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**REALISTIC**  
**ENTHUSIASTIC** fun-  
**ADAPTABLE** loving  
 cooperative **friendly**

**ESFP** **OUTGOING**  
 tactful  
**ENTHUSIASTIC**

**ACTION ORIENTED** talkative  
**VIVACIOUS** **PERSUASIVE**

**RESOURCEFUL** keen  
**SOCIABLE** observers  
**SYMPATHETIC**  
**TOLERANT** generous **pleasant**  
 observant  
 playful optimistic

**SPONTANEOUS**  
**SUPPORTIVE** accept others  
**EASYGOING PRACTICAL**



Source: Introduction to Myers-Briggs Type® in Organizations (4rd ed.) by Sandra Krebs Hirsh and Jean M. Kummerow



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# ESFP

## Enthusiastic Improviser

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### Work Style

- Bring energy, enthusiasm, and a spirit of cooperation
- Present a positive image of the organization
- Offer action, excitement, and fun
- Link people, information, and resources
- Accept and deal with others as they are, even treating them generously

### Leadership Style

- Lead by promoting goodwill and teamwork
- Prefer managing initial steps of a project
- Defuse tense situations by putting people at ease
- Make things happen by focusing on immediate problems
- Facilitate effective interactions among people

### Potential Pitfalls

- May overemphasize subjective data in an effort to maintain harmony
- May jump into things without first reflecting on what is at hand
- May spend too much time socializing and neglect tasks
- May not always finish what they start

### Suggestions for Development

- May need to include logical implications in their decision making in order to depersonalize conflict
  - May need to plan ahead when managing work
  - May need to balance task and socializing time
  - May need to work on project and time management skills
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