

ESFP Essentials

Motivator Presenter™

Extraverting • Sensing • Feeling • Perceiving



Core Themes

ESFPs are active and fun. They easily engage others. They have a sense of style and a talent to present things in a useful way. They look for ways to motivate and stimulate action, to take pleasure in life. They enjoy learning about people. ESFPs like their freedom and are open to taking risks. They are adaptable, charming, and enjoy opening others to what they can do. In their heart, they care deeply. Many kinds of tasks come naturally to them. Over-analyzing situations can trouble them.

Unpack the Stack: ESFPs...

Lead with “Active Adapting” (Se)

Enjoy the external world using their five senses and take concrete actions based on options before them.

Support by “Quiet Crusading” (Fi)

Listen to their feelings, convictions, and conscience to make choices that align with their identity and beliefs.

Struggle at “Timely Building” (Te)

Utilize measurable data, tools, resources, and efficient procedures as they organize and make effective decisions.

Aspire to “Keen Foreseeing” (Ni)

Focus on a vision of the future, and on insights and realizations from the inner hidden world of the unconscious..



Let's explore...

this type from various angles including 4 developmental variants. As you read, consider what fits for you (or others), what has remained the same or changed over time, and options for where to go from here.

How ESFPs Lead with Heroism

Energize the Process

Seek out stimuli. Often appear random, emergent, and enthusiastic. Attend to the here and now.

Active Adapting

Immerse in the present context.

Extraverted Sensing (Se)

Act quickly and smoothly to handle whatever comes up in the moment. Excited by motion, action, and nature. Adept at physical multitasking with a video game-like mind primed for action. Often in touch with body sensations. Trust your senses and gut instincts. Bored when sitting with a mental/rote task. Good memory for relevant details. Tend to be relaxed, varying things a little and scanning the environment, until an urgent situation or exciting option pops up. Then you quickly get “in the zone” and use your whole mind to handle whatever is happening. Tend to test limits and take risks for big rewards. May be impatient to finish.

What flavor of Active Adapting?

ESFPs can express this process in two ways. They likely develop a bias for one way early in life and may develop the other later.

“Mover” Se

Analytic/Yang Style: *active, focused, fixed, outward, top down*

Physically active. Move, and move others. Aggressive style. Tackle problems directly. Alert for relevant data. Court danger. Focus on actionable options for tangible, bottom-line results. Impulsive, strong, and can be crude.

“Sensate” Se

Holistic/Yin Style: *receptive, diffuse, flexible, inward, bottom up*

Absorb sensory experiences. Enjoy life’s pleasures. Trust rich sensory data. Prefer fun, relaxing activities. Attend to others’ motion and get in synch with them. Sensual style. Appreciate beauty. Artistic, graceful, and inviting.

How ESFPs Give Flexible Support

Refine Decision Making

Clarify what's universal, true or worthwhile. Often appear quietly receptive. Trust own judgments.

Quiet Crusading

Stay true to who you really are.

Introverted Feeling (Fi)

Listen with your whole self to locate and support what's important. Often evaluate importance along a spectrum from love/like to dislike/hate. Patient and good at listening for identity, values, and what resonates, though may tune out when "done" listening. Value loyalty and belief in oneself and others. Attentive and curious for what is not said. Focus on word choice, voice tone, and facial expressions to detect intent. Check with your conscience before acting. Choose behavior congruent with what's important, your personal identity, and beliefs. Hard to embarrass. Can respond strongly to specific, high-value words or false data. May not utilize feedback.

What flavor of Quiet Crusading?

ESFPs can express this process in two ways. They likely develop a bias for one way early in life and may develop the other later.

"Quester" Fi

Analytic/Yang Style: active,
focused, fixed, outward,
top down

Pursue a singular life quest or truth. Aim for moral clarity. Dedicated to a congruent set of beliefs. Align quest and core personal identity. Listen to a select voice like one's own conscience. Contain your feelings.

"Romantic" Fi

Holistic/Yin Style: receptive,
diffuse, flexible, inward,
bottom up

Live a life of deep quiet feeling. Listen to and harmonize with many voices. Pursue multiple soft quests. Allow room for inner and outer conflicts. Identity is subtle, diffuse, and varies in the context of each relationship.

ESFP Reminders* for Growth and Success

- ☐ Your ability to do basically anything in life moderately well is among your most impressive abilities.
- ☐ Do something good with your gift of genuine feeling by taking actions to help people.
- ☐ Always keep exploring, expanding your horizons, and trying out ideas to act on.
- ☐ Throwing yourself into work to meet a clear goal can bring rewards large and small.
- ☐ If you are unhappy, then your life lacks balance.
- ☐ Cultivate three friends who are different from you, because the people you have fun with can't help you grow.
- ☐ Sometimes it is best to let sleeping dogs lie.
- ☐ When people are avoiding or delaying an action, try to understand why before giving suggestions or helping them make a change.
- ☐ Let go of past injustices by keeping and sharing what you have learned.
- ☐ Remember to care deeply about your own well-being and happiness—as well as the desires of other people.
- ☐ Part of being selfish is not seeing the selfishness.
- ☐ It is important to check your imagination and perceptions by thinking about others' perspectives.
- ☐ Notice that real sophistication and substance are often complex, quiet, and hidden.

* Adapted from *Quick Guide to the 16 Personality Types in Organizations*



What Now?

Now that you've explored ESFP:

1. How do the strengths and challenges of this type show up in your life?
2. What's an insight or goal you can act on today in some way?
3. See the later chapters to leverage your subtype, neurotic zone, energy, and aspirations.