Educator: All Denominations
14. Storekeeper
15. Engineer: Aeronautical
16. Medical Secretary
17. Bookkeeper
18. Nursing: Public Health
19. Electrician
20. Clerical Worker
21. Insurance Agent, Broker, or Underwriter
22. Computer, Peripheral Equipment, or Office

Machine Operator

1. Nursing Aide
2. Dental Hygienist
3. Laboratory Technologist
4. Construction Worker
5. Carpenter
6. Salesperson
7. Police Officer
8. Medical Assistant
9. Private Household Worker
10. Hairdresser or Cosmetologist
11. Counselor: Rehabilitation
12. Factory Machine Operator
13. Religious Worker
14. Teacher: Foreign Language in Junior or Senior High School
15. Nursing: Critical Care
16. Banking
17. Teacher: Elementary School
18. Teacher: Grades 1 through 12
19. Radiologic Technologist or Technician
20. Farmer
21. Social Services Worker
22. Real Estate Agent or Broker
23. Mechanic
24. Craft Worker
25. Personal Service Worker
26. Teacher: Mathematics
27. Editor or Reporter
28. Teacher: Adult Education

## • Careers least often selected by ESFPs

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

1. Director of Religious Education
2. Administrator: Student Personnel
3. Engineer: Chemical
4. Physician: Psychiatry
5. Management Consultant
6. Engineer: Mechanical
7. Research Worker
8. Attorney: Administrator, Non-Practicing
9. Corrections Officer
10. Human Resources Planner
11. Fine Artist
12. Architect
13. Manager: Federal Executive
14. Computer Professional
15. Credit Investigator or Mortgage Broker
16. Administrator: Education
17. Priest or Monk
18. Manager: Retail Store
19. Accountant
20. Teacher: English

In looking at these lists and related data we find that ESFPs 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 ESFPs 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 ESFPs.

ESFPs who work in careers that make use of their natural type preferences will more likely be satisfied and energized than ESFPs 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."

ESFPs 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 ESFPs. Alternatively, you may need to find a way outside 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 ESFPs 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 less often selected by ESFPs, 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 less satisfying to ESFPs? 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 ESFPs. 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 less preferred by ESFPs. 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 experi­ ences 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 perceiving type you may be inclined to believe that you continually need more information, and you may benefit from making some judgments about the wealth of information you have already collected.

## • 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 perceiving (E-P) are often described as adaptable and always seeking new experiences. EP types often say that they feel pulled in many directions and don't want to miss options by settling on a career too soon. If this description fits for you, it may be important for you to ask yourself to make some tentative decisions so that directed action can be taken, and for you to realize that you are not closing off your options forever in doing so.

## • 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 of 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 perceiving may show in a tendency to:

* be able to adjust plans and redefine goals as you go along.
* be able to see options that others do not.
* be open to seize opportunities as they come along.
* appear flexible, spontaneous, and adaptable in interviews.

Possible blindspots may be that you spend too much time gathering information, and you may have difficulty acting or committing. Other potential blindspots may be that you do not set realistic time frames or deadlines for achieving goals. You may also be in danger of appearing too flexible and not goal­ directed enough in interviews.