



PERSONALITY
CENTRAL



ESFJ

CAREER REPORT

Discover your Ideal Career Path
with Personality Type

ETHAN LIN

3rd Edition

ESFJ CAREER REPORT

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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 black ink that reads "Ethan Lin". The script is fluid and cursive, with the first name "Ethan" and last name "Lin" clearly distinguishable.

Ethan Lin
Founder,
Personality-Central.Com

OVERVIEW



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

STRENGTHS

- **Warm and Sympathetic**
They are affectionate individuals, always willing to lend a listening ear or a helping hand to those that need it.
- **Cooperative**
They prefer to collaborate with others to achieve common goals as opposed to competing with them.
- **Practical and pragmatic**
They are down-to-earth people who trust practical, concrete and factual information and dislike vague or abstract concepts.
- **Loyal**
They are steadfast friends who are willing to stand by those whom they consider important to them.
- **Decisive**

They are decisive and organised when it comes to planning their schedules and their work.

BLIND SPOTS

- **May come across as bossy or domineering**

Because of their natural tendency to be decisive on most issues, ESFJs may come across as bossy or domineering to their friends and colleagues.

- **May overlook their needs**

ESFJs strive to look out and meet the practical needs of those around them, sometimes at the expense of their own.

They may become overburdened or burnt out as a result of doing so.

- **Conflict avoidant**

As task-oriented as they are, ESFJs prefer to avoid conflict when it comes to issues that affect them personally, even though these conflicts could lead to progress and growth.

As such, they may harbour a lot of negative emotions within.

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 ESFJ:

BUSINESS AND MANAGEMENT

ESFJs will enjoy certain careers in the bustling world of business and management, especially those that involve working closely with others or involve adding practical value to clients.

They enjoy building personal relationships as part of their work.

The following careers may appeal to ESFJs:➤

- Public relations officer
- Personal financial adviser
- Real estate agent
- Insurance agent
- Management consultant
- Real estate appraiser
- Hotel Manager
- Sales Representative (Tangible goods)
- Restaurant Manager/Owner
- Marketing Executive
- Project Manager
- Secretary
- Accountant
- Auditor
- Receptionist

HEALTHCARE

Healthcare is one of the most suitable careers for the ESFJ.

ESFJs are compassionate individuals who enjoy administering care to others.

They enjoy interacting with people as well as listening and meeting their needs.

The follow careers will likely appeal to ESFJs:

- Physiotherapist
- Family doctor
- Surgeon
- Nurse
- Dentist
- Nutritionist
- Optician
- Veterinarian
- Pharmacist
- Social Worker
- Chiropractor
- Fitness Instructor
- Athletic coach

EDUCATION

ESFJs are also enjoying teaching and empowering people in practical ways through the education system.

Their methodical and task-oriented approach to teaching will ensure their students' understanding of the subjects.

Teaching at younger levels is more appropriate for ESFJs as the tertiary education system often involves abstract concepts; something which ESFJs are not as comfortable with.

Some possible career choices are: ➤

- School principal
- School Counselor
- Child care teacher

- Childcare centre director
- Early childhood educator
- Religious Teacher
- Teacher (primary, secondary and vocational)
- Any other job that involves teaching practical skills or information

SOCIAL SERVICE

ESFJs are usually avid volunteers in their community.

They see the need to be personally involved in serving those that require groundwork and their warmth and compassion often shines through in the roles they take up.

If there is an opportunity, ESFJs can consider the following careers in the social service: ➤

- Social Worker
- Counsellor
- Special Needs Teacher
- Minister or Pastor
- Full-time volunteer

SERVICE

ESFJs will find themselves at home in the service industry, where their job is mainly to service and meet the needs of their customers.

Their willingness to build personal relationships and offer assistance beyond what is required of them will make them outstanding among their peers.

They can consider service in the following jobs:

- Customer Service Officer
- Service Banker
- Retail Assistant
- Barber
- Hairdresser
- Food Caterer
- Tour Guide

- Translator
- Air steward/stewardess
- Receptionist
- Typist
- Travel Agent

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:

- **Tradition and Stability**

Security and stability in a job are important for an ESFJ, who prefer working in traditional work environments that have clear structure and hierarchy.

They enjoy the predictability that traditional and stable organisations offer.

Narrow your job search to multi-national corporations if this is important for you; these are more likely to be established organisations as compared to small or medium enterprises.

- **Friendly and Cordial Environment**

ESFJs like work environments that are amicable.

Besides having a professional relationship with their colleagues, ESFJs enjoy building personal ties with them.

You can consider most recommended careers in the healthcare; service and social service sector as they usually have friendly and cordial environments.

If you're looking to break into other industries, speak to some people within the company to get a sense of the organisation's culture.

- **Collaborative Work**

ESFJs revel in organisations that promote harmony, closeness and teamwork.

They like working on projects that require them to collaborate with their colleagues to achieve organisational goals.

It is likely that they will not enjoy work that requires them to compete with their colleagues, especially in harsher, more competitive sales positions.

STRESSORS

- **Cold and Unfriendly Manager**

ESFJs respect managers that are as friendly and harmonious.

They may not respect or may even look down on the manager if the manager is not so; thus ESFJs will find it hard to work with them.

- **Unclear rules or expectations**

ESFJs are comfortable with clear expectations set by their managers for their work.

When these are unclear, the ESFJ often find themselves lost, not knowing what they should be doing or how they should be doing it; this will be a source of great frustration for them.

- **Changing procedures or poorly defined policies**

ESFJs believe strongly in working within the defined policies or procedures of the organisation.

Their decision-making process involves these parameters, and if it is not properly defined or if it keeps changing, it frustrates ESFJs greatly because they have to change their positions constantly.

JOB SEEKING



The job search process is unique to each personality.

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

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

STEP 1: THE CAREER EXPLORATION PROCESS

The ESFJ's career exploration process usually consists of:

- **Having immediate and tangible goals**
ESFJs 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.

- **Having a clear plan to achieve goals**

ESFJs often have well-thought-out plans to achieve their career goals.

They will have considered most, if not all grounds with regards to each career option.

- **Talking to people with experience**

ESFJs will attempt to find people who are already in the current jobs or have experience in the 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.

ESFJs may have blind spots in these areas:

- **Missing unexpected opportunities**

Because ESFJs have already designed a plan in their head, they may overlook career opportunities that are unexpected or do not fit into their mental picture.

Keep yourself fully open to any opportunity that comes by and carries on brainstorming for any entirely new jobs that you would never otherwise consider; you might stumble upon some jobs that are even more suitable than the ones you are considering.

- **Consider long-term goals**

ESFJs are excited about immediate tangible job prospects or rewards but may forget to look at the longer-term implications of their career choices.

Ask yourself where you want to be in 5 to 10 years' time and find out if the current options you are considering will be a stepping stone for your aspirations.

STEP 2: CHOOSING A CAREER

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

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

- **Using a personal approach**

ESFJs often will take a subjective and personal approach to their decision making.

This means that the push and pull factors for the ESFJ will be unique to them, based on their values and life experiences.

- **Personal Values**

ESFJs will consider what is important to them when choosing a job, including the implications on their relationships and personal values.

However, ESFJs should also consider these:

- **Consider logical and objective factors of alternatives**

Before they decide on their careers, ESFJs should do a logical, objective analysis of all the alternatives, taking into consideration all factors such as time commitment, salary, job advancement prospects and personal development.

- **Time for consideration**

ESFJs are naturally decisive and want to conclude as soon as possible.

As a result, they might make hasty decisions even when it comes to a big decision like their careers.

Give yourself some time before accepting an offer.

That extra time will help you obtain more information or consider a few other factors that did not occur to you initially.

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.

- **Talk about your network**

Because of their warm and friendly nature, ESFJs 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 regarding contacts within the same industry as your prospective job.

- **Emphasize your ability as a team player**

You have a balance of task-orientation and people orientation.

While being task-based and competent, you are also sensitive to the feelings of others and have a natural inclination toward collaboration.

This makes you an outstanding team player, and you should emphasise this gift during the interview.

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

Here are two tips to make your interview even better.

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

ESFJs 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.

- **Emphasize on how your skills can help the organisation meet its objectives**

While personal values and passion can be factors that will help you get the job, remember that for many organisations, the bottom line is key.

Emphasize on how your people skills and your passion for the job can help the organisation meet its objectives for profit or productivity.

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

- **Decisive and strong organisation skills**

ESFJs are decisive individuals that have great ability to work well in organisations, managing their deadlines, projects and key performance indexes well.

- **Reliable and responsible**

ESFJs are very reliable and responsible, and you can trust them to complete whatever task you have assigned them without having to check on them.

- **Energy and drive to complete tasks**

ESFJs will have a lot of drive to complete the tasks that are assigned to them, usually ensuring that these tasks are complete before they rest.

Sometimes, they may even work overtime to complete them before they leave.

- **Practical and down-to-earth**

ESFJs are very practical and down-to-earth individuals who have no problem working with facts, numbers and concrete evidence to come to decisions.

- **Collaborative**

ESFJs very much prefer collaborative and cooperative work over the competition.

This makes them great team players as they preserve harmony and friendship within the group while getting the work done.

- **Follow policy and procedure well**

ESFJs have no problem working with the organisation's set policy and procedure and will ensure that all that they do is according to what has been established before.

This makes them great assets in big and established organisations.

WEAKNESSES

- **Overly sensitive to negative feedback**

ESFJs can take criticism or negative feedback too personally.

They must understand that feedback ultimately is for personal development and growth, and they must take care not to get offended by it.

- **Find It hard to work alone**

ESFJs are very social people, and they crave social interactions in the course of their work.

If they have to work alone for long periods of time, they will likely lose focus in their work and seek these interactions.

- **May be opinionated and rigid**

ESFJs may tend to conclude too quickly, hence coming across to others as opinionated and rigid in their stance.

Consider asking more questions and seeking more information before you make a stand.

- **May show favouritism**

ESFJs may be unaware of their tendency to show favouritism to those they like.

While this may not matter if you're an executive, you must be careful of it when you're a manager as favouritism may cause you to lose the respect of your staff.

- **Difficulty in focusing on the big picture**

ESFJs are focused on the immediate and tangible but may miss out on the long-term implications or the big picture.

Take a step back sometimes and look the possible impact of your work today in the future; it may change the way you do things.

PROFESSIONAL DEVELOPMENT

- **Share with management about the impact on policy on employees**

Sometimes, management may make policy changes that will impact the employees.

Use your strength in understanding people to help management understand how certain decisions will impact employees and how to communicate it in the most people-centred approach possible so that any possible tension can be diffused.

- **Leveraging on your memory to make current decisions**

You have a huge store of information about all your past experiences and observations.

Use these to your advantage to help your organisation make a well-informed decision.

- **Analyze what might help improve current projects**

Don't drive projects to completion.

Stretch yourself by using logical thinking to consider the factors that could improve current projects in progress.

Is it a change in personnel?

Is there a need for additional resources?

Will an adjustment of working hours increase current productivity?

- **Study the trends in your industry**

Besides focusing on the tasks at hand, consider the long-term for your organisation.

Study the trends in your industry and consider where your industry will be in 5-10 years' time.

How should the organisation be positioned for this change?

How can the work today be building toward this future?

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:

- **Ask your boss to set clear, tangible expectations**
It may be frustrating for you if you do not know what is exactly expected of you in the course of your work.

Consider speaking to your boss about setting clear, tangible expectations for you so that you know exactly when you've performed as required.

The clear expectations will help you become more focused and dedicated to your work as well.

- **Stay away from office politics or tense environments**

Harmony is essential for you, especially in an environment that you interact with daily.

If your office is full of politicking or tension, you will find it extremely hard to perform your job.

If such dealings are going on in your workplace, consider changing departments or request to be put on a project with an uninvolved group of people.

- **Implement efficiency systems and require direct-reports to use them**

If you are a manager, you can create systems that help promote efficiency in work and instruct your direct-reports to follow these systems.

This will ensure that you are not frustrated by differing expectations or subjective values and ensure that work is done in the best way possible.

- **Find social interaction during the day**

If your job requires you to work alone for long periods of time, make a conscious effort to build personal relationships in your workplace so that there will be some social interaction for you.

Ask your colleagues out for lunch or take short breaks at the pantry.

This short spurt of social interaction will keep you from becoming restless when working alone.

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.