



## Myers – Briggs Type Indicator® Career Report

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**QAMAR CONSULTING**  
Discovering Potential & Optimizing Performance

Report prepared for

**ESFJ**

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## Introduction

This report is prepared to help you understand your results on the **Myers-Briggs Type Indicator®** (MBTI®) instrument and how they can be applied in the organizational settings.

The MBTI assessment is a self awareness tool based on the theories of Swiss psychologist **Carl Gustav Jung** and the work of an American mother-and-daughter team, **Katherine Briggs** and **Isabel Myers**. With more than sixty years of research and development supporting its reliability and validity, the MBTI tool has helped millions worldwide develop a deeper understanding of themselves and others.

The MBTI Assessment is nonjudgmental and helps people learn about themselves through an investigation of what they prefer, or their preferences. The MBTI assessment sorts individuals in terms of four pairs of preferences, or dichotomies, that reflect

<b>Source of Energy</b>	<b>Extraversion-Introversion (E-I)</b>
<b>Mode of Taking in Information</b>	<b>Sensing – iNtuition (S-N)</b>
<b>Mode of Evaluating Information</b>	<b>Thinking – Feeling (T-F)</b>
<b>Lifestyle</b>	<b>Judging – Perceiving (J-P)</b>

### In understanding your MBTI results, remember that the MBTI tool

- Describes rather than prescribes, and therefore is used to open possibilities, not to limit options
- Identifies preferences, not skills, abilities, or competencies
- Assumes that all preferences are equally important and can be used by every person
- Is well documented with thousands of scientific studies conducted during a sixty-year period
- Is supported by ongoing research

### How Your MBTI® Career Report for Students is Organized

- Summary of your MBTI® Results
- Overview
- Learning
- Writing
- Procrastination
- Work Related Strengths
- Work Related Weaknesses
- Career Satisfaction
- Career Exploration
- Job Search
- Conclusion

## Summary of Your MBTI® Results

This report is based on your results (best fit type) you have mentioned in the self scorable MBTI answer sheets after type verification process during the feedback session.

Best Fit Type				
Where you focus their attention	<b>E</b>	<b>Extraversion</b> Preferences for drawing energy from the outside world of people, activities, and things	<b>I</b>	<b>Introversion</b> Preferences for drawing energy from one's inner world of ideas, emotions, and impressions
The way you take in information	<b>S</b>	<b>Sensing</b> Preferences for taking in information through the five senses and noticing what is actual	<b>N</b>	<b>Intuition</b> Preferences for taking in information through a "sixth sense" and noticing what might be
The way you make decisions	<b>T</b>	<b>Thinking</b> Preferences for organizing and structuring information to decide in a logical, objective	<b>F</b>	<b>Feeling</b> Preferences for organizing and structuring information to decide in a personal, values-based way
How you deal with the outer world	<b>J</b>	<b>Judging</b> Preferences for living a planned and organized life	<b>P</b>	<b>Perceiving</b> Preferences for living a spontaneous and flexible life

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	<b>ESFJ</b>	ENFJ	ENTJ

### ESFJ Snapshot

ESFJs are helpful, tactful, compassionate, and orderly. They place a high value on getting along with others and enjoy organizing people and projects to help complete the tasks at hand. Although the descriptors below generally describe ESFJs, some may not fit you exactly due to individual differences within each type.

Conscientious	Cooperative	Harmonious
Loyal	Personable	Planned
Responsible	Responsive	Sociable
Sympathetic	Tactful	Traditional

## ESFJ Overview

ESFJs are generally dependable, talkative, conscientious, and decisive. They are often outgoing and enjoy interacting and socializing with others. They also tend to be practical, organized, and committed to fulfilling their obligations. The ESFJ often has a clear understanding of what they perceive to be right and wrong. They place a strong emphasis on loyalty, family, authority, and tradition. These values are often reflected in their attendance at family gatherings and celebrations. They may also be drawn to the traditional nature of religious or political systems. When necessary, the ESFJ often feels comfortable discussing their strong values with others. They may expect others to have similar values and should be cautious not to become critical of those who do not share their same principles.

The ESFJ often has a focus on others and a genuine interest in people's lives. They enjoy helping others and tend to seek out service opportunities that reflect this interest. The ESFJ often creates a feeling of warmth in their interaction with others and have a way of encouraging people and making them feel valued. ESFJs may require support from others to affirm that they have done the right thing or made the right choice. They desire appreciation and approval and may feel hurt by the negative response of others. Conflict and tension filled environments can make the ESFJ feel uneasy and these situations are therefore avoided or prevented. The ESFJ will often strive to meet the expectations of others but should be cautious not to neglect their own needs.

ESFJs generally have an interest in applying their organizational skills to create order for people and situations. They gather specific information and can often remember details that pertain to people. They tend to be focused, hard working, and follow through on the details of a project. They often have an interest in projects that have a visible result and enjoy working within a team environment. The ESFJ is likely able to predict what is necessary to complete a task or foresee and respond to potential problems. They tend to value positions of authority, regulations and often use the traditional way to complete a task. They may be resistant to change unless they can see the practical benefits or maintain a feeling of control. The ESFJ often prefers realistic information over abstract or theoretical thinking. They may find that their thinking about possibilities leads them to worry about everything that could go wrong. The ESFJ may become easily discouraged when they cannot recognize a way out of a situation. They tend to benefit from putting a situation into perspective and examining the future implications of their choices.

## LEARNING

### The ESFJ student will often...

- Require a structured learning process and environment
- Desire to hear information that is practical and applicable to helping others
- Prefer opportunities to participate in discussions or learning activities
- Effectively learn through discussing information
- Dislike theoretical information that has no perceived relevance
- Find it difficult to concentrate when surrounded by conflict or friction
- Prefer to study in a group

## WRITING

The ESFJ prefers to write about people and their own personal experiences. When they are required to write on technical topics they rely heavily on expert opinion. The ESFJ writer tends to infuse their writing with feeling words. Due to this, they may need to be cautious that their writing does not come across as too emotional or sappy. ESFJs also often desire to hear and readily accept the opinions of others. They tend to tailor their writing to please their readers but should be cautious not to become too dependent on their audience. The ESFJ often wants to maintain a feeling of control over their writing and can usually do this by organizing their time. When encountering writers block, the ESFJ likely finds it beneficial to take a break and interact with others.

### In the writing process, the ESFJ will often...

- Use a past writing format that was successful
- Discuss their ideas before beginning to write
- Include details and specific facts in a structured format
- Need to intentionally analyze a topic
- Have an accurate understanding of the time required to complete their writing
- Complete projects within their deadline but should be cautious to include all necessary information
- Benefit from revising their writing to include the main thesis and omit unnecessary personalized information

## PROCRASTINATION

ESFJs are often motivated to complete their work on time and may not experience significant procrastination. They tend to limit their procrastination to a specific situation that likely involves a relationship component. These situations may result from a fear of rejection, concern over meeting someone's expectations, or a conflict with a friend. Procrastination may also result from disagreeing with their instructor or a discriminatory and unwelcoming classroom environment. The most effective way for ESFJs to overcome procrastination is to address the underlying relational issue. They may find it helpful to gain insight into the situation by discussing their concerns and feelings with an outside source.

## **WORK RELATED STRENGTHS**

- Great energy and drive to get things accomplished and be productive
- Ability to cooperate and create harmonious relationships with others
- Practical and realistic attitude and aptitude for working with facts and details
- Nurturing and helpful nature; you praise and reinforce good behavior in others
- Decisive and are a stabilizing force
- Ability to maintain an organization's traditions
- Strong organizational skills and clear work ethic
- Loyalty and belief in the value of working within a traditional structure
- Sense of responsibility; you can be counted on to do what you say you will do
- Ability to follow established routines and procedures
- Common sense and realistic perspective

## **WORK RELATED WEAKNESSES**

- Reluctance to embrace new and untested ideas
- Sensitivity to criticism; you feel stressed by tension filled work situations
- Desire to focus on the present rather than the future
- Difficulty adapting to change and switching gears quickly
- Tendency to be oversensitive and avoid unpleasant situations
- Difficulty working alone for extended periods of time; strong need to socialize
- Tendency to show favoritism
- Tendency to become drained by taking on others' emotional burdens
- Inclination to make decisions prematurely before you have enough information
- Focus on specific details rather than implications and the "big picture"
- Tendency to be opinionated and rigid
- Difficulty hearing and accepting opposing viewpoints
- Tendency to become discouraged without praise or expression of appreciation

## CAREER SATISFACTION FOR ESFJ

### Doing work that

- Lets me establish and maintain warm and genuine interpersonal relationships with other people working in real and tangible ways to improve their quality of life
- Has practical benefits for people and gives me time to learn and master necessary skills before using them
- Lets me exercise control, working with many people, and helping them work harmoniously toward a common goal
- Has clear expectations, where the evaluation of my performance is judged upon established and explicitly stated criteria
- Is done in a cooperative environment, free from conflicts and tension between coworkers, supervisors, clients, patients, and others
- Lets me make decisions and use efficient procedures to see that all the details of my projects are carried out to my specifications
- Gives me plenty of opportunities to interact with other people throughout the day and to be an integral part of the decision-making process
- Lets me organize my own work and that of those around me to ensure that things are run as smoothly and efficiently as possible
- Is done within a friendly environment where people express their appreciation for my accomplishments, where I feel approval and support, and where I consider my coworkers to be my friends
- Is done in a setting with existing structures, where the chain of command is known and understood, and where authority is respected

## CAREER EXPLORATION

### An ESFJ tends to find career satisfaction with careers that have the following characteristics:

- Provides a tangible way to positively impact and help people
- Encourages relationship building and daily interaction with a variety of individuals
- Fosters a friendly, supportive, and stable work environment
- Offers ongoing positive encouragement, support, and structure
- Provides clear expectations and specific regulations
- Evaluates job performance based on established and understood criteria
- Allows freedom to organize and control the completion of tasks
- Respects positions of authority and established structure

### When exploring career options, an ESFJ will often...

- Organize their career exploration to ensure optimal efficiency
- Gather only the information necessary to make a decision
- Perform informational interviews to gather additional career information
- Need to intentionally consider their long-term plans
- Benefit from considering the future impact of their decision
- Prefer making a decision early

## **JOB SEARCH**

### **During their job search, an ESFJ will often...**

- Create an organized job search plan with tangible goals
- Commit daily time and energy to their search
- Network with a large number of individuals
- Assess each option based on their values and feelings
- Benefit from also examining possibilities from an objective and logical viewpoint
- Need to be cautious not to personalize rejection or become discouraged
- Need to ensure they have fully researched each option before making a decision

### **During an interview, an ESFJ will often...**

- Appear enthusiastic and provide a detailed explanation of their past experiences
- Convey their ability to work well on a team and commit to an organization
- Demonstrate their people skills by developing rapport with the interviewers
- Need to ensure that they do not talk too much
- Benefit from practicing to answer theoretical questions and discuss how their ability to work with people can be tied to the 'bottom line'

For more than 60 years, the MBTI tool has helped millions of people throughout the world gain a deeper understanding of themselves and how they interact with others, helping them improve how they communicate, work, and learn.

## **REFERENCES**

Tieger, P. D., & Barron, B. (2007). *Do What You Are "Discover the Perfect Career for You Through the Secrets of Personality Type"* (4th ed.). Park Avenue, New York: Hachete Book Group, USA.

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## POPULAR OCCUPATIONS FOR ESFJ'S

People with ESFJ preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

- Manager: Office
- Religiously Oriented Occupation
- Teacher
- Food Service Worker
- Receptionist
- Administrator: Student Personnel
- Home Economist
- Child Care Worker
- Dental Assistant
- Hair Dresser and Cosmetologist

[\(ALLEN L. HAMMER - INTRODUCTION TO TYPE AND CAREERS\)](#)

- Nursing
- Management: General
- Management and Supervision: Health Care and Child care
- Teaching: Vocational Education
- Religious Professions
- Child Care
- Social Service Administrator
- Teaching: Preschool, Kindergarten
- Medical Technology
- Lodging and Hospitality
- Religious Education
- Community and Social Services
- Health Care and Health Support: Physical Therapy, Radiology, Pharmacy
- Office and Administrative Support
- Personal Trainer
- Public Health and Health Education
- Cosmetology
- Speech Pathology
- Health Care: Dentist, Pediatrics

[\(CHARLES R. MARTIN, PHD - LOOKING AT YOUR TYPE "YOUR CAREER"\)](#)

- Bank employees
- Medical secretary
- Office manager
- Office machine operator
- Book Keeper
- Cashier
- Clerical worker
- Editor
- Hair dresser
- Receptionist
- Correction Officer
- Athletic coach
- Secretary
- Dentist
- Life guard
- Licensed practical nurse
- Construction Worker
- Massage therapist
- Respiratory therapist
- Pediatric medicine
- Optician
- Legal Assistant
- Caterer
- Media worker
- Graphic designer
- Guard
- Police Detective
- Community Health Worker
- Radiology technologist
- Dental assistant
- Teacher's aide
- Cosmetologist
- Medical Assistant

[\(DONNA DUNNING - WHAT'S YOUR TYPE OF CAREER\)](#)

- Dialysis Hygienist
- Book Keeper
- Hotel and Motel Manager
- Exercise Physiologist
- Advocate
- Flight Attendant
- Home health Aide
- Lodging Owner
- Court Reporter

- Child Care Provider
- Home economics teacher
- Customer Service Representative
- Food Service Manager
- Nursing Instructor
- Speech Pathologist
- Receptionist
- Community Welfare Worker
- Office Manager
- Nursery Manager
- Minister
- Teacher: Elementary School, Special Education
- Physical Therapist
- Insurance Special Agent
- Loan Officer and Counselor
- Typist
- Education
- Nutritionist
- Travel Agent
- Merchandise Planner
- Fund Raiser
- Personal Fitness Trainer
- Wilderness Adventure Leader
- Primary Care Physician
- Credit Counselor
- Nurse
- Recreational therapist
- Chiropractor
- Aerobics Instructor
- Family Physician
- Secretary
- Public Relations Account Executive
- Counselor
- Medical/Dental Assistant
- Corrective Therapist
- Real Estate Appraiser
- Optometrist/Optician
- Hair Dresser/Cosmetologist
- Retail Owner Operator
- Telemarketer
- Social Worker
- Genealogist
- Director of religious Education
- Property Manager
- Dentist
- Law Clerk
- Social Service/ Counseling
- Dental Hygienist
- Medical Secretary
- Religious Educator
- Employee Assistance
- Land Leasing Development Specialist
- Radiation Therapist
- Hospice Worker
- Caterer
- Sales Representative
- Home Health Care Sales
- Host/Hostess
- Professional Volunteer
- Veterinarian

[\(PAUL D. TIEGER AND BARBARA BARRON - DO WHAT YOU ARE\)](#)

However, there are successful people of all types in all occupations. The key to getting where one wants to go involves, firstly identifying what one really wants something that comes from a more individual place than type. Individuals with ESFJ preferences then need to use knowledge of their type to gain insight into how they might approach the different activities in planning a career. In other words, ESFJs need to build on the strengths of their type and address potential obstacles that may come along with their style as they explore options, connect with others, make decisions, and manage their careers.

## **LESS POPULAR CAREERS FOR ESFJ**

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with ESFJ preferences are, however, less often attracted to careers and occupations that are characterized by a great deal of highly abstract, technical and tough-minded analytical work, as in computer sciences. 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.