

### ESFJ: (Extraverted-Sensing-Feeling-Judging)

- Are friendly, conscientious, and cooperative.
- Like all SJs they follow the rules and expect others to do the same.
- See problems clearly, delegate easily, and usually enjoy being in charge and seeing that things get done right.
- Are quick to see and provide what is needed with little fanfare. Naturally tuned to issues of inclusion, ESFJs make sure that no one is left out or forgotten.
- Have an innate sense regarding the tangible needs of others. ESFJs' attention is rarely passive; whether it is in the form of encouragement, gratitude, or support, they will know what is needed and will deliver without fanfare.
- Want to be appreciated for who they are and what they contribute.
- Are quite visible with their feelings when hurt. When this happens, ESFJs are often torn between expressing their hurt and disappointment at how wrong the other person's actions were (the SJ in ESFJs) with a natural drive to not want to hurt the other's feelings (the F in ESFJs). They may be seen fluctuating between critical and nurturing comments and being unable to stop until both needs have been fulfilled. It can seem as if they are having an internal battle between opposing forces, both needing to be expressed and neither wanting to let the other control the communication.
- As caretakers, are hyper vigilant to life's dangers and determined to protect against them. Can seem somewhat paranoid in this regard but that is usually not the case. They are simply wired to be comprehensively aware of what might go wrong and do whatever they can to make sure that it does not.
- Tend to put a lot of pressure on themselves to provide for others. When unable to do so, can become ruthlessly self-

rejecting, which may further impede their effectiveness an outcome that will trigger an even deeper level of self-rejection.