



Myers – Briggs Type Indicator® Career Report

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Report prepared for

ESFP

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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

Source of Energy

Mode of Taking in Information

Mode of Evaluating Information

Lifestyle

Extraversion-Introversion (E-I)

Sensing – intuition (S-N)

Thinking – Feeling (T-F)

Judging – Perceiving (J-P)

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

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

ESFP Snapshot

ESFPs are friendly, outgoing, fun-loving, likable, and naturally drawn toward others. They enjoy working in groups with other lively, fast-paced people, as well as offering alternatives based on common sense. Although the descriptors below generally describe ESFPs, some may not fit you exactly due to individual differences within each type.

Adaptable	Casual	Cooperative
Easygoing	Enthusiastic	Friendly
Outgoing	Playful	Practical
Sociable	Talkative	Tolerant

ESFP 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.

LEARNING

The ESFP student will often...

- Learn most effectively through doing
- Desire to hear information that can be applied
- Retain a large amount of facts and remember events
- Require an adequate amount of time to discuss information
- Prefer to study with others
- Struggle in a traditional, theory based learning environment
- Spend minimal or no time completing extra reading

WRITING

The ESFP often excels at writing about their personal experiences. They tend to use humor and character or font emphasizing to convey their natural communication style. However, they should be cautious that their conversationalist approach to writing matches the topic. A formal style of writing may be necessary for more serious issues. ESFPs are often able to handle multiple ideas at once but may feel overwhelmed when working on large writing projects. They are often inclined to share their ideas with others and may find that their discussions help to increase their creativity. The ESFP may struggle with starting their writing because it involves working in an independent environment.

In the writing process, the ESFP will often...

- Begin by discussing what they currently know
- Rely on their past experiences
- Gather a lot of information through books but should be cautious not to overwhelm themselves with too much data
- Overcome writing procrastination by limiting their initial reflection
- Tailor their writing to capture the audience's interest
- Need to revise the original draft to use more professional language and reduce paragraph size

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 structure their work so that they receive a reward after completing an uninteresting task or spending time on their own.

WORK RELATED STRENGTHS

- Lots of energy and enjoyment of being active on the job
- Ability to adapt well to change and shift gears quickly
- Sensitivity to people's needs and desire to help them in real ways
- Caring nature; you're a cooperative team player
- Ability to make work fun and exciting
- Practicality and great common sense
- Loyalty to the people and organizations you care about
- Process oriented approach; you create a lively and fun atmosphere at work
- Flexibility and willingness to take calculated risks and try new approaches
- Desire to cooperate, pitch in, and help people in real and concrete ways
- Ability to clearly assess current resources and conditions and immediately see what needs to be done

WORK RELATED WEAKNESSES

- Difficulty working alone, especially for extended periods of time
- Tendency to accept things at face value and miss deeper implications
- Dislike of advance preparation; you have trouble organizing your time
- Difficulty seeing opportunities and options that don't exist at the moment
- Tendency to take criticism and negative feedback very personally
- Trouble making decisions
- Impulsiveness and tendency to be easily tempted or distracted
- Dislike of excessive rules and structured bureaucracy
- Difficulty making logical decisions if they conflict with personal feelings
- Resistance to setting long-term goals and difficulty meeting deadlines
- Difficulty disciplining self or others

CAREER SATISFACTION FOR ESFP

Doing work that

- Lets me learn from hands on experience, where I look for solutions to problems from gathering all the facts at my disposal and by using common sense
- Lets me get personally involved in the tasks at hand, working directly with clients or customers, out in the field rather than away from the action
- Lets me work with lots of other people in an active and social environment, with variety, fun, and spontaneity
- Requires skillful handling of people and conflicts, the ability to ease tensions to help groups work more cooperatively, and the ability to motivate others
- Lets me juggle multiple projects or activities, especially those that use my aesthetic taste and sense of design
- Lets me interact throughout the workday with other easygoing and social people who share my enthusiasm, energy, and realistic point of view
- Lets me work on projects that are of immediate utility and take into account the needs of people around me
- Is done in a friendly and relaxed environment, without hidden political agendas
- Rewards my hard work and good intentions, and where I feel appreciated for my contributions
- Lets me have fun, enjoy everyday surprises, and where there is a minimum of bureaucracy, rules or restrictions

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 decision deadline

JOB SEARCH

During their job search, an ESFP will often...

- Gather information through observing and asking questions
- Benefit from creating and following a job search plan
- Network extensively with their large group of contacts
- Need to consider additional job possibilities that are not currently obvious
- Need to be cautious not to personalize job rejections
- Delay their decision and should be careful not to miss opportunities or avoid making a decision
- Benefit from examining the future implication of taking the job

During an interview, an ESFP will often...

- Create a feeling of rapport with the interviewer
- Enthusiastically relay their ability to handle difficult situations, work on a team, and embrace new challenges
- Need to be cautious not to talk too much and should be prepared to answer hypothetical questions
- Need to learn how their people skills can be tied to the 'bottom line' and be able to discuss this with the interviewer
- Remain open and flexible when negotiating their specific job requirements

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.

Students Employment & Career Centre. (n.d.). Retrieved 12 1, 2012, from University of Saskatchewan: <http://www.usask.ca/secc/>

POPULAR OCCUPATIONS FOR ESFP'S

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

- Child care worker
- Factory Supervisor
- Receptionist
- Teacher
- Food Service Worker
- Cashier
- Designer
- Life Guard
- Transportation Worker
- Library Worker

(ALLEN L. HAMMER - INTRODUCTION TO TYPE AND CAREERS)

- Health care and health care products
- Medical technology
- Respiratory therapy
- Hospitality and lodging
- Fitness and training
- Child care
- Counseling
- Sales
- Cosmetology
- Transportation
- Office Worker, Book Keeping
- Designer
- Construction and trade
- Recreation, coaching, life guard
- Nursing
- Religious education
- Pharmacy
- Library worker
- Outdoor careers: gardening, forestry
- Veterinary medicine

(CHARLES R. MARTIN, PHD - LOOKING AT YOUR TYPE "YOUR CAREER")

- Book keeper
- Cashier
- Clerical supervisor
- Cosmetologist
- Physician's Assistant
- Nursing aide
- Floral designer
- Physical therapist
- Rehabilitation counselor
- Receptionist
- Aeronautical engineer
- Dental assistant
- Flight attendant
- Library worker
- Musician
- Primary Care physician
- Dental hygienist
- Film producer
- Religious worker
- Marine biologist
- Medical assistant
- Medical technician
- Designer
- Counseling and Support
- Transportation worker
- Teacher
- Travel agent
- Project editor
- Photographer
- Special events producer
- Public relations specialist
- Biologist
- Veterinarian

(DONNA DUNNING - WHAT'S YOUR TYPE OF CAREER)

- Emergency Room Nurse
- Athletic coach
- Substance abuse counselor
- Child welfare counselor
- Exercise Physiologist
- Respiratory Therapist
- Flight Instructor
- News Anchor
- Home health aide
- Radiological technician
- Occupational therapist
- Social worker

- Painter
- Art Therapist
- Registered Nurse
- Nursing instructor
- Cardiology technologist
- Transplant Coordinator
- Photographer
- Film producer
- Police/Correction
- Carpenter
- Special Events Coordinator
- Character Actor
- Teacher: Art, Drama , Elementary, Special Education
- Pharmacy technician
- Floral Designer
- Park Naturalist
- Receptionist
- Travel Agent
- Merchandise Planner
- Home health social worker
- Speech and Language Pathologist
- Personal Fitness Trainer
- Sketch Artist
- Pilot
- Flight Attendant
- Costume Specialist
- Forester
- Interior Designer
- Aerobics Instructor
- Team Trainer
- Secretary
- Diversity Manager
- Vocational Counselor
- Emergency Medical Technician
- Marine Biologist
- Physical Therapist
- Landscape Architect
- Massage Therapist
- Waiter/ Waitress
- Silver Smith
- Retail Sales
- Insurance Fraud Investigator
- Hospice Worker
- Podiatrist
- Developer of educational software
- Dog trainer
- Cartoonist and Animator
- Dental Assistant
- Medical Assistant
- Exhibit Builder
- Farmer
- Chef & Head Cook
- Game Keeper
- Television Camera Operator
- Labor Relations Mediator
- Retail merchandiser
- Home Health Care Sales
- Host/Hostess
- Environmental Scientist
- Travel Sales/ Broker
- Optician
- Zoologist

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

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 ESFP 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, ESFPs 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 ESFP

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with ESFP preferences are, however, less often attracted to careers and occupations that are highly structured, oriented largely to theory and technology, or are largely quantitative, such as careers in engineering, management finance and computer sciences. They also tend to be found much less often in careers that require a more impersonal and analytical approach to people, as in the social sciences or law, or that have very little contact with people, as in research.