



PERSONALITY
CENTRAL



ESFP

CAREER REPORT

Discover your Ideal Career Path
with Personality Type

ETHAN LIN

3rd Edition

ESFP CAREER REPORT

Copyright © Personality Central 2018

All Rights Reserved. No portion of this book may be reproduced, stored in a retrieval system, or transmitted in any form or by any means – electronic, mechanical, photocopy, recording, scanning, or other – except for brief quotations in critical reviews or articles, without the prior written permission of the publisher.

Published in Singapore

Disclaimer:

Although the author and publisher have made every effort to ensure that the information in this book was correct at press time, the author and publisher do not assume and hereby disclaim any liability to any party for any loss, damage, or disruption caused by errors or omissions, whether such errors or omissions result from negligence, accident, or any other cause.

CONTENT PAGE

Message from the Author	4
Overview	6
Career Suggestions	8
Organisational Culture	13
Job Seeking	16
Work-Related Strengths and Weaknesses	21
Finding Job Satisfaction	25
Reflection Exercise	27
Last Words	28

MESSAGE FROM THE AUTHOR

Choosing a career can be a daunting thing for people of any age.

How are we supposed to choose a career anyway?

The way society looks at careers feels so.... Final.

As if once the career is chosen, your life path is forever set and you'll either be happy or sad for the rest of life.

Feels like the same pressure you have to marry the right person!

The truth, as with most things, is somewhere in the middle.

There are indeed people who have resigned from finding a life of passion, fulfilment and joy that comes from choosing the right career.

They've given up.

Just settling for a routine life that pays the bills.

And yet there are those who chose the wrong career at the start, but yet eventually found the right one through exploration and research.

I was the latter.

I (INFP) studied accounts in university because I happen to be good in Math, only to find out midway that I HATED numbers.

I wanted to quit halfway, but because I was on scholarship, I persisted through but vowed never do to accounts in my life.

I went on to pursue my passion for understanding Type.

So here I am today.

The journey took several years, but I think I'm beginning to find my way.

Personality Type does not explain everything in life but knowing it is a big plus. Knowing it early, because you even choose your first field of study or job is even better.

I wished I learned this earlier in my life.

I wrote this because I know it will help you make a better decision in your professional life and I hope it will bless you tremendously and give you insights into yourself.

To your success!

Best Regards,

A handwritten signature in dark grey ink that reads "Ethan Lin". The script is fluid and cursive, with the first letters of "E" and "L" being capitalized and prominent.

Ethan Lin
Founder,
Personality-Central.Com

OVERVIEW



We will begin an overview of the ESFP personality with their natural strengths:

STRENGTHS

- **Team Players**
They are great co-workers who value cooperation, harmony and teamwork.
- **Proactive**
They are ardent problem solvers who relish experimenting and trying out better solutions to existing problems.
- **Practical and realistic**
They are rational and down-to-earth individuals who are great communicators.
- **Friendly and Warm**
They are warm-hearted and gregarious individuals who are able to make friends and build good relationships with most people.
- **Persuasive**

Due to their persuasive nature, they find it easy to influence others to follow them to achieve an objective or champion a cause.

BLIND SPOTS

- **Bad planning skills**

Their easy-going nature implies that they are naturally not good in their planning skills, including budgeting, time management and handling of deadlines.

- **Easily distracted**

They get excited by interesting tasks or projects but may be distracted when something or someone else catches their attention.

- **May lack consideration of logical consequences**

Due to their feeling nature, they may only consider implications of their decisions on their values or the opinions of their peers and miss out the logical consequences of their actions.

CAREER SUGGESTIONS



I must stress that all personality types exist in all occupations.

Due to other factors involved such as interests, geography, salary and working hours, most people do not end up in occupations that ideally fit their personality.

However, if you are in a job or career that is not ideal for your type:

- You may experience difficulty communicating or agreeing with your co-workers. Because everyone else speaks a different language from you, you may find communication issues arising in the course of your work.

- What you deem to be important in a job may not be in sync with your colleagues; hence, the use of your personalities' strengths in the course of your work may not lead to promotion or reward.
- Because you do not feel your work is valued, you may experience stress, dissatisfaction, burnout and lack of productivity.

It doesn't mean you have to quit your job right now.

As you will learn later on in this guide, you can find satisfaction in your current job with some simple strategies.

With that, let's look at some possible careers for the ESFP:

EDUCATION AND SOCIAL WORK

ESFPs' warm and caring nature is perfect for educating young minds and reaching out to the down and out.

Their attention to detail and ability to teach subjects methodically makes them suitable for primary level education.

Their intrinsic compassion for people will attract them to the field of practical work.

These include: ➤

- Teacher (Primary and Secondary Education)
- Early childhood educator
- Child care provider
- Sports coach
- Social worker
- Community service officer
- Corporate social responsibility executive
- Counsellor

HEALTHCARE

ESFPs will enjoy working in healthcare, where their role is about meeting the practical health needs of their patients.

Their attention to detail will ensure that no small symptom or condition gets overlooked and that patients' needs are being met at every moment.

The need for flexibility in the job is also natural for the ESFP who may need to attend to unusual conditions or situations in the course of their work.

Opportunities in this field could include:

- Nurse
- Head nurse
- Traditional Chinese Medicine doctor
- Family doctor
- Optician
- Dentist
- Massage therapist
- Surgeon
- Medical assistant
- Physiotherapist
- Hospice worker
- Physician
- Paediatrician
- Chiropractor
- Nutritionist
- Speech-Language Pathologist

ENTERTAINMENT

Being light-hearted, humorous and easy-going, ESFPs are natural in the entertainment industry.

They enjoy the variety of projects and tasks they will be engaged in, and they will thoroughly revel in making someone else's day through their service.

Some of these careers are:

- News anchor
- Photographer
- Tour guide

- Film producer
- Performer
- Actor
- Stand-up comedian
- Talk show host
- Events coordinator
- Artist
- Fashion designer
- Musician

SALES AND SERVICE

ESFPs, with their warm, hearty and gregarious nature, are likely to attract many people to them.

This makes them suited for sales and service.

Their attention to detail and the needs of others also makes them excellent at sales pitches and in making others feel that they're well taken care of.

Some jobs in sales and service could include:

- Retail executive
- Public relations officer
- Police officer
- Chef
- Real estate agent
- Sale representative (Tangible goods)
- Insurance agent
- Flight attendant
- Waiter/Waitress
- Host/Hostess
- Recreational therapist
- Motivational trainer
- Florist
- Telemarketer
- Receptionist

GROUNDWORK

ESFPs are good with the use of their hands.

They have good body memory and remember things by doing them, as opposed to learning it in a classroom setting.

This makes them excellent artisans, and they will be adept at jobs that require their dexterity and deftness in the handling of objects or things.

Some jobs they may enjoy:

- Park Ranger
- Flight Instructor
- Forester
- Fire Investigator
- Farmer
- Carpenter
- Park Naturalist
- Air Traffic Controller
- Landscaper
- Interior Designer

Remember that this list only seeks to be a guide for what you can do and is not exhaustive.

There are hundreds of career choices out there that you can consider.

What you should take away from this section is to understand why certain jobs appeal to you and apply it to possible career paths in your consideration.

ORGANISATIONAL CULTURE



Even though you're in the right job, it is the culture or environment of the organisation that will ultimately determine your job satisfaction.

There are work environments that will support your development, and there are those that simply frustrate and stress you out.

When you are applying or considering a new job, consider looking for organisations that are known to have:

- **Service-Oriented**

ESFPs look for organisations that complement their natural gift for service to others.

This doesn't mean exemplary service for customers, but a culture of service toward their colleagues and peers.

You can find out which companies have such a working culture by approaching and speaking to people in the company such as at careers fairs and open house events.

- **Energy**

ESFPs enjoy being part of an active and energetic organisational culture that is always on the go and actively engaged in some work or project.

This could include cultures that require them to move around a lot as part of their job or work that requires engaging with different people in the day.

You can find out more about the organisational culture by posing a question to the interviewers about daily work life.

- **Collaborative and Cooperative Environment**

ESFPs like collaborative and cooperative work cultures where colleagues have to come together and work to achieve organisational objectives.

They enjoy the human interaction in the course of their work and are energised by these positive interactions.

In generally, project-based jobs will require some level of collaboration, so you should look out for that in job scopes.

STRESSORS

- **Cold or distant manager**

ESFPs, being warm and friendly, expect others around them to be likewise.

When they encounter a manager or superior who is cold, distant and overly task-oriented, they find it very stressful to work with them as they cannot be their usual self.

- **Overly serious environment**

ESFPs like fun, stimulating and friendly work environments with a lot of enjoyable social interaction with their colleagues.

Overly serious environments or hostile and competitive colleagues will be a major source of work stress for the ESFP who see the need to find personal friends at their workplace.

JOB SEEKING



The job search process is unique to each personality.

In this section, you will learn about strengths and weaknesses inherent to the ESFP's personality during the job search process.

This includes exploring careers, choosing one, and the interview process.

STEP 1: THE CAREER EXPLORATION PROCESS

The ESFP's career exploration process usually consists of:

- **Having immediate and tangible goals**
ESFPs have immediate and tangible careers goals such as a target salary, working hours, job nature and responsibilities.

They will usually have a clear idea of what they're looking for before they start.

- **Taking advantage of unforeseen circumstances**

ESFPs stay open to opportunities that present themselves along the way and readily take advantage of unforeseen circumstances that may favour them.

- **Talking to experienced people**

ESFPs will attempt to find people who are already in the current industry or have experience in their jobs and speak to them about how the job is like.

The feedback they get from these people will eventually play a big part in their career decisions.

ESFPs may have blind spots in these areas:

- **No action plan to achieve goals**

ESFPs may have an issue coming up with an action plan to achieve their long-term career goals.

Often, they will choose a career simply based on their immediate preferences.

Speak to your peers in the industry and talk to them about how you should plan your career progression.

Create a plan and stick to it.

- **Missing long-term potential of jobs**

As mentioned, ESFPs may choose a career just based on their immediate preferences like salary, working hours, job nature and so on.

However, they may reject a job based on these factors despite it having great long-term potential.

Consider and weigh long term and short term factors together before you make a decision.

STEP 2: CHOOSING A CAREER

After looking at all your options, you will decide your choice.

Here are some things ESFPs will usually do when it comes to making the decision:

- **Personal Values**

Before they decide on their careers, ESFPs will consider what is important to them such as their personal interests, principles or relationships and how their choice of careers will affect these.

However, ESFPs should also consider these:

- **Consider logical consequences of decisions**

ESFPs should also consider logical consequences of their decisions before they choose a career such as considering long-term goals and direct implications on their lives as well.

They should do a cost-benefit analysis of choosing one job over the other.

- **Set deadlines for decisions**

Because of all the possibilities they are considering, ESFPs may be reluctant to decide for their career choice.

Set deadlines for your decision and ensure that you stick to them and possibly find someone you can be accountable to.

STEP 3: GETTING THE JOB

After you choose a few possible alternatives and sending your resume, the next step is to ace the interview.

In this section, you will understand your strengths in the interview process and some blind spots you have to watch out for.

- **Impress others with your competence**

One of your greatest strengths is in your success in whatever you commit yourself to.

You should talk about your past achievements and successes to show your competence.

- **Have an extensive network of contacts**

Because of their easy-going and friendly nature, ESFPs have a wide network of business and personal contacts.

This network can potentially be a huge asset to your organisation, and it will be a huge plus factor to mention your leverage with your contacts within the same industry as your prospective job.

With these strengths, you should be able to ace your interview.

Here are three tips to make your interview even better.

- **Pause during interviews so that others can ask questions**

ESFPs may see a need to continually speak to get their points across without giving a chance for the interviewers to reflect or ask a new question.

Learn to pause and allow silence so that interviewers can consider and evaluate your answers before moving on to another question.

If anything, it will show the interviews that you are a good listener as well.

- **Prepare for hypothetical questions**

You are comfortable with practical, concrete questions which deal with current realities; however in interviews, sometimes you may get questions that deal with the hypothetical (i.e "suppose you get a million dollars...").

Understand that these questions are to help the interviewers understand you more as a person based on your decisions.

- **Make sure networking time is productive**

When you are speaking with your prospective employer, do note not to spend too much time having a small talk or chatting about irrelevant subjects.

While little small talk is required to build rapport, remember to stay focused and asked the question you need to know about the job.

WORK RELATED STRENGTHS AND WEAKNESSES



Getting the job is only the beginning of your journey.

Along the way, you will still face challenges in your workplace.

Ultimately, the way to excel in your workplace is to take up roles that take advantage of your personality strengths and minimise the use of your weaknesses.

In this section, I have included your personality strengths, weaknesses, and some tips for professional development.

STRENGTHS

- **Great team player**

ESFPs are great team players who are excellent additions to any work team due to their loyalty and support of their teammates.

- **Loyal to peers**

ESFPs possess a strong loyalty to their peers and will stand up for them whenever necessary.

They make trustworthy colleagues and great friends.

- **Active and energetic**

They are always proactive in their jobs, initiating and on top of the ball most of the time.

They enjoy being active and moving about in the course of their work.

- **Adaptable**

ESFPs are very adaptable and flexible.

They adjust to organisational changes very well even thriving on these changes and will often shine in such situations.

- **Practical and realistic**

ESFPs are practical and realistic in the expectations of their work and prefer to deal in the tangible.

It is usually quite a straightforward task to understand them.

- **Risk taker**

ESFPs are entrepreneurial and risk-taking; they like the thrill that comes from taking calculated risks and riding the wave of uncertainty.

- **Process-oriented approach**

ESFPs take a process-oriented approach to their tasks.

They are always asking questions such as, "Is this the best method of approach?" or "Is there any way it can be done better?"

WEAKNESSES

- **Difficulty working alone**

Needing human interaction in the course of their work, ESFPs will find it hard to focus and work alone for long periods of time.

- **Trouble with time management**

Being easy-going and fun-loving, ESFPs are not the best planners with their time.

They might have trouble with schedules, deadlines and balancing several of these at once.

- **Take negative feedback personally**

Even though ESFPs understand that some negative feedback is necessary for improvement, it will still nonetheless hurt them as they will take it personally.

- **Hard to make logical decisions**

ESFPs may take a personal stance in work situations and become overly emotional about it, hence making it difficult for them to use impersonal, logical analysis to approach these situations.

- **Do not set long-term goals or deadlines**

ESFPs are easily distracted by the surrounding environment while working and thereby do not keep to their work commitments such as project deadlines.

They may often not finish work on time and require an extension.

PROFESSIONAL DEVELOPMENT

- **Learn to consider your inner values**

Living in the moment and experiencing the present as it is can sometimes cause the ESFP to forget their inner values.

They may be too influenced by their peers and colleagues and drift away from what they deem important.

Revisit your values regularly and ask yourself what principles and standards you want to live by.

- **Use your understanding of your audience to speak to their needs**

ESFPs have an amazing grasp of the motivations and feelings of people, and you should use that to your advantage.

When you're selling or speaking to an audience, use your knowledge of people to tune a message to answer their needs accordingly.

- **Set specific goals and hold yourself accountable**

ESFPs may drift away from their long-term goals due to distractions and influences from the environment.

Learn to set specific goals for yourself and hold yourself accountable to fulfil them.

Better yet, find someone else who can keep you on track for your goals.

FINDING JOB SATISFACTION



You may not always get the job you want, or even if you do, you might find that the things you do on a daily basis do not use your personality strengths.

This is just reality; most people do not get perfect fits for their jobs.

However, by altering your job scope, you can put yourself in a position where your personal strengths are used, and you become a recognised and valued individual in the organisation.

Here are some tips for altering your job scope to your personality:

- **Volunteer for projects**

If your work is routine, volunteer for one-off events or projects that you can be a part of.

You will find more job satisfaction in the variety that these one-off projects can give you.

- **Create some short-term achievable goals for yourself**

A long-term goal may seem too far away and vague for you to be inspired by.

Create some short-term personal goals for yourself and strive to achieve them.

These goals should be achievable enough for you to achieve in a few days to a few weeks.

- **Suggest ways of brightening up your work environment**

If work is too serious, it can bore or even frustrate you.

Suggest to your department head about ways to make your work environment more enjoyable with some simple ideas; it could range from having a pool table at work to having a monthly department bonding session.

- **Avoid working alone for extended periods of time**

You need social interaction as part of your work for you to be effective.

If your work does not allow that, consider volunteering to be part of a committee or a project so that you don't have to work alone for too long.

- **Find time for physical activity**

The office environment is usually not suited for physical activity.

If you work in an office, look for a nearby gym or some recreational group in your organisation that you'll be able to participate in to help fulfil your need for physical action and movement.

REFLECTION EXERCISE

Describe what you want from your ideal job.

Don't list out the type of jobs that you want, but rather the nature of activities you prefer to be involved in.

e.g. Instead of writing that you would like to be a manager, write out that you would enjoy people management, organising and strategising.

List out at least three occupations or careers that will allow you to use your preferred skills as stated above.

Write out some weaknesses or blind spots you can start developing today to help you succeed in your chosen career.

LAST WORDS



Finding an ideal career is a challenging task, and even with the guidelines and advice given in this report, you still may not end up in your ideal career.

The truth is we live in a world where many other factors come into consideration: salary required to support our families, working hours, travelling time, personal interests, economic conditions, availability of jobs.

Nonetheless, this report will help you to understand more about yourself and which jobs will appeal to you.

Whichever career you are in, you can take these insights with you and use them to your advantage.

Most importantly, understand that your personality is unique.

Sometimes, we can be very discouraged and second guess ourselves on the job, especially when we are in a career that does not support our personality preferences.

Granted, to be successful in certain careers require you to act and behave in some ways, but you must come to a point where you understand the difference between who you are and what you do.

While you can adapt what you do and how you behave in certain situations, you must always live with the understanding of who you are and not be apologetic about it.

When you fully accept yourself, you will find happiness, confidence and courage to be the best you can be.

Here at Personality Central, we hope to bring out the best in you through the insights with personality type.

For more information, please visit www.personality-central.com.