



Name - ESFP

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:

- ☐ Allow time and provide opportunities to discuss options and change plans; give me choices
- ☐ If necessary, get an agreement on when you'll know my decision
- ☐ Let me know when it is really important that I follow through
- ☐ Expect many questions
- ☐ Try not to impose unnecessary schedules or commitments on me
- ☐ When scheduling meetings, state topic(s) clearly
- ☐ Show how new approaches relate to the old ones
- ☐ Stress practical applications of your ideas
- ☐ Recognize work plans might change frequently or radically

What Energizes and Motivates Me:

- ☐ Variety and flexibility
- ☐ Making good use of my ability to recall detail
- ☐ Having options in ways to accomplish tasks
- ☐ Clear structures and specific goals
- ☐ Working on a team

Frustrations Others Have With Me:

- ☐ "Stop playing!" Sometimes, I can get carried away having fun without focusing on work results.

Pitfalls I Am Working On:

- ☐ Mistaking activity for results
- ☐ Getting distracted by people
- ☐ Lacking follow through
- ☐ Failing to see patterns, systems, or the big picture
- ☐ Prioritization

What Stresses Me:

- ☐ Deadlines
- ☐ Having to conform to a rigid routine with little free time
- ☐ Not working better together and not doing the right thing
- ☐ An inability to control circumstances
- ☐ Vague directions and unclear guidelines
- ☐ Binding commitments with no allowances for contingencies
- ☐ Incompetency

Signs I Am Experiencing Chronic Stress:

- ☐ I jump ("flit") from one exciting experience to another without pausing
- ☐ I withdraw, distancing myself from others
- ☐ I feel a sense of incompetence at work and/or home
- ☐ I become distracted, "spinning my wheels"
- ☐ I can become passive aggressive

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Be extremely clear that you care about me and are for me before you start the conflict
- ☐ Explain to me how your desires (i.e. the heart of the conflict) could benefit me, and ask for partnership
- ☐ Be gentle; I am prone to feeling really bad if I learn I've caused harm to others!
- ☐ Empathize; frequently check in to make sure we both agree