



Name - ESFJ

INSTRUCTIONS: As you can see below, there are 7 sections. In each section, the goal is to have 3 characteristics that best describe you. In some sections, like "Strategies For Working Successfully With Me," there are more than 3 characteristics typical of your personality type. With sections such as "Frustrations Others Have With Me," there are less than 3 characteristics. Please add, alter, or omit characteristics to get to 3 items per section that are most true of you. Remember that this document will be shared with your team. If everyone is real, your team will move to the next level. Once you are done please let the person who sent this to you so they can review it. Thanks!

Strategies For Working Successfully With Me:

- ☐ When scheduling meetings, state topics clearly
- ☐ Stick with agendas and provide structure in presentations
- ☐ Be realistic about timeframes and schedules
- ☐ Show how new approaches relate to old ones
- ☐ Stress practical applications of your ideas
- ☐ Be on time and be prepared
- ☐ Come to conclusions; don't leave issues unresolved
- ☐ Be decisive and definitive
- ☐ Be organized and efficient; don't waste my time
- ☐ Avoid last minute changes
- ☐ Keep work plans up to date

What Energizes and Motivates Me:

- ☐ The ability to control my workload
- ☐ Sociable, supportive environments
- ☐ Being valued for my individual contributions
- ☐ Feeling connected with others
- ☐ Honest, open communication
- ☐ Genuine and frequent expressions of appreciation

Frustrations Others Have With Me:

☐ "Stop socializing!" I can get carried away talking instead of working.

☐☐

Pitfalls I Am Working On:

☐ Telling people what they need

☐ Losing sight of the big picture

☐ Focusing on people and values at the expense of tasks

☐ Being too social

What Stresses Me:

☐ Uncooperative, undermining coworkers

☐ Confrontational, divisive relationships

☐ Having to deal with sudden change

☐ Personal criticisms

☐ Being required to treat others impersonally

☐ Insufficient time to do a good job

☐ Work that violates my integrity and values

Signs I Am Experiencing Chronic Stress:

☐ My characteristic enthusiasm and concern for people gives way to withdrawal, low energy, pessimism, and depression

☐ I can make sweeping condemnations of people

☐ I make convoluted logical-categorical, all-or-none judgments sometimes based on irrelevant data

☐ I experience inefficiency and scatteredness

☐ I start to have self-doubts, fears of my own incompetence

How I Prefer to Manage Conflict and Receive Feedback:

☐ Connect with me first; let me know that you are for me and that you want to help me

☐ Communicate the impact to harmony: who is upset, and what has been the impact to those people?

☐ Be subtle; I can often pick up on what you want, even if you don't tell me directly!

☐ Keep the conversation tone light; humor helps!