[Jung Typology Test](http://www.humanmetrics.com/cgi-win/JTypes2.asp)

**ESFJ**

Extravert (22%) Sensing (12%) Feeling (34%)  Judging(28%)

* You have slight preference of Extraversion over Introversion (22%)
* You have slight preference of Sensing over Intuition (12%)
* You have moderate preference of Feeling over Thinking (34%)
* You have moderate preference of Judging over Perceiving (28%)

**ESFJ**

**Extraverted Sensing Feeling Judging**

Guardians of birthdays, holidays and celebrations, ESFJs are generous entertainers. They enjoy and joyfully observe traditions and are liberal in giving, especially where custom prescribes.

All else being equal, ESFJs enjoy being in charge. They see problems clearly and delegate easily, work hard and play with zest. ESFJs, as do most SJs, bear strong allegiance to rights of seniority. They willingly provide service (which embodies life's meaning) and expect the same from others.

ESFJs are easily wounded. And when wounded, their emotions will not be contained. They by nature "wear their hearts on their sleeves," often exuding warmth and bonhomie, but not infrequently boiling over with the vexation of their souls. Some ESFJs channel these vibrant emotions into moving dramatic performances on stage and screen.

Strong, contradictory forces consume the ESFJ. Their sense of right and wrong wrestles with an overwhelming rescuing, 'mothering' drive. This sometimes results in swift, immediate action taken upon a transgressor, followed by stern reprimand; ultimately, however, the prodigal is wrested from the gallows of their folly, just as the noose tightens and all hope is lost, by the very executioner!

An ESFJ at odds with self are a remarkable sight. When a decision must be made, especially one involving the risk of conflict (abhorrent to ESFJs), there ensues an in-house wrestling match between the aforementioned black-and-white Values and the Nemesis of Discord. The contender pits self against self, once firmly deciding with the Right, then switching to Prudence to forestall hostilities, countered by unswerving Values, *ad exhaustium*, winner take all.

As caretakers, ESFJs sense danger all around--germs within, the elements without, unscrupulous malefactors, insidious character flaws. The world is a dangerous place, not to be trusted. Not that the ESFJ is paranoid; 'hyper-vigilant' would be more precise. And thus, they serve excellently as protectors, outstanding in fields such as medical care and elementary education.

*(ESFJ stands for Extravert, Sensing, Feeling, Judging and represents individual's preferences in four dimensions characterizing personality type, according to Jung's and Briggs Myers' theories of personality type.)*

**Staff Development and Team Building**

**Personality type and the workplace**

In the workplace, it is common to encounter a mix of different personalities, viewpoints, past experiences, expectations, communication issues and conflicts. How can you get such different people to work as an effective team? How do you improve communication? How can you resolve and prevent conflicts? How can you help employees succeed in today’s fast-paced environment? How do you establish an effective work environment? How do you increase workplace productivity and job satisfaction? How do you motivate employees and become a better leader? These are just some examples of the workplace issues that can be effectively addressed once you are equipped with the results of the personality assessment of your employees that is specifically designed for the workplace – the Jung Typology Profiler for Workplace™ (JTPW™) - and the base of it is understanding your employees’ personality types and their natural behavioral preferences and gifts.

**ESFJ Career Choices**

**Extravert (22%) Sensing (12%) Feeling (34%) Judging (28%)**

ESFJs often find themselves in occupations that involve either a lot of direct interaction with other people (e.g. clients, other staff members) or involve responsibility for critical tasks (e.g. those that require complete attention or that may have serious consequences), or both. Very often ESFJs realize their potential in health care and various community care organizations. Other favored areas of occupation include social work, service-oriented professions as well as teaching (often at elementary schools).

[Jung Career Indicator™](http://www.humanmetrics.com/personality/jung-career-indicator) determines occupations and areas in which people of your type find themselves most fulfilled and content, are most successful, and in which they are likely most represented. The following listing includes examples of areas of occupation suitable from a personality type standpoint. Search of educational institutions[\*](http://www.humanmetrics.com/personality/esfj-careers?EI=22&SN=12&TF=-34&JP=28#dsclmr) that might be offering a relevant degree or training is also provided. The listing factors in the expressiveness of the four traits of your personality type: Extravert (22%) Sensing (12%) Feeling (34%) Judging (28%). Therefore, ESFJ type persons with different expressiveness scores might get a somewhat different list. Areas of occupation that are more aligned with your result appear first. Click occupation names to request information about programs.

[Personality Page-Four Temperaments](http://www.personalitypage.com/html/four-temps.html)

**Portrait of an ESFJ - Extraverted Sensing Feeling Judging
(Extraverted Feeling with Introverted Sensing)**

***The Caregiver***

As an ESFJ, your primary mode of living is focused externally, where you deal with things according to how you feel about them, or how they fit in with your personal value system. Your secondary mode is internal, where you take things in via your five senses in a literal, concrete fashion.

ESFJs are people persons - they love people. They are warmly interested in others. They use their Sensing and Judging characteristics to gather specific, detailed information about others, and turn this information into supportive judgments. They want to like people and have a special skill at bringing out the best in others. They are extremely good at reading others and understanding their point of view. The ESFJ's strong desire to be liked and for everything to be pleasant makes them highly supportive of others. People like to be around ESFJs, because the ESFJ has a special gift of invariably making people feel good about themselves.

The ESFJ takes their responsibilities very seriously and is very dependable. They value security and stability and have a strong focus on the details of life. They see before others do what needs to be done and do whatever it takes to make sure that it gets done. They enjoy these types of tasks and are extremely good at them.

ESFJs are warm and energetic. They need approval from others to feel good about themselves. They are hurt by indifference and don't understand unkindness. They are very giving people, who get a lot of their personal satisfaction from the happiness of others. They want to be appreciated for who they are, and what they give. They're very sensitive to others, and freely give practical care. ESFJs are such caring individuals, that they sometimes have a hard time seeing or accepting a difficult truth about someone they care about.

With Extraverted Feeling dominating their personality, ESFJs are focused on reading other people. They have a strong need to be liked, and to be in control. They are extremely good at reading others, and often change their own manner to be more pleasing to whoever they're with now.

The ESFJ's value system is defined externally. They usually have very well-formed ideas about the way things should be and are not shy about expressing these opinions. However, they weigh their values and morals against the world around them, rather than against an internal value system. They may have a strong moral code, but it is defined by the community that they live in, rather than by any strongly felt internal values.

ESFJs who have had the benefit of being raised and surrounded by a strong value system that is ethical and centered around genuine goodness will most likely be the kindest, most generous souls who will gladly give you the shirt off of their back without a second thought. For these individuals, the selfless quality of their personality type is genuine and pure. ESFJs who have not had the advantage of developing their own values by weighing them against a good external value system may develop very questionable values. In such cases, the ESFJ most often genuinely believes in the integrity of their skewed value system. They have no internal understanding of values to set them straight. In weighing their values against our society, they find plenty of support for whatever moral transgression they wish to justify. This type of ESFJ is a dangerous person indeed. Extraverted Feeling drives them to control and manipulate, and their lack of Intuition prevents them from seeing the big picture. They're usually quite popular and good with people, and good at manipulating them. Unlike their ENFJ cousin, they don't have Intuition to help them understand the real consequences of their actions. They are driven to manipulate other to achieve their own ends, yet they believe that they are following a solid moral code of conduct.

All ESFJs have a natural tendency to want to control their environment. Their dominant function demands structure and organization and seeks closure. ESFJs are most comfortable with structured environments. They're not likely to enjoy having to do things which involve abstract, theoretical concepts, or impersonal analysis. They do enjoy creating order and structure and are very good at tasks which require these kinds of skills. ESFJs should be careful about controlling people in their lives who do not wish to be controlled.

ESFJs respect and believe in the laws and rules of authority and believe that others should do so as well. They're traditional, and prefer to do things in the established way, rather than venturing into unchartered territory. Their need for security drives their ready acceptance and adherence to the policies of the established system. This tendency may cause them to sometimes blindly accept rules without questioning or understanding them.

An ESFJ who has developed in a less than ideal way may be prone to being quite insecure and focus all their attention on pleasing others. He or she might also be very controlling, or overly sensitive, imagining bad intentions when there weren't any.

ESFJs incorporate many of the traits that are associated with women in our society. However, male ESFJs will usually not appear feminine at all. On the contrary, ESFJs are typically quite conscious about gender roles and will be most comfortable playing a role that suits their gender in our society. Male ESFJs will be quite masculine (albeit sensitive when you get to know them), and female ESFJs will be very feminine.

ESFJs at their best are warm, sympathetic, helpful, cooperative, tactful, down-to-earth, practical, thorough, consistent, organized, enthusiastic, and energetic. They enjoy tradition and security and will seek stable lives that are rich in contact with friends and family.

[Keirsey Overview](https://keirsey.com/temperament-overview/)

**Portrait of a Guardian**

*Guardian keywords*

* FACTUAL
* DEPENDABLE
* STEADY
* CAUTIOUS
* LAW-ABIDING
* LOGISTICAL
* RESPECTABLE
* CONCERNED
* DETAILED

*Guardians make up 45% of the entire population*



Guardians share the following core characteristics

***Tend to be...***

dutiful, cautious, humble, and focused on credentials and traditions

***Pride themselves...***

on being dependable, helpful, and hard-working

***They make...***

loyal mates, responsible parents, and stabilizing leaders

***They are...***

concerned citizens who trust authority, join groups, seek security, prize gratitude, and dream of meting out justice

*Guardians are the cornerstone of society, for they are the temperament given to serving and preserving our most important social institutions. Guardians have natural talent in managing goods and services--from supervision to maintenance and supply -- and they use all their skills to keep things running smoothly in their families, communities, schools, churches, hospitals, and businesses.*

Guardians can have a lot of fun with their friends, but they are quite serious about their duties and responsibilities. Guardians take pride in being dependable and trustworthy; if there's a job to be done, they can be counted on to put their shoulder to the wheel. Guardians also believe in law and order, and sometimes worry that respect for authority, even a fundamental sense of right and wrong, is being lost. Perhaps therefore Guardians honor customs and traditions so strongly -- they are familiar patterns that help bring stability to our modern, fast-paced world.

*Practical and down-to-earth, Guardians believe in following the rules and cooperating with others.*

They are not very comfortable winging it or blazing new trails; working steadily within the system is the Guardian way, for in the long run loyalty, discipline, and teamwork get the job done right. Guardians are meticulous about schedules and have a sharp eye for proper procedures. They are cautious about change, even though they know that change can be healthy for an institution. Better to go slowly, they say, and look before you leap.

Guardians make up as much as 40 to 45 percent of the population, and a good thing, because they usually end up doing all the indispensable but thankless jobs the rest of us take for granted.

[*Providers*](https://keirsey.com/temperament/guardian-provider) take it upon themselves to insure the health and welfare of those in their care, but they are also the most sociable of all the Guardians, and thus are the great nurturers of social institutions such as schools, churches, social clubs, and civic groups. Providers are very likely more than ten percent of the population, and this is fortunate for the rest of us, because friendly social service is a key to their nature. Wherever they go, Providers happily give their time and energy to make sure that the needs of others are met, and that social functions are a success.

[Personality Club](https://www.personalityclub.com/blog/keirsey-temperaments/)

Read more at: <https://www.personalityclub.com/blog/keirsey-temperaments/>

