

CenterMark Type : ESFP

CenterMark Type Map Introduction

CenterMark is based on eight variables, with four pairs of preferences. In each preference pair, you fall more on one side of the scale or the other. Everyone has a natural preference for one of the two opposites on each of the four scales, but everyone uses each of the preferences to some degree. The differences in people result from our preference for:

Extraversion or Introversion (E – I) - Where they prefer to focus their attention and energies.

Extraversion Characteristics.

Those who choose Extraversion derive satisfaction from their involvement with people and their surroundings. They are energized by their affiliation with others and are easily engaged by friends and strangers alike. Extraverts prefer to explore ideas through conversation. They act-think-act.

Introversion Characteristics.

Those who choose Introversion want less interaction with others. They are energized by reflection and solitude. They prefer to voice their opinions after they have ample time to process the issue. They think-act-think.

Sensing or Intuition (S – N) - The way they prefer to take in information, the kinds of information they want and give weight to, and usually how they communicate information. The S and N preference seems to have the most influence on occupational choice.

Sensing Characteristics.

Those who choose Sensing tend to take in tangible information; this means they focus on present reality, count their practical experience, trust facts, and like full, detailed, and verifiable information. They are described as left-brain and identify with efficiency, standardization, cost benefits, precision and quick response.

Intuition Characteristics.

Those who prefer Intuition, on the other hand, tend to take in information as a kind of snapshot; they notice present reality but are quickly drawn toward connections, finding patterns in data and seeing possibilities in the future. Intuitors are described as right brain. They prefer to focus on possible innovations, new markets and products, and adding value.

Thinking or Feeling (T – F) - The way they prefer to make decisions and the different ways of prioritizing and organizing information and coming to conclusions.

Thinking Characteristics.

Those who choose Thinking take a detached approach. They step back to analyze the situation, assess the pros and cons, and choose the rationale alternative. They question and critique before making decisions. For them, a good decision is one that is based on objective reasoning

Feeling Characteristics.

Those who choose Feeling put themselves into the decision-making situation to assess how it will affect everyone involved: They will ask, Does it fit with my values? How does it affect people? For them, a good decision is one that "feels good."

Judging or Perceiving (J – P) - How people prefer to arrange their external lives. The J-P preference can be the source of the greatest amount of interpersonal tension.

Judging Characteristics.

Those who choose Judging plan ahead and work toward closure. They want structure and schedules, and like to come to decisions and move on. Judgers are annoyed by interruptions and surprises. For Judgers there is usually a "right way" and a "wrong way" to do anything.

Perceiving Characteristics.

Those who choose Perceiving like to have an open, fluid calendar with loosely defined plans. They find structure and schedules inhibiting, and trust their ability to respond resourcefully and energetically to changing environments and final deadlines. Perceivers enjoy the process and options. They handle surprises and interruptions well.

General Characteristics of CenterMark™ Sixteen Types

Below are thumbnail descriptions of each of the sixteen types. There is no right or wrong type, the workplace needs them all. Self-knowledge is validating and strengthening. An in depth description of each of the sixteen types is accessible on the type map.

Sensing Types		Intuitive Types	
with Thinking	with Feeling	with Feeling	with Thinking
ISTJ - 11-14% Overseer, Inspector Depth of concentration Detailed, Systematic Reliance on facts Super dependable Conservative Logic and analysis Task-oriented	ISFJ - 9-14% Provider Protector Depth of concentration Painstakingly systematic Facts and details Warmth and sympathy Stable, Dependable Organized	INFJ - 1-3% Prescient Developer Innovator of ideas Quietly forceful Grasp of possibilities Determined People-oriented Organized	INTJ - 2-4% Director, Strategist High achiever Logical Critical Decisive Innovator of ideas Independent, Determined Often stubborn
ISTP - 4-6% Practical analyzer Values exactness Cool and curious Observer, Reflective More interested in organizing data than situations or people	ISFP - 5-9% Sympathetic manager of facts and details People-oriented Dependable Systematic Concerned with systems and organization	INFP - 4-5% Proponent, Messenger Imaginative, Independent Reflective Inquisitive Empathic Perfectionist Possibilities vs Practicalities	INTP - 3-5% Inquisitive analyzer Creative ideas Definer Reflective, Curious Independent Logic and analysis Adaptable
ESTP - 4-5% Promoter, Realistic Adapter in the world of material things Practical Tolerant Detail-oriented	ESFP - 4-9% Performer, Entertainer Ease with environment Natural negotiator Observant Sociable	ENFP - 6-8% Planner of change Grasp of possibilities Communicator Integrator Understands others Energetic, Flexible	ENTP - 2-5% Planner of change Inventive Analytical Resourceful, Enthusiastic Offers solutions Alert and outspoken
ESTJ - 8-12% Executive type Industrious Decisive Fact-minded Aggressive Gets the job done Practical organizer	ESFJ - 9-13% Provider, Guardian, Harmonizer, Sociable Involved Realistic, Fact-oriented Opinionated Tuned to here and now Organized	ENFJ - 2-5% Teacher Imaginative, harmonizer Expressive, Opinionated Conscientious Persuasive Ideas and possibilities Organized	ENTJ - 2-5% Commander Innovative Organizer Aggressive, Forceful Analytic, Systematic Frank, Decisive New ideas and possibilities

The range of percentages given demonstrates distribution of types in the U.S. population at large.

Remember, the assessment is not a measure of your abilities in any area. It is designed to help you become aware of your particular personality and to understand and appreciate the ways in which people differ. Each type and each individual has special gifts. There is no right or wrong type. Each person is unique.

Your results on CenterMark suggest your probable type based on your choices, however you should decide if this fits your personal perceptions of your personality type. We suggest that you explore the descriptions of all the types to verify your results.

ESFP Introduction

Performers, Everyone's Friend, Diplomat

- Practical and realistic, with great common sense
- Act quickly to produce concrete, tangible results
- Build cooperation and participation by keeping everyone informed and included
- People-oriented, know everything that's going on

ESFP

Male 3-7%
Female 7-10%

Percent of
US Population

The theme of ESFPs is performing. Warm, fast, charming, and witty, they want to have an impact on others, to invoke their enjoyment, to stimulate.

ESFPs are friendly, warm, and energetic people who usually have a wide and varied circle of friends. They are active, talkative, and easygoing, with a love of life that is infectious to everyone around them. They look, and find fun in everything they do and are at their best when they are busy doing things with people they enjoy. Realistic, sensible, and down-to-earth, ESFPs are good with details and have great memories for the facts that pertain to people.

ESFP Characteristics

ESFPs are at their best when responding to crises. They especially work well with people in situations calling for immediate action and finding solutions to exciting problems.

ESFPs manage in an action-oriented way, focusing on mobilizing people to get the job done, not on the organization and its cumbersome structure. ESFPs like variety in what they do, easily creating variations on a theme.

Their commitment is to solve concrete problems. They have no desire to fight the system, yet if need be they will eliminate the necessary red tape to get the job done. Having ample courage and creativity propels them to move forward and expedite in the least complicated manner.

ESFPs are skilled at anything tactical and they tend to maneuver quickly and with great accuracy to overcome obstacles. They are unusually resourceful and able to use whatever is at hand to get the job done.

For ESFPs, performing is an external process. ESFPs are keen observers of human behavior, even minute variations and alterations of nonverbal clues, and they put this skill to use to influence others. Their performance builds on the responses they evoke in others.

They have a great capacity for evolving variations on a theme and executing minute changes, allowing them to create situations and behaviors, which entertain and impact others with infinite variation.

ESFP Learning Style

ESFPs feel there is much to gain when learning is fun, grounded in the present and fosters relationships.

Need interaction, group projects, and hands-on experiences—reading, listening and observation are not enough.

Believe "doing things" comes first, and grasping theories comes second.

Maintain interest by seeking to understand how material is useful, practical, and helpful now.

Enjoy problem solving, particularly when concrete directions are demonstrated, rather than when left to read them on their own.

Prefer caring instructors whom they can get to know well and who take a personal interest.

Are disturbed by class arguments and intellectual conflicts.

Linear learners. May need help in organizing.

Like direct experience.

Need to know why before doing something.

Need orderly, well-defined goals.

Enjoy team projects, group competition, and team reports.

ESFP On a Team

ESFPs entertain, break the ice, and keep others inspired and working with their excitement.

Build morale and an "esprit de corps." Enthusiastically invite everyone to participate and join together.

Encourage team members to bring about positive achievements.

Get the ball rolling and then summarize team decisions.

Clearly state tasks and objectives.

Are concerned with present realities.

Can annoy team members by personalizing events too much and not focusing on the task.

Frustrate others by not paying attention to concepts or theories.

Can irritate coworkers by overusing humor or clowning around too much.

Become irritated by others who find fault and are cynical, gloomy, or contrary.

Are vexed by any plainspoken, insensitive, intolerant, and rude behavior.

Are annoyed by wasting time, lengthy boring meetings, and abstract discussions.

Influence team members by starting the process and summarizing the decisions made.

ESFP Contributions to an Organization

ESFPs are spontaneous and flexible in adapting to situations; enjoy variety in work and tasks; keep many projects moving simultaneously.

Courageous, creative and like to be where the action is.

Love life and exciting challenges.

Are enthusiastic, vivacious, and keenly attuned to their environment.

Spot trouble well in advance. Have enormous talent for getting people to work together.

They are natural negotiators and troubleshooters.

Enjoy hands-on work and lively, harmonious environments.

Bring optimism and a friendly, outgoing, fun-loving nature to work.

Are best in crises and predicaments demanding immediate action.

Develop ingenious shortcuts to obstacles in the physical world.

Seek challenge, excitement, and heroic opportunities; dare to go where angels fear to tread.

Enjoy people, quickly understand what motivates them, and are cooperative in spirit.

Focus on generating practical, tangible results that benefit people.

Like instigating change, continually grasp new opportunities.

Are more loyal to projects and people than organizations.

Quickly discard anything not immediately useful.

Suggestions when coaching ESFPs:

- The ideal work environment is one with opportunities, choices, flexibility, and people. They do not enjoy being alone. ESFPs like a comfortable and physically attractive work space where they can express themselves.
- It is important to keep ESFPs mobile, moving them into positions that present problems to be solved and crises to handle. Their capacity to make a positive contribution in reducing the effects of crises for others does not mean they are equally effective in resolving personal crises.
- ESFPs thrive on problems and challenges; without these, they become bored, and they are likely to expend their energies in nonproductive ways.

- Effective conflict resolution with ESFPs might focus on alleviating the pain and suffering of the difficult situation. Sometimes humor will hook them into dealing with conflict.
- Confrontation is probably not the most effective approach in resolving conflict, where active listening may be.
- Try not to tell them how to work, and give them projects with flexible schedules.
- Keep in mind that ESFPs can quickly become over-extended and bored by strict routine.
- They may need coaching in organization, orderliness, and attention to detail skills.

ESFP Approaches to Problem Solving and Decision Making

ESFPs expect to clean up the mess that others begin.

Define exactly what the immediate predicament is.

Discover what people are currently doing to solve the problem.

Look to see what was done previously.

Seek an innovative approach with tangible, practical results.

Consider what will be gained or lost with each alternative.

Reflect on the outcome and its affect on individual and group harmony.

Are most likely to ask if change will work, if it is practical, and if other viewpoints have been considered.

Identify those committed to carrying out the necessary plan.

Look at all the facts, next consider people, then apply logic and finally look at the larger picture.

ESFP Change Management

Individuals in organizations deal with changes and challenges differently. Some are excited and stimulated. Some are fearful and cautious. Some feel overwhelmed, depressed, and unmotivated.

At the extremes, one person finds change stimulating and exciting, responding energetically and creatively to new challenges; another feels depressed and stuck, unable to let go of the past and ineffective in adjusting to new realities.

A number of factors influence how individuals respond to organizational change: personal history and past experiences, family, education, and cultural values. Still another factor that affects how we respond to change is our personality type.

Needs:

Directions, movement.

Help with the big picture and technical requirements.

Be involved.

When needs are not met:

Get caught up in the present—can lose perspective.

Avoid responsibility and rules.

Involve others in unproductive activities.

Contributions:

Include and energize others, make work fun.

ESFP Management Style

ESFPs' management style is easygoing, yet pragmatic, and expedient. They lead through promoting goodwill and teamwork. Their optimism, enthusiasm, and caring for people are an inspiration to their colleagues.

Focus more short-term than long-term—have a sense of immediacy.

Promote and instigate action; are uncomfortable with ambiguity and uncertainty.

Flourish when faced with problems and challenges; masterfully handle crises.

ESFPs are unafraid of change, creative solutions, and taking big risks. They thrive to make an impact.

ESFPs can effortlessly pull conflicting factions together; solicit feedback and input from others.

Pay attention to relationships first, completing tasks second.

Concentrate on getting followers to take ownership of a project or organization.

ESFPs like to act autonomously and be in charge. Expect to be followed, not questioned. They usually leave implementation to others.

Suggestions when persuading ESFPs:

- Allow time for thorough discussion; complexity is desirable.
- Discuss the practical results for people, especially where it increases the well-being of ESFPs and those about whom they care.
- Include a substantial element of (purposeful) fun in your proposal so that ESFPs will enjoy it.

ESFP Conflict Resolution

Liking things to be upbeat, ESFPs tend to avoid confrontation. They prefer harmonious and pleasant interactions. They will organize their work to sidestep conflict.

ESFPs are not very capable of dealing with a lot of personal conflict. Under stress, conflict avoidance can result in denial. They may be put off by efforts to get to the sources of the conflict, believing that analysis is a waste of time.

ESFPs may become defensive if confronted, unless feelings are expressed first. When ESFPs are invited to vent their frustration, they tend to burn themselves out and eventually alter their position.

Under extreme stress, or fatigue, ESFPs may:

- Become quiet or withdraw from people.
- Openly criticize other people.

ESFP Careers

Because of their combination preferences, ESFPs are naturally drawn to a wide variety of occupations. In listing occupations that are popular among ESFPs, it is important to note that there are successful people of all types in all occupations. However, the following are careers ESFPs may find particularly satisfying. This is by no means represents a comprehensive listing. It is included to suggest possibilities the ESFPs may not have previously considered.

BUSINESS

- Sales: Real Estate
- Sales Manager
- Small Business Manager
- Fund-Raiser
- Insurance Underwriter
- Labor Relations Mediator
- Receptionist
- Medical Secretary

HEALTH CARE/SOCIAL SERVICE

- Emergency Room Nurse
- Public Health Nurse
- Veterinarian
- Veterinary Technician
- Dental Assistant
- Respiratory Therapist
- Medical Assistant
- Rehabilitation Counselor
- Social Worker

TECHNICAL/TRADES/INDUSTRIAL

- Engineer: Aeronautical
- Electrician
- Carpenter
- Transportation

CREATIVE/ENTERTAINMENT

- Photographer
- Film Producer
- Musician
- Performer: Dance/Comedian/Actor
- Florist
- Retail Merchandiser
- Promoter
- Public Relations Specialist
- Special Events Coordinator

- Travel Agent/Tour Operator

EDUCATION/SERVICES

- Teacher: Preschool/Elementary
- Teacher: Math/Adult Education/Foreign Language
- Athletic Coach
- Flight Attendant
- Caterer

ESFP Communication Style

ESFPs are concrete and specific in their speech. Language is but a tool in their repertoire of things to use to get things done. Their language is likely to be full of realistic and concrete images, but the most gifted among them can use abstract language to meet their needs.

ESFPs are excellent conversationalists. They speak with energy and excitement. Have endless wit and abundant banter. Are stimulated by conversations that can last forever.

Think on their feet and reply quickly.

Prefer talking in person, not communicating with written reports.

ESFPs begin communicating by stating areas of accord.

Offer presentations that progress in a roundabout fashion.

ESFPs will consider a schedule, but avoid tight timetables in discussions.

They communicate personal experiences to make points and are persuaded by emotionally presented, personal material.

Talk in terms of current possibilities and alternatives; information is tentative and adaptable.

Focus on current events, not future concerns.

Suggestions when communicating with ESFPs:

- Remember ESFPs think while talking.
- They like to talk face-to-face. If that is not possible, prefer the telephone and short e-mails to paper.
- Give equal weight to personal values, and logical analysis.
- Carefully listen to them, even if they give you more information than you need.

ESFP Motivators

ESFPs want harmonious and pleasant surroundings.

Prefer projects that generate short-term, practical results for the betterment of people.

Excel in work that is playful and enjoyable.

Require an abundance of positive feedback and recognition.

Desire support people to do the actual implementation of their solutions.

Seek crises where they can excel.

They opt for hands-on projects, not theories, models, or abstractions.

Thrive when solving concrete, tangible problems.

Want immediate action.

Recognize and reward ESFPs with an unusual award for successful and risky action.

Give ESFPs an assignment with specific quality expectations and deadlines that require superior skills or grace under pressure. When ESFPs get their work done before the deadline, give them the remainder of the time as free time.

ESFP Opportunities for Growth

ESFPs can achieve personal growth by:

Paying attention to balancing tasks with socializing.

Practicing prioritizing people, events, and goals.

Working toward completing tasks in a timely manner.

Learning to develop the critical skills of planning ahead and preparing properly—their "busyness" and desire for action keeps them from doing this.

Watching that they do not become swayed by the newest excitement that comes their way—learning what they need to do to finish projects before starting new ones.

Being aware that because they easily become bored with projects, they probably have a tendency to jump on the next bandwagon or change courses in midstream just to keep life interesting—this is potentially detrimental to an organization.

Training themselves to value and work with different kinds of information—their optimism and attention to personal information can lead to disregarding logical facts.

Practicing dealing with conflict—working out differences is part of the creative process—coming to agreement, building consensus and finding solutions.

Paying more attention to the "big picture" and the future, while balancing present concerns.

Focusing on the long-term implications to see if the short-term solutions are really going to work—although the "quick fix" is attractive it can be deadly.

Being aware that because they are so generous with their time and possessions, they run the risk of overextending themselves.