

Myers-briggs efsj essay

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The Myers-Briggs Type Indicator assessment is a list of questions that are designed to measure psychological preferences in how they perceive the world and how they make decisions. These preferences were first described by Carl Jung and published in his book *Psychological Types*. Jung speculated four principal psychological functions by which we experience the world including: sensation, intuition, feeling, and thinking. Out of these four conditions, one is dominant most of the time. I took the Myers-Briggs Type Indicator assessment, utilizing HumanMetrics Jung Typology Test webpage, and my four letter personality type is EFSJ (Extraverted, Sensing, Feeling, and Judging).

People with this type of personality type are commonly known as caregivers. Individuals with this personality type are typically outgoing, loyal, and tender-hearted. People with ESFJ personalities tend to work well from interacting with other people and are seen as outgoing and extraverted.

I agree with this explanation as I value and cherish the time I spend with my friends but also meeting new people. Being in a group setting and having conversations and learning from others is a much more enjoyable experience for me than being alone or taking a lot of 'me' time away from people. In addition to being outgoing, people with ESFJ are described as sensing; meaning they are more focused on the present than the future. Concrete and immediate details are more important than abstract information. I do agree with this explanation as I like living in the moment and not worry too much in what the future holds.

It seems to get a little more difficult as I grow older and my responsibilities change, however for the most part it is something I follow. Furthermore, ESFJ personalities are feeling individuals. These individuals make decisions based on their feelings and emotions and keep in mind the concerns for others. They do not do well with the heart-mind connection but rather they think of how their decision will impact others.

Again, I do agree with this statement wholeheartedly. As a person who is not a fan of conflict, when I approach someone to discuss an issue (i. e. work or personal), I usually play and replay the scenario in my head and think of the best possible way to get my message across without hurting the other person's feelings or have them feel threatened by my approach. And finally, people with ESFJ personalities are considered judging individuals. Such individuals are considered organized and plan things out in advance, which give these individuals a sense of control of the world around them.

Planning is a very important thing for me, from a weekend lunch date with a friend, to a major life event coming up. Being, and staying, in control is an important characteristic for me. This can be a very good asset as I try to keep things in order from when I work out to what time I go to bed, but it can also be difficult because being thrown off track can be nerve-wrecking if it was an unplanned event. Each personality of the 16 personality types explained by the Myers-Briggs can be a good addition to any situation or environment. The strengths and weaknesses of each personality type give them the opportunity to shine in their own light.

For individuals with ESFJ personality types some of the strengths they possess include looking for win-win situations, knowing how to connect to people, being loyal and sensitive to others, and taking their duties very seriously. Looking for win-win situations give ESFJ's a platform to create harmony and avoid conflict. Such individuals seek team building and getting along with everyone while avoiding upsetting the status quo. Knowing how to connect with people is a good asset for ESFJ's because they can change and transform to fit any situation and mirror the individuals they are working with. By doing that, it gives them an opportunity to build trust and break down any uneasiness that is created from meeting new individuals.

These same ESFJ people are loyal and sensitive to others, these are the individuals that will go the extra mile for you or pick you up when you are in a jam. As a loyal friend, they will be your cheerleader and your shoulder to cry on when you have hit the high and low's in life. Some of their weaknesses, or challenges, that may create tension with other individuals might include being too concerned with their social status, vulnerable to criticism, being inflexible, and at times being needy. Being social butterflies and enjoying the company of others, ESFJ personalities can become over obsessed with their social surroundings and the people they are with. They have a need to be seen as responsible and successful and will try to do everything to increase their status and influence.

Bridging gaps and connecting with people can also create criticism from other individuals who may be friends or colleagues. EFSJ individuals may not take well with criticism which, to them, creates conflict. They are easily hurt and can become defensive if their habits or ideas are criticized, especially by <https://assignbuster.com/myers-briggs-efsj-essay/>

people close to them. Traditions are very important to ESFJ types and though people and times change, they may seem to worry a little too much about what other people see as acceptable. Similarly, they are not ones to easily abandon their traditions to try unconventional or non-mainstream views of things. The double edged sword that includes being likeable, sociable, and easy to get along with, also includes a weakness of ESFJ types of being needy. Individuals want to know they are liked and may often look for compliments by over doing things or attracting people's attention. The Myers-Briggs test would be very valuable and useful for an employer because it will give an employer a glimpse of the type of personality and work style of their current and future employees.

By taking a look at the different personality types, an employer can see which employee will be beneficial at which job and in what capacity and they can ultimately team them up with other like minded personalities to make the work place a much more efficient environment. According to Steve Myers " in a team environment, an ESFJ can contribute not only by working hard to fulfill their own responsibilities but also by ensuring that everyone in the team feels valued, and that their needs are met" (Myers, 2013). Such individuals know how to start projects, break the ice, and can be effective in training.

The one criticism I do have is an employer who may rely heavily on these tests and may overlook a great candidate for employment strictly based on these types of testing. There is a lot more to a person than just a test so looking at the whole package in addition to experience would be a good

starting point for the work force. References: Myers Briggs Foundation. (2013).

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