

TypeFinder® Personality Assessment

RESULTS FOR: Donor Alias
Date of Assessment



You're an ESFJ

You are a **conscientious helper**, sensitive to the needs of others and energetically dedicated to your responsibilities. You are hardworking and practical, dutifully putting business before pleasure—especially the business of caring for others. You like a sense of harmony and cooperation, and are eager to please and provide.

E

Extraversion

Your energy style is Extraversion (in contrast with Introversion). This dimension describes how you *manage your energy*.

Your Energy Style:

- Friendly
- Outgoing
- Expressive
- Communicative

S

Sensing

Your cognitive style is Sensing (in contrast with Intuition). This dimension describes how you *process information*.

Your Cognitive Style:

- Grounded
- Hands-On
- Traditional
- Practical

F

Feeling

Your values style is Feeling (in contrast with Thinking). This dimension describes your orientation to *personal values*.

Your Values Style:

- Caring
- Generous
- Sensitive
- Nurturing

J

Judging

Your life style is Judging (in contrast with Perceiving). This dimension describes how you *organize your life*.

Your Life Style:

- Disciplined
- Conscientious
- Loyal
- Organized

The Elements of Your Personality

Your personality type code is made up of four letters that represent key aspects of how you think, relate to others, and approach the world around you. Let's look now at how each of those four letters can help you to understand who you are and how you navigate your environment.

In the next section, you'll learn about the significance of each of the four letters in your personality type. You'll discover the four dimensions of personality, and see how you scored on each dimension.

You'll also discover the characteristics that make you unique. Each of the four dimensions of your personality is made up of more nuanced *facets* of personality—23 in total. Your facet scores can help you to understand yourself as an individual, not just a type. As you read and discover your facet scores, you'll begin to better appreciate your unique personality fingerprint.

Introversion vs. Extraversion

This dimension describes how you **manage your energy**. Your preference for Introversion or Extraversion relates to how readily you express yourself, how easily you warm up to new people, and the extent to which you engage with the world around you. But most fundamentally, this dimension relates to whether you are energized by time alone, or time with other people.



Introverts are energized by being quiet, reflective, and calm. They maintain a distance from the outside world and prefer to conserve their energy.

Introverts enjoy:

- Contemplating ideas and experiences
- Being in calm surroundings
- Exploring a subject in depth
- Reflecting on thoughts or feelings
- Maintaining distance and privacy
- Quiet and solitude

Extroverts are energized by engaging with other people. They approach the world enthusiastically and want to experience the excitement of life.

Extroverts enjoy:

- Interacting with people
- Being in busy surroundings
- Engaging with the outside world
- Expressing thoughts and feelings
- Being noticed by others
- Stimulation and activity

Your responses were 45% consistent with a preference for Introversion, and 55% consistent with a preference for

Extraversion.

INTROVERTED 45% **EXTRAVERTED 55%**

Your energy style is a blend of Introversion and Extraversion, and as such, you are neither a true Introvert nor a true Extravert. For the purposes of personality typing, you may call yourself an Extravert, as you do tend slightly to prefer this mode. However, it's more accurate to say that you are a bit of both Extravert and Introvert: you tend to use both styles somewhat equally, or you may prefer one style over the other depending on the situation.

The 6 Facets of Your Energy Style

Now that you understand your preference for Extraversion, it's time to explore the details of who you really are. How exactly do you relate to yourself, to others, and to the world around you? What makes you different and unique among other Extraverts? Your scores on the 6 facets of Extraversion/Introversion can help you to understand how, where, and why you connect with yourself and the world the way you do.

Because you do not have a strong preference for Extraversion, your scores here will be especially helpful in understanding the unique dynamics of your energy style. You'll be able to see which of your traits are more Extraverted in nature, and which are more typically Introverted.

PLACID 32% ENERGETIC 68%

As an **Energetic** person, you have a high energy level and like to keep busy. You tend to leap out of bed in the morning and buzz from one activity to another. You have a lot of things you want to get done and often find that other people can't keep up.

This trait is usually associated with *Extraversion* and, to a lesser extent, with *Judging*.

The Other Half: Placid people are not inclined to be busy just for the sake of being busy, and prefer to take a mellow approach to life. They may find they have less energy than other people, and like to conserve it for what matters most to them.

RESERVED 25% EXPRESSIVE 75%

As an **Expressive** person, when you have a thought, a feeling, an idea or an observation, the people around you know it. You're not one to keep things to yourself, and most people would say you're an open book.

This trait is usually associated with *Extraversion* and, to a lesser extent, with *Thinking*.

The Other Half: Reserved people tend to keep their thoughts, feelings, and observations to themselves. Other people may have difficulty reading them, and even people close to them may not know how they really feel about things.

PRIVATE 86% PROMINENT 14%

As a **Private** person, you're selective about how you socialize, preferring small groups (or no group at all). You tend to shy away from large parties, and big social events may leave you feeling drained. You like to pick and choose when and how you interact with others.

This trait is usually associated with *Introversion*.

The Other Half: Prominent people love being around others, in the center of the action. They like to feel that they're an important part of the group and that their friends, family, and acquaintance seek their company. They tend to make an effort to entertain others and enjoy their attention.

CALM 18% JOYFUL 82%

As a **Joyful** person, you feel the high points in life fully and completely. You're capable of tremendous joy and enthusiasm and you make the most of opportunities for positive emotional experiences.

This trait is usually associated with *Extraversion*.

The Other Half: Calm people don't tend to make a big deal out of positive moments. While others may cry tears of joy or jump up and down with excitement, they respond more quietly. The experience happiness as a pleasant sense of contentment.

ALOOF 48% FRIENDLY 52%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you are feeling more **Alloof**, you prefer to let others come to you. You're reluctant to approach people and try to strike up a conversation. You let other people take the lead in developing relationships.

This trait is usually associated with *Introversion*.

When you are in more of a **Friendly** mode, you look forward to meeting new people, and you are enthusiastic about approaching others. You easily find things in common with new people, and you actively cultivate your connections with friends and acquaintances.

This trait is usually associated with *Extraversion*.

SOLITARY 65% ENGAGED 35%

As a **Solitary** person, you're highly sensitive to sights, sounds, and other stimuli from the world around you, and often find busy environments overwhelming. Most of the time, you prefer quiet and solitude. Where others may seek to be in the middle of the action, you'd rather find a tranquil corner where you can reflect.

This trait is usually associated with *Introversion*.

The Other Half: Engaged people enjoy being in the middle of the action, and are drawn to busy, noisy, and otherwise stimulating environments. They like boisterous places such as crowded events, loud concerts, and big parties.

Sensing vs. Intuition

This dimension describes how you process information. Your preference for Sensing or Intuition indicates whether your style of thinking is straightforward, factual, and concrete, or creative, interpretive, and abstract. Sensors and Intuitives tend to be interested in different kinds of information, with Sensors more interested in facts and details, and Intuitives more interested in ideas.



Sensors process information in a concrete, realistic way. They focus on observing and recalling facts and details.

Sensors focus on:

- Observing sights, sounds, sensations
- Noticing details
- Experiencing the present moment
- Concrete, provable facts
- Realism and practicality
- Knowledge from past experience

Intuitives process information in an abstract, imaginative way. They focus on ideas and concepts that cannot be directly observed.

Intuitives focus on:

- Observing patterns and connections
- Interpreting meaning
- Imagining potential
- Ideas and concepts
- Innovation and creativity
- Possibilities for the future

Your responses were 54% consistent with a preference for Sensing, and 46% consistent with a preference for Intuition.

SENSING 54% **INTUITION 46%**

Your energy style is a blend of Sensing and Intuition, and as such, you are neither a pure Sensor nor a pure Intuitive. Because you do show a slight preference for Sensing, we can classify you as a Sensor type. However, it's more accurate to say that you are a bit of both Sensor and Intuitive: you tend to use both styles in processing information, and you may switch from one to the other depending on the demands of your environment.

The 6 Facets of Your Cognitive Style

Now that you understand your preference for Sensing, let's look at your cognitive style in more detail. How do you process the information you take in? What makes your thought process unique? Your scores on the 6 facets of Sensing/Intuition can help you to understand exactly how your mind works and how you make sense of ideas, facts, and details.

Because you do not have a strong preference for Sensing, your scores here will be especially helpful in understanding the unique dynamics of your cognitive style. You'll be able to see which of your traits are more Sensing in nature, and which are more typically Intuitive.

REALISTIC 73% **IMAGINATION 27%**

As a **Realistic** person, you have a concrete way of thinking and tend to focus on things you can see and touch rather than abstract ideas, concepts, and theories. You don't tend to have a vivid imagination and put little stock in fantasy, preferring to keep yourself solidly grounded in real life.

This trait is usually associated with *Sensing*.

The Other Half: Imaginative people have an abstract way of thinking and tend to focus on ideas, concepts, and theories rather than concrete things. They have fertile imaginations and have no trouble envisioning things they've never seen in real life.

CONCRETE 32% **CONCEPTUAL 68%**

As a **Conceptual** person, you're interested in discovering the larger principles behind what you see, and enjoy learning about scientific, mathematical, and philosophical theories that can give you more insight into the events you observe in your daily life.

This trait is usually associated with *Intuition*.

The Other Half: Concrete people learn by doing. To really understand something, they want to experience it with their own hands. They tend not to believe in things they can't see for themselves.

TRADITIONAL 61% **PROGRESSIVE 39%**

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you are in a **Traditional** frame of mind, you distrust new ways of doing things, believing that traditions are more valuable than the latest fad. You tend to follow the ways shown to you by your family, community, and established institutions, and find comfort in doing things as they have been done before.

This trait is usually associated with *Sensing*.

When you are approaching things in a more **Progressive** way, you love new ideas and you feel that innovation and futuristic thinking is the key to making the world a better place. You're attracted to politicians with radical ideas and love to imagine how things could be done better.

This trait is usually associated with *Intuition*.

FACTUAL 54% INSIGHTFUL 46%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

In a **Factual** mode, you tend to accept things as they are, and don't tend to spend much time asking "why." You find it more important to understand the facts of a situation than to speculate about its causes.

This trait is usually associated with *Sensing*.

When you are feeling more **Insightful**, you enjoy exploring cause and effect, and find ways to ask "why." You're not content to accept things as they are, instead preferring to search for deeper answers and a sense of the big picture.

This trait is usually associated with *Intuition*.

PRACTICAL 42% AESTHETIC 58%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you are feeling **Practical**, you appreciate things for their practical value and ability to get a job done. You like useful tools and handy gadgets. You have little use for art and aesthetic experiences, preferring things that have a real-life purpose.

This trait is usually associated with *Sensing* and, to a lesser extent, with *Thinking*.

When you are in an **Aesthetic** mode, you feel an appreciation of the arts and a variety of cultural experiences. You appreciate experiences that elevate your senses and remind you of the beauty in the world.

This trait is usually associated with *Intuition* and, to a lesser extent, with *Feeling*.

HABITUAL 40% ADVENTUROUS 60%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may change your approach depending on the situation.

When you are in a **Habitual** mode, you enjoy familiar, comfortable experiences. You may avoid venturing out of your comfort zone, preferring instead to stick with what you know. New adventures feel more stressful than exciting. The Habitual side of you may insist that you know what you like, and that there's no reason to waste time with anything else.

The Habitual trait is usually associated with *Sensing* and, to a lesser extent, with *Introversion*.

When you are feeling **Adventurous**, you'll seek out new experiences—the more exotic, the better. You may be willing to try things just for the heck of it, because even the most unlikely activities seem interesting once or twice. On the other hand, you might get bored with experiences as they become routine. Your Adventurous side may cause you to abandon interests that begin to feel too familiar.

The Adventurous trait is usually associated with *Intuition* and, to a lesser extent, with *Extraversion*.

Thinking vs. Feeling

This dimension describes your orientation to personal values. Your preference for Thinking or Feeling can be thought of as your preference for "head versus heart" in your decision making. This dimension relates to how you prioritize conflicting values, and whether you tend to feel more comfortable relying on logic and reason, or emotions and personal judgments.



Thinkers value logic, competence, and objectivity. They believe that every person has a responsibility to take care of him or herself.

Thinkers are concerned with:

- Using logical reasoning
- Being unbiased and impartial
- Considering costs and benefits
- Seeking consistency and justice
- Keeping a competitive edge
- Making objective decisions

Feelers value empathy, cooperation and compassion. They believe that everyone has a responsibility to take care of those around them.

Feelers are concerned with:

- Acting out ideals
- Engaging emotions
- Considering the impact on people
- Seeking harmony and appreciation
- Serving others
- Making authentic decisions

Your responses were 45% consistent with a preference for Thinking, and 55% consistent with a preference for Feeling.

THINKING 45% FEELING 55%

Your values style is a blend of Thinking and Feeling, and as such, you are neither an absolute Thinker nor an absolute Feeler. Because you do show a slight preference for Feeling, we can classify you as an Feeler type. However, it's more accurate to say that you are a bit of both Thinker and Feeler: you tend to use both styles in processing information, and you may switch from one to the other depending on the demands of your environment.

The 6 Facets of Your Values Style

Now that you understand your preference for Feeling, let's explore how you prioritize and negotiate your values. How do you balance your own needs with the needs of others? How are your decisions and priorities driven by your personal beliefs? Your scores on the 6 facets of Thinking/Feeling can help you to understand exactly how you balance head and heart to make decisions and choose your path in life.

Because you do not have a strong preference for Feeling, your scores here will be especially helpful in understanding the unique dynamics of your values style. You'll be able to see which of your traits are more Feeling in nature, and which are more typically Thinking.

OBJECTIVE 51% SUBJECTIVE 49%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you're being **Objective**, you evaluate information in a detached, impersonal way. You tend not to be swayed by emotional pleas, and believe that the best decisions treat everyone equally. You prefer to let impartial analysis guide your actions, and do your best to avoid emotional decisions.

This trait is usually associated with *Thinking*.

When you're more **Subjective**, you take into account the needs of others. When making important decisions, you make sure that your chosen course of action is consistent with your values and your knowledge about what's best for everyone involved.

This trait is usually associated with *Feeling*.

RATIONAL 36% COMPASSIONATE 64%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you are being more **Rational**, you keep your emotions in check and prefer to be around people who do the same. Vulnerability makes you uncomfortable, and you may avoid people who you perceive to be weak or overly sensitive.

This trait is usually associated with *Thinking*.

When you are in a **Compassionate** mode, you identify with the feelings of others and are sympathetic to others' suffering. You do not mind being around people experiencing difficult emotions and in fact, feel called to help and support people who are troubled.

This trait is usually associated with *Feeling*.

CHALLENGING 54% AGREEABLE 46%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you are in a **Challenging** mode, you enjoy a good debate—so much so that even when you agree with someone, you might play devil's advocate just to stimulate the discussion. You don't shy away from conflict, and you may even find it exciting.

This trait is usually associated with *Thinking*.

When you're feeling more **Agreeable**, you do your best to make others' lives easy and to adapt to their needs when you can. You don't tend to argue, as you have a talent for seeing things from another person's point of view. Even when you don't agree, you support other people in their opinions.

This trait is usually associated with *Feeling*.

INDIVIDUALIST 38% HELPFUL 62%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you're an **Individualist**, you're not particularly nurturing, and appreciate being surrounded by people who can take care of themselves. You tend to have an "every man for himself" philosophy, and you dislike having helpless people depend on you. This trait is usually associated with *Thinking*.

When you're feeling more **Helpful**, you are called to care for others who are less fortunate or less capable than yourself. You enjoy providing for others and are often drawn to children, the elderly, and others who can benefit from your help. This trait is usually associated with *Feeling*.

SELF-RELIANT 60% COOPERATIVE 40%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may change your approach depending on your mood or circumstances.

When you are more **Self-Reliant**, you prefer not to depend on other people, and don't mind striking out on your own path. Although you may enjoy the company of like-minded people, you don't need their approval to decide on your own course of action. This trait is usually associated with *Thinking*.

When you're in a **Cooperative** mode, you like to work in concert with others, participating to achieve a common goal. Being in sync with other people and working together brings you satisfaction, and you feel that the best achievements are those that you can share with other people. This trait is usually associated with *Feeling*.

TOUGH 26% TOLERANT 74%

As a **Tolerant** person, you believe that everybody makes mistakes, and everybody deserves forgiveness. Most often you give people the benefit of the doubt, even when they do something to hurt you. It's important to you to preserve your relationships, even if it requires you to let some things slide. This trait is usually associated with *Feeling*.

The Other Half: The motto for Tough people could be, "Fool me once, shame on you. Fool me twice, shame on me." When people disappoint them, they don't hesitate to cut them out. They might forgive, but they'll never forget.

Perceiving vs. Judging

This dimension of personality describes how you manage your life. Your preference for Perceiving vs. Judging has to do with your orientation toward structure, schedules, deadlines, and organization. It also has to do with how you tend to manage your time and approach the work you have to do.



Perceivers like freedom and spontaneity. They have a carefree attitude towards life and would rather be flexible than structured.

Perceivers prefer to:

- Follow the whims of the moment
- Make the rules up as they go
- Have the freedom to be flexible
- Brainstorm options
- Do things when inspiration strikes
- Go with the flow and enjoy surprises

Judgers like structure and order. They keep organized and plan ahead, resist distractions, and stay focused on their goals.

Judgers prefer to:

- Create a plan and stick to it
- See a task through to completion
- Adhere to a schedule
- Set goals and maintain focus
- Follow rules and regulations
- Set clear expectations

Your responses were 22% consistent with a preference for Perceiving, and 78% consistent with a preference for Judging.

PERCEIVING 22% **JUDGING 78%**

As a Judger, you prefer to approach your life with a sense of structure and order. You like things planned and scheduled, and dislike unexpected changes. You tend to maintain systems of organization appreciate structured environments. It is important to you to follow through on your promises, and you consider yourself responsible and reliable.

The 5 Facets of Your Life Style

Now that you understand your preference for Judging, let's look at how you manage the daily flow of your life. How do you balance responsibilities with your need for fun and relaxation? How do you approach issues of structure and organization? Your scores on the 5 facets of Perceiving/Judging can help you to understand exactly how you balance work and play in your everyday life.

You'll also find out which of your personality traits are typically Judging, and discover any surprising traits you may have in common with Perceivers.

RELAXED 30% ORDERLY 70%

As an **Orderly** person, you have an appreciation for structure and order in your life, and like to stay organized. You believe in "a place for everything, and everything in its place."

This trait is usually associated with *Judging*.

The Other Half: Relaxed people appreciate the chaos in life. They dislike very orderly, structured environments, feeling that life is more interesting when things are a little messy.

SPONTANEOUS 26% SCHEDULED 74%

As a **Scheduled** person, you keep to a daily schedule and like to organize your time well in advance so you know what you'll be doing and when. You dislike last-minute changes to your plans and especially abhor lateness.

This trait is usually associated with *Judging*.

The Other Half: Spontaneous people dislike having their time scheduled, preferring instead to go with the flow and do what they feel like doing at any given time.

CASUAL 20% CONSCIENTIOUS 80%

As a **Conscientious** person, you are hardworking and like to take care of your responsibilities before you let yourself have fun. You believe strongly in the importance of fulfilling your duties, and you never try to weasel out of a task that is your responsibility.

This trait is usually associated with *Judging*.

The Other Half: Casual people are fun-loving and feel that life is to be enjoyed. They try to avoid taking on too many responsibilities that may get in the way of their enjoyment of life.

IMPULSIVE 28% DISCIPLINED 72%

As a **Disciplined** person, you resist temptations and distractions, focusing instead on your personal goals. You are not easily lured away from your plans, even when the alternatives are attractive.

This trait is usually associated with *Judging*.

The Other Half: Impulsive people are easily distracted by what life has to offer. Although they may have their own goals, they may fall by the wayside when they see something attractive to pursue instead.

EASYGOING 0% AMBITIOUS 100%

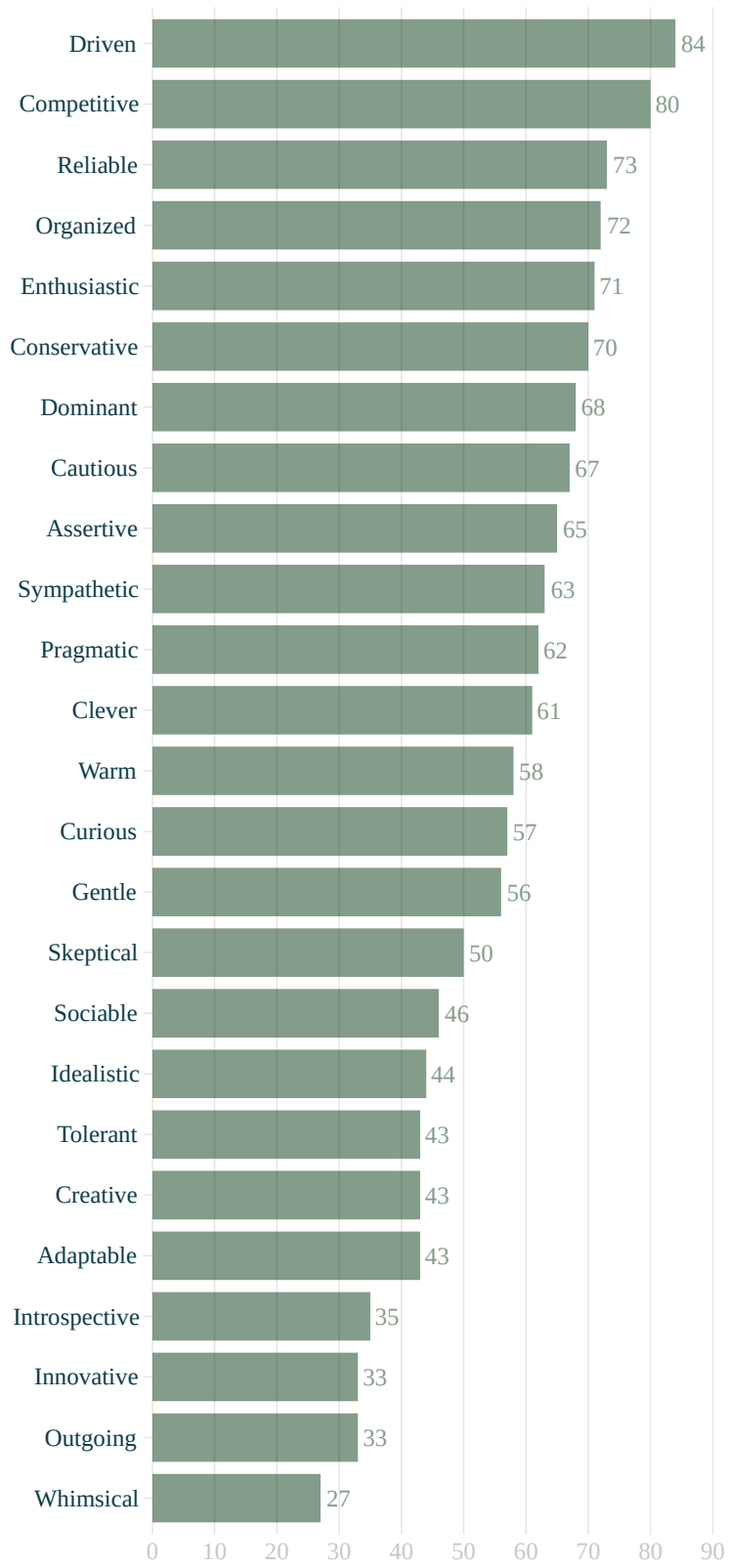
As an **Ambitious** person, you have many goals that you have set for yourself, both short and long-term. You are driven to achievement and like to have a sense that your current actions are moving you forward toward a better future.

This trait is usually associated with *Judging* and, to a lesser extent, with *Extraversion* and *Intuition*.

The Other Half: For Easygoing people, the main goal in life is to enjoy the ride. For them, the best way to live life is to appreciate the moment.

Describing Your Personality

How would other people describe you? On the following page are some common adjectives we use to talk about people's personalities in everyday life. For each adjective, your score shows how likely it is that other people might use this word to describe your personality.



Your Scores and the Four Temperaments

Now that we've looked at the individual elements of your personality, let's see how it all fits together.

To begin, we'll look at how your personality profile fits within the four temperament types. The temperaments were created by psychologist David Keirsey, who used them to describe essential themes in the way people think and behave. Temperament is a broader way of categorizing people than personality type, and is thus helpful as a quick way of understanding what drives people. Each temperament type describes a particular way of approaching the world.

The Empaths

Empath personality types are creative, imaginative, compassionate, and focused on the possibilities for people and society. They want to heal other people, connect on a deep level, and use their unique style of expression to change the world.

The Theorists

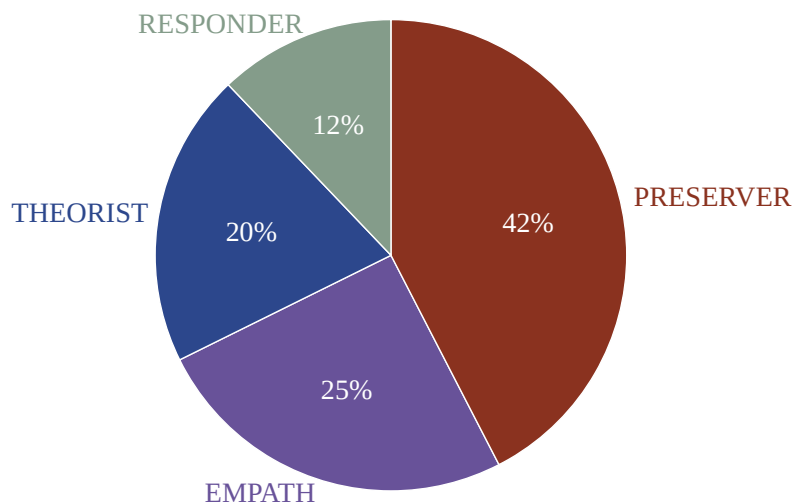
Theorist personality types are analytical, critical, questioning, and focused on innovative ideas. They want to use their powers of logic and reason to overhaul systems, improve efficiency, and manifest their vision of what could be.

The Preservers

Preserver personality types are sensible, organized, stable, and focused on upholding traditions and institutions. They want to ensure that things are done correctly, that rules are followed, and that people take their proper place in society.

The Responders

Responder personality types are adaptable, down-to-earth, practical, and focused on living in the moment. They want to develop useful skills, master the physical world, and enjoy all the sensory pleasures that life has to offer.



Your scores here demonstrate how well your personality profile fits within each of the 4 temperament types. Your highest scoring area is usually the temperament type that fits you best. If you have roughly equal scores for more than one temperament type, then you probably shift from one style to another depending on the situation.

Your Scores and the 16 Personality Types

Now let's look at how your scores match up with individual personality types.

You're probably most interested in finding the personality type that fits you best, and of course, this is important information! But when we assign types to people, we often overlook the fact that no personality type description will be a perfect fit for a given individual. Many people find a bit of themselves in more than one type description.

A more complete way to understand your own individual personality profile is to look at how well you match with all 16 personality types. Looking at your scores for each type allows you to get a deeper understanding of who you are. Although you will still probably want to choose one type to identify with, you may find that you can gain more insight into yourself by reading about other types that also match your personality.

The following chart shows how well your personality profile matches with each of the 16 personality types. The percentage scores are a representation of how well your responses fit with the typical profile for each type. For practical purposes, the percentage figures can be thought of as representing the degree to which a given type profile will accurately describe you as an individual.

You can also use this chart to estimate how much you will have in common with people of different types. The higher your score for a type, the more likely that a person of that type will seem to have a similar personality to your own. Conversely, a low match score for a particular type indicates that people of that type will seem to be very different from you.

ENFJ

The Teacher

66% Match

ENFJs are idealist organizers, driven to implement their vision of what is best for humanity.

INFJ

The Counselor

58% Match

INFJs are creative nurturers with a strong sense of personal integrity and a drive to help others realize their potential.

INTJ

The Mastermind

51% Match

INTJs are analytical problem-solvers, eager to improve systems and processes with their innovative ideas.

ENTJ

The Commander

58% Match

ENTJs are strategic leaders, motivated to organize others and drive innovation.

ENFP

The Champion

43% Match

ENFPs are people-centered creators with a focus on possibilities and a contagious enthusiasm for anything novel.

INFP

The Healer

35% Match

INFPs are imaginative idealists, guided by their individual core values and beliefs.

INTP

The Architect

28% Match

INTPs are philosophical innovators, fascinated by rational analysis, logical systems, and inventive design.

ENTP

The Inventor

35% Match

ENTPs are inspired innovators, motivated to find new solutions to intellectually challenging problems.

ESFP

The Performer

49% Match

ESFPs are vivacious entertainers who charm and engage those around them.

ISFP

The Composer

42% Match

ISFPs are gentle caretakers who live in the present moment and enjoy their surroundings with easygoing enthusiasm.

ISTP

The Craftsman

34% Match

ISTPs are observant artisans with an understanding of mechanics and an interest in troubleshooting.

ESTP

The Dynamo

42% Match

ESTPs are energetic thrillseekers who are at their best when putting out fires, whether literal or metaphorical.

ESFJ

The Provider

72% Match

ESFJs are conscientious helpers, sensitive to the needs of others and energetically dedicated to their responsibilities.

ISFJ

The Protector

65% Match

ISFJs are industrious caretakers, responsible in their duties and loyal to people, traditions, and organizations.

ISTJ

The Inspector

57% Match

ISTJs are responsible organizers, driven to create and enforce order within systems and institutions.

ESTJ

The Supervisor

65% Match

ESTJs are hardworking traditionalists, eager to take charge in organizing projects and people.

Discovering Your Type

Now we'll go in depth into the personality type that fits you best.

Your personality type code is an invaluable key to understanding how you function in life, work, and love. Knowing your personality type can help you to understand the answers to questions like:

- ✓ Why have I always been drawn to a particular career, even though I have no experience in that field?
- ✓ Why do I keep having the same issue in all of my relationships?
- ✓ Why do other people consistently use the same words to describe me and my personality?

The next section is based on extensive research, both practical and theoretical, into the profiles of the sixteen personality types. You'll discover how people of your type typically approach work and relationships. You'll also see how you can use your strengths and minimize your weaknesses to reach your personal potential.

Understanding how different aspects of your life connect with your personality type can give you meaningful validation for the path your life has taken so far. You may also find that this information can provide guidance to help you plan your direction for the future.

The information in the following section is based on the personality type that seemed to be the best fit for you, based on your test responses. You may find that some of the information in this section does not seem 100% accurate for you. This is normal; no personality type description will fit you completely. If you feel, however, that the type described below is not correct for you, and would like to get the information in the following section for a different type, please contact us and let us know.

Your ESFJ Personality Type

You are organized and conscientious in your efforts to help other people. You feel a sense of personal responsibility for other people's needs, and are usually eager to get involved and help out. You typically enjoy routine and often keep a regular schedule that allows you to be organized and productive. You work methodically and consistently to make the world a better place.

Your Core Values:

- Service
- Loyalty
- Responsibility
- Harmony

Your Key Motivators:

- Building consensus
- Maintaining traditions
- Providing practical support
- Creating structure and stability

You value loyalty and tradition, and usually make your family and friends your top priority. You are generous with your time, effort, and emotions. You are highly attuned to your emotional environment and attentive to both the feelings of others and the perception others have of you. You often take on the concerns of others as if they were your own, and will attempt to put your significant organizational talents to use to bring order to other people's lives.

You seek harmony and cooperation, and feel this is best accomplished when everyone follows the same set of rules. You have a sense of order in the way people relate to one another, and often take on roles that allow you to help enforce that social order. You act according to a strict moral code, and look for others to do the same. You often see things in terms of black and white, right and wrong, and are typically not shy about sharing your evaluations of others' behavior.

How Others See You

You are likely to be found playing host or hostess. You tend to take on the role of organizer without hesitation, and want to be sure that everyone is taken care of. Roles such as committee leader, event planner, and church volunteer suit you well. You are typically engaged with your community and work hard to do your part in maintaining the social order. You are interested in other people and like to know the details of their lives. Gossip may be one of your favorite pastimes; you love to share stories about the people around you.

You have a clear moral code that guides your behavior and your expectations from others. You often have strong opinions about how people should behave and the proper thing to do. Manners and other codes of social interaction are likely of great interest to you. You may think in terms of black and white, right and wrong. You can be judgmental of others who you do not think are acting appropriately, but you have the best of intentions: you simply want everyone to follow the rules so they can all get along. You want things to be all right with the people around you, and may become very involved with the problems and concerns of others.

Your Communication Style

You are an enthusiastic and caring communicator, who wants to engage people to contribute and accomplish what needs to be done.

You tend to be friendly and to engage easily with others, relying on your ability to notice details and recall personal facts. You are uncomfortable with criticism and conflict, preferring instead to provide support and encouragement to others.

You Communicate By:

- Anticipating the needs of others
- Engaging socially
- Focusing on accomplishing goals
- Providing enthusiastic support

Your Relationship Style

You are very supportive and caring in relationships, making sure to always express your appreciation for others. You are passionate about your values, and connect with people who share them. You are uncomfortable with conflict, and are motivated to resolve it quickly.

You provide practical assistance to your loved ones, and likely respect traditional relationship ideals.

You Connect By:

- Assisting others in practical ways
- Sharing personal values
- Scheduling time with your loved ones
- Expressing gratitude with words

Your Personality at Work

You like to put your interpersonal skills to work to organize people and processes. You are tuned into the needs of others and seek to create structure to provide for people. You often prefer work that allows you to help people in practical, observable ways.

Your Ideal Work Environment:

- Friendly and collaborative
- Predictable and stable
- Oriented to service and supporting the community
- Focused on achieving practical goals

Your Ideal Work Roles:

- Practical Helper
- Enthusiastic Organizer
- Engaging Leader
- Sympathetic Supporter

You enjoy work that allows you to follow through and see results, and prefer a high degree of structure and organization. You gain satisfaction from completing tasks with attention to order and detail. Your ideal job requires attention to procedure and specifications, and allows you to work methodically to organize people and processes.

You usually prefer to work with others, and are energized by participating in a motivated, conscientious, action-oriented team. It is important to you that your work be accordant with your values, and you prefer to work with others who are supportive and cooperative. Your ideal work environment provides clear expectations and a friendly, structured atmosphere free from conflict or uncertainty.

Your Leadership Style

You are often eager to take charge, and get things done in a structured, orderly way. You want to deliver on time and as promised, and will expect that your reports show this same attention to expectations. You use your communication and organizational skills to coordinate and move a team steadily along toward a goal.

Your Leadership Strengths:

- Providing direct and effective support
- Appreciating the contributions of others
- Communicating clear guidelines and schedules
- Fostering open communication

Your Teamwork Style

You enjoy the process of teamwork, and engage with others to create an environment of caring and support. You are concerned with getting everyone to contribute, and want to make all team members feel included and appreciated. You value cooperation and want your team to work steadily toward a common goal.

Your Teamwork Strengths:

- Encouraging social interaction
- Respecting procedure
- Organizing tasks efficiently
- Fostering cooperation and teamwork

Top Careers for Your ESFJ Type

ESFJs typically choose a career which allows them to use their organizational skills to take care of people and produce tangible results. They appreciate helping others with real-world problems in professions like education and health care. ESFJs are usually drawn to structured settings and traditional, established organizations.

Keep in mind, there are many careers that may be appropriate for you which are not listed here. However, the careers listed here give a representative sample of the top trends for ESFJs in their careers, and thus can give you an idea of where you might find satisfaction.

Health Care:

- Family Physician
- Dentist
- Medical Assistant
- Optometrist
- Speech Pathologist
- Nurse
- Surgeon
- Physical Therapist
- Fitness Trainer
- Dental Hygienist
- Radiation Therapist
- Respiratory Therapist
- Pediatrician
- Physician Assistant
- Dietitian

Personal Care and Service:

- Cosmetologist

- Child Care Provider
- Caterer

Administration and Management:

- Hotel Manager
- Health Care Administrator
- Paralegal
- Court Reporter
- Real Estate Appraiser
- Police Officer
- Event Coordinator
- Funeral Director
- Office Manager
- Receptionist
- Customer Service Rep
- Technical Writer

Sales and Leadership:

- Real Estate Agent
- Insurance Agent

- Merchandise Planner
- Advertising Sales Agent
- Buyer
- Public Relations Manager
- HR Manager
- Corporate Trainer
- Fundraiser

Education:

- Elementary Teacher
- Special Education Teacher
- School Administrator

Community and Social Service:

- Minister
- Counselor
- Social Worker

Becoming Your Best

At your best, you are outgoing, dedicated, and supportive. You absorb and retain details easily, especially those related to caring for others. You rarely forget what other people need to feel comfortable, and always make sure to show your appreciation. You want to help others in useful ways, and maintain strong, healthy relationships.

To perform at your best, look for opportunities to work closely with people, providing direct and immediate support. You will be happiest working within an organization that respects its people and values individuals. You are loyal and hard-working, and want to know that your efforts have meaning.

Your Personal Strengths

PRAGMATISM

You understand what truly matters in the moment, and are not overwhelmed by future possibilities.

WARMTH

You are spirited and outgoing, and enjoy bringing people together in collaboration.

HELPFULNESS

You do not hesitate to jump in and lend your support wherever it is needed.

CONSISTENCY

You are a dependable performer, inspiring trust that you will always produce a quality product.

Opportunities for Excellence

- Show your appreciation for the hard work and accomplishments of others. Your sensitivity and consideration will help people to feel as though they are truly valued.
- Engage with others in social activities. You will help to build a warm and collaborative atmosphere for everyone.
- Look for opportunities to help people in direct and practical ways. You will be most fulfilled when you can observe the tangible results of your efforts.
- Demonstrate your loyalty to your organization by maintaining your high personal standards no matter what task you are performing. You will earn a reputation as someone who always achieves results.

Potential Pitfalls

- Don't neglect your own needs in favor of supporting others. You will be most effective when you are healthy and happy, so make sure to take care of yourself too.
- Work on being open to change. Your desire for stability and structure may make change stressful for you, but staying positive can help.
- Avoid roles that revolve around innovation and discovery. You value experience and stability, and want to focus on what works, rather than ideas for the future.
- Don't be afraid to face conflict. There are times when it is better to work through a problem in order to regain harmony.