

## **ESFJ** "HOSTESSES AND HOSTS" \* 'ZINNIA'

\*(excerpted from *Blending Temperaments* book)

**AS AN ESFJ** your type makes up 13% of the world. ESFJs are the most sociable of all types. They have to have harmony and will go to great lengths to create it.

ESFJs are outstanding hosts and hostesses; remember names; promote harmony; attend to the needs of others, trying to insure that all are comfortable and involved. Social ties matter to the ESFJs and their conversations often include reminiscing. Traditions are appreciated and held on to by ESFJs.

ESFJs are hurt by indifference and need to be appreciated both for themselves as well as for the services they like to perform. They take others opinions very seriously and seek approval of what they say and do.

They share their opinions whether invited to or not. ESFJs want problems settled efficiently and quickly. They like schedule and routine; respect marriage vows; and are the most sympathetic of all types. They may marry to insure that they have a proper place in the world socially. They appreciate family.

ESFJs like possessions; enjoy making things with their hands, whether it is food preparation, sewing, crafts, decorating a home, building, etc...

Because of FEELING deciding, ESFJs wear their hearts on their sleeves and are outgoing in emotional reactions. They need to be needed, loved and appreciated. They may spend much energy reassuring themselves that this is the case. They are apt to become melancholy and depressed if they take the blame for whatever might be wrong at home or at work.

ESFJs usually respect and honor their parents. They are soft-hearted, sentimental and usually love parties that commemorate special days like birthdays, anniversaries, etc... At the same time ESFJs can cause others undue tension by expressing anticipations of gloom and doom if past experiences have tended to boomerang. An ESFJ's pessimism can be contagious.

If things do not go well, the ESFJ may be critical, even nagging his/her mate and/or children. ESFJs live in terms of people and things rather than in terms of ideas and principles. They enjoy the process of decision making, especially when the focus is on the usefulness of things and people. However, ESFJs are generally enthusiastic, optimistic and fun to be with. ESFJs may marry people who are particularly needy.

Career selection by ESFJs may lean toward service occupations. They have such outgoing personalities that they are outstanding at selling. ESFJs are also good in teaching (especially children), preaching, supervision, administration, coaching and in general people to people jobs. They seldom become a source of irritation to their superiors because they respect and obey the rules and regulations. They are duty and service-oriented.

Analyzing causes of problems usually does not excite an ESFJ's interest. However, they enjoy rehearsing events blow by blow including time sequence.

ESFJs are avid conversationalists as long as they have facts in common with the person with whom they are conversing.

## THE INDIVIDUAL LETTERS MEAN...

**E •EXTRAVERSION**—means you need a lot of people and a little privacy. You talk as you think, needing to erase statements regularly. Being with people charges your battery. Personal confidence is in-born. Seventy-five percent of the population is Extraverted.

**S •SENSING**—indicates that you prefer common sense facts that are gathered through your sensing apparatus— hearing, seeing, smelling, touching, tasting. You learn through experience and rarely repeat a mistake. You probably enjoy routine as long as it has something to do with helping people. Your job would need to include talking. Sensing people need to invite intuition to solve relationship problems. Sensing people are heavy on facts; they love to repeat them. Sensing types want the solution to be workable. Sensing people depend on perspiration and work. They are realistic.

**F •FEELING**—indicates that you prefer by in-born trait to consider or bring people into your decisions. Although the world is split almost 50/50 between Feeling and Thinking, 60% of women prefer Feeling and four out of ten men also prefer Feeling deciding. Feeling deciders wear their hearts on their sleeves. This is what makes you want harmony, to the point of taking the blame for something you didn't say or do. Feeling types want solutions to be humanly agreeable. It means that you are apt to allow people to use you, walk on you, take advantage of your good heartedness. It means also that you may change your decisions when people challenge them. It also means that when others disagree with your decisions you might carry guilt around. You just have to work at making cold, hard, practical decisions. You have the facts but find using them difficult sometimes.

**J •(Judging) STRUCTURED**—measures the way you meet the world, indicating that you use warm Feeling decisions on the world. As an extravert, you use this favorite process on others and introvert with your second favorite process— Sensing pastimes. You prefer a structured life-style; like to plan your day; want things orderly; to know ahead of time what is expected of you, etc... ESFJs appreciate time to consider and adjust to changes.

**ESFJs** exude friendliness, generosity and genuine caring. They relate well to every age group. They attempt to take care of the world. Keep those tea-glasses filled and thermostats adjusted. We love you.

\*In God's flower-garden, an ESFJ is a zinnia--  
Hardy, colorful, strong, popular, versatile;

## TIPS ON TEMPERAMENT MANAGEMENT

### ESFJ “HOSTESSES AND HOSTS” \* ‘ZINNIA’

Temperament does NOT label or limit a person, but rather frees one to be who they were designed to be. Discovering temperament completely changes some peoples’ view of themselves and others, improving their self esteem and giving them a new lease on life. Others who have not struggled with low self worth, having never been put in a box, just appreciate knowing the legitimate differences in people, and make few immediate adjustments.

Temperament does not determine attitudes. Two people sharing the same temperament preferences may exhibit very different dispositions. Temperament can be compared to musical chords in various keys... distinctive in their own right, but enhanced when blended with tones from other keys. The more skilled the musician, the more beautiful the melody.

Occasionally people will use temperament preferences to excuse inappropriate or tactless behavior such as:

- “Don’t fault me for giving you the silent treatment; I’m an Introvert.”
- “I’m late, but it’s OK; I’m Spontaneous”.
- “You know how Extraverts are; we can’t help but ask personal questions.”
- “I have every right to do this job differently each time because I’m an Intuitive.”
- “I’ve always done it this way and that’s the way Sensing people are.”

Temperament is a wonderful tool, but is not to be used as a hammer to beat someone over the head. Some people dislike being analyzed, categorized or discussed. Respect their privacy.

You are more than just an ESFJ. You are like a house with many rooms, acting and responding a little differently depending on which room you’re in, with whom and under what circumstances.

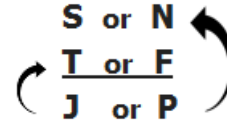
Every normal person is a blend of reserved/cautious Introversion; outgoing/confident Extraversion; fact & figures/hands-on Sensing; ideas & possibility iNtuitive; organized/closure Structure (J); open ended/crises sPontaneous (P). Temperament merely identifies our most natural or favorite way of acting or responding to people and situations

Everyone Extraverts their last letter: ‘J’ or ‘P’. ‘J’ reflects the decision making preference–Thinking or Feeling; ‘P’ reflects information gathering preference–Sensing or iNtuitiion.

Introverts’ last letter *happens* to be their second favorite preference, but because it is used on the world, it becomes their best developed function.

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 Extracted from *Self-Esteem–Gift From God*, (Smyth & Helwys).  
 Other related titles: *Coaching Kids–Practical Tips for Effective Communication* by Jim and Ruth Ward (Smyth & Helwys);

This final column explains the order which individuals access their four preferences. Although the information is beneficial, not everyone desires to digest it fully. Hopefully, a quick reading will reveal understanding for behavior. Don’t miss the last paragraph’s thumb-nail for your temperament.



Introverts prefer to reserve use of their first and favorite preference for private use. Since Introverts are forced to use their second preference through Extraversion, they develop both the first and second functions.

Extraverts’ last letter is their first and favorite preference which they easily Extravert on the world. However, since Extraverts prefer to use their favorite preference on the world, they often neglect developing their second preference.

Opposite our first preference is our fourth (least) preference.

Opposite our second preference is our third preference..

Purposely using less preferred preferences encourages healthy balance and enables better handling of different situations more wisely–produces a clearer and more beautiful melody. We can get “visas” anytime to enter the camps of our less preferred functions. Even though we will feel strange or awkward as we consult the third and fourth functions–our shadow side camps–we’ll benefit from the practice and use of those helpers.

E  
 S 2 N 3  
 F 1 T 4  
 J P

#### THUMB-NAIL:

As an ESFJ, you Extravert your first preference ( Feeling decision making) which causes the world to see you as an organizer and finisher. You may make firm decisions in order to have time for your second reference (Sensing) which allows you to play –sports, crafts, etc. Consulting iNtuitiion (3rd) and Thinking (4th) will be most difficult for you.

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