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orderly
 VALUE FAMILY
 appreciative THOROUGH
 sympathetic **CONSISTENT**
ESFJ outgoing
DECISIVE
 RESPONSIBLE
 loyal **DOWN-TO-EARTH**
 enthusiastic PERSONABLE
STRONG practical
VALUES SOCIABLE
 harmonious **HELPFUL**
ORGANIZED
 RESPONSIVE respect
 cooperative rules
traditional
 TACTFUL REALISTIC
 conscientious



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



ESFJ

Supportive Contributor

Work Style

- Bring a service orientation and attitude
- Pay close attention to each person's needs, desiring to please
- Complete tasks in a timely and accurate way
- Respect rules and authority
- Handle day-to-day operations efficiently

Leadership Style

- Lead by giving personal attention to others
- Gain cooperation through good relationships
- Keep people well informed
- Set an example of hard work and follow-through
- Uphold organizational traditions

Potential Pitfalls

- May avoid conflict and pretend problems don't exist
- May ignore their own priorities because of a desire to please others
- May prescribe what they assume is best for others or the organization
- May not always take the time to step back, be objective, and see the bigger picture

Suggestions for Development

- May need to pay attention to disagreements and manage conflict
 - May need to factor in their personal needs and wants
 - May need to listen more objectively to what is really needed
 - May need to consider the logical, global implications of their decisions
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