



ESFP CAREER GUIDANCE KIT



QAMAR CONSULTING
Discovering Potential & Optimizing Performance

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION



INTROVERSION

Where do you get your energy from?

SENSING



INTUITION

What kind of information do you prefer to use?

THINKING



FEELING

What process do you use to make decisions?

JUDGING



PERCEIVING

How do you deal with the world around you?



Understanding Preferences Through Pictures

EXTRAVERSION (E)

Keywords:
Active
Outward
Sociable
Open in communication
Expressive in nature

INTROVERSION (I)

Keywords:
Reflective
Inward
Reserved
Private in communication
Quiet in nature

Check your response which preference you prefer the most?

SENSING (S)

Keywords:
Pay attention to facts and details
Present focused
Practical
Conserve
Repetition

INTUITION (N)

Keywords:
Pay attention to patterns
Future focused
Imaginative
Change
variety

Check your response which preference you prefer the most?

THINKING (T)

Keywords:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice



FEELING (F)

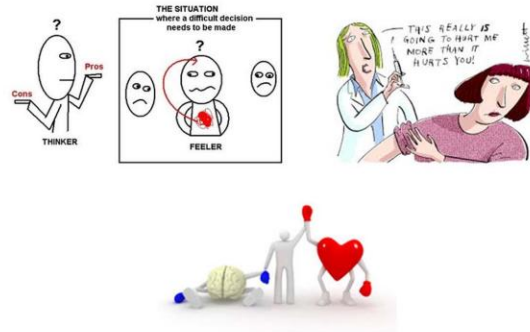
Keywords:

Decides with heart

Use personal convictions

Empathize and appreciate Personal

Concerned with values, relationships and harmony



Check your response which preference you prefer the most?

JUDGING (J)

Keywords:

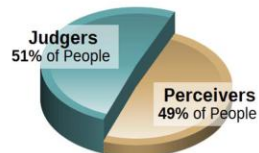
Organized

Control

Decisive

Deliberate

Plan



PERCIEIVING (P)

Keywords:

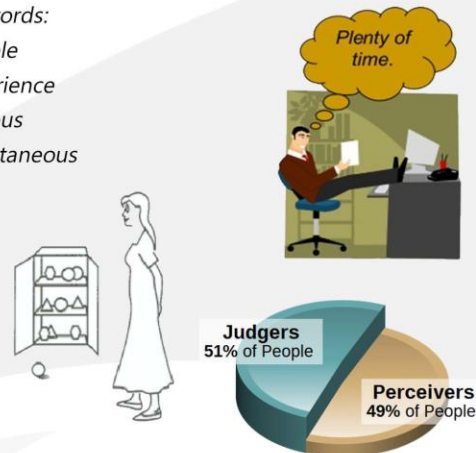
flexible

experience

Curious

Spontaneous

wait



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

- PRACTICAL
- SENSIBLE
- REALISTIC
- SYSTEMATIC
- REASONABLE

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ISFJ



PROTECTOR

- REALISTIC
- CONCRETE
- SPECIFIC
- KIND
- SENSITIVE

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INFJ



GUIDE

- INSIGHTFUL
- VISIONARY
- IDEALISTIC
- COMPLEX
- DEEP

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INTJ




MASTERMIND

- CONCEPTUAL
- CREATIVE
- INSIGHTFUL
- LONG RANGE THINKERS

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ISTP



CRAFTSMAN

- PRACTICAL
- REALISTIC
- FACTUAL
- PRAGMATIC

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ISFP



ARTIST

- TRUSTING
- KIND
- SENSITIVE
- GENTLE
- OBSERVANT

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INFP




HEALER

- CONCERNED
- CARING
- IDEALISTIC
- CURIOUS
- CREATIVE

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INTP




CONCEPTUALIZER

- LOGICAL
- ANALYTICAL
- OBJECTIVELY
- CRITICAL
- INSIGHTFUL

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ESTP




ACTIVIST

- OBSERVANT
- PROBLEM SOLVERS
- PRACTICAL
- RATIONAL
- STRAIGHTFORWARD

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- PRACTICAL
- SPECIFIC
- ACTIVE
- OPTIMISTIC

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ENFP



CHAMPION

- PRACTICAL
- SPECIFIC
- ACTIVE
- OPTIMISTIC
- PERSUASIVE

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ENTP



INVENTOR

- CREATIVE
- IMAGINATIVE
- CONCEPTUAL
- ASSERTIVE

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ESTJ




GUARDIAN

- OBJECTIVELY
- CRITICAL
- DECISIVE
- ASSERTIVE
- SYSTEMATIC

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ESFJ



PROVIDER

- WARM
- SYMPATHETIC
- PERSONABLE
- TACTFUL

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ENFJ



MENTOR

- PERSONABLE
- LOYAL
- SUPPORTIVE
- TRUSTWORTHY
- IMAGINATIVE

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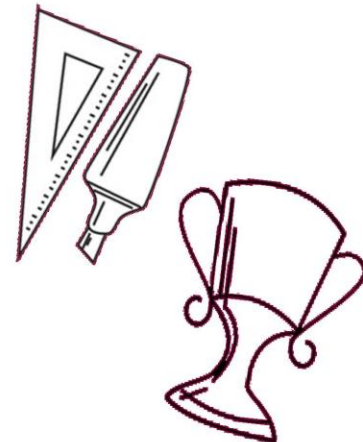
ENTJ



COMMANDER

- ANALYTICAL
- CHALLENGING
- DECISIVE
- CLEAR
- CONCEPTUAL

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CHAPTER 02

Mapping Your Career Journey

ESFP (Performer)

ESFP Born Talents

Adaptable تبدیل ہو جانے والا

Outgoing ھو مئے پھرنے والا

Casual عام سے

Playful پر مذاق

Cooperative تعاون

Practical عملی

Easygoing سادگی کے ساتھ زندگی گزارنے والا

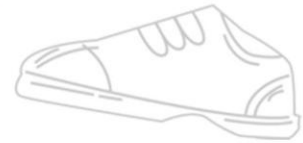
Sociable محبت پسند

Enthusiastic پرجوش

Talkative باتونی

Friendly دوستانہ

Tolerant برداشت کرنے والا



PERFORMER (ESFP)



Adopt an easygoing, tolerant, pleasure loving, casual approach

Observant of interested in & in tune with people & their immediate needs

Consider practical options to solve immediate problems, use common sense

Highly sociable & active, enjoy meeting & developing rapport with people

What Excites ESFP the Most?

Doing work that

- Lets me learn from hands on experience, where I look for solutions to problems from gathering all the facts at my disposal and by using common sense.
- Lets me get personally involved in the tasks at hand, working directly with clients or customers, out in the field rather than away from the action.
- Lets me work with lots of other people in an active and social environment, with variety, fun, and spontaneity.
- Requires skillful handling of people and conflicts, the ability to ease tensions to help groups work more cooperatively, and the ability to motivate others.
- Lets me juggle multiple projects or activities, especially those that use my aesthetic taste and sense of design.
- Lets me interact throughout the workday with other easygoing and social people who share my enthusiasm, energy, and realistic point of view.
- Lets me work on projects that are of immediate utility and take into account the needs of people around me.
- Is done in a friendly and relaxed environment, without hidden political agendas.
- Rewards my hard work and good intentions, and where I feel appreciated for my contributions.
- Lets me have fun, enjoy everyday surprises, and where there is a minimum of bureaucracy, rules or restrictions.

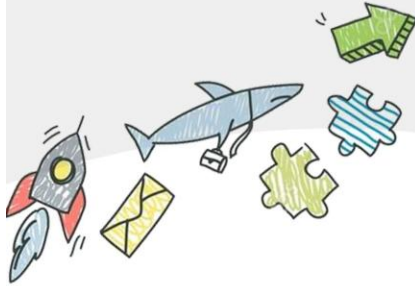
During an Interview an ESFP will Often

- Create a feeling of rapport with the interviewer.
- Enthusiastically relay their ability to handle difficult situations, work on a team, and embrace new challenges.
- Need to be cautious not to talk too much and should be prepared to answer hypothetical questions.
- Need to learn how their people skills can be tied to the 'bottom line' and be able to discuss this with the interviewer.
- Remain open and flexible when negotiating their specific job requirements.

ESFP Career Trend and Potential Strength

Career Trends

The clear trend in occupations that are popular with ESFPs involves careers that allow them to be of practical service or help to others. These include careers in healthcare, food preparation, childcare and personal service. Sales positions also allow them to work with others. Another group of occupations that appeal to ESFPs involves outdoor work.



Potential Strength

- Adaptability
- Enthusiasm & energy
- Ability to motivate others
- Negotiating & building consensus
- Immediate problem solving

کیریئر ٹرینڈ:

ESFP کے مشہور پیشوں میں جو بالکل کلنیر پیشے ہیں وہ عملی طور پر کام کرنا یا لوگوں کی مدد والے کام کرنا ہیں۔ جس میں Foodpreparation, Healthcare بچوں کی دیکھ بھال یا خود سے کوئی مدد کر دینا ہوتے ہیں۔ سلیز کے کام میں پھر ESFP کو دلچسپی ہوتی ہے۔ ایک اور پیشہ جو ESFP کو پسند ہوتا ہے وہ outdoor work ہوتا ہے۔



Popular Occupations of ESFP

People with ESFP preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

1. Health care & health-care support
2. Medical technology
3. Respiratory therapy
4. Hospitality & lodging
5. Fitness & training
6. Sales
7. Social services
8. Counseling
9. Veterinary medicine
10. Child care
11. Recreation, coaching & lifeguard
12. Religious education
13. Nursing
14. Construction & trades
15. Transportation
16. Pharmacy
17. Designer
18. Cosmetology
19. Library worker
20. Office administration, support, bookkeeping



Popular Occupations of ESFP

However, there are successful people of all types in all occupations. The key to getting where one wants to go involves firstly identifying what one really wants, something that comes from a more individual place than type. Individuals with ESFP preferences then need to use knowledge of their type to gain insight into how they might approach the different activities in planning a career. In other words, ESFPs need to build on the strengths of their type and address potential obstacles that may come along with their style as they explore options, connect with others, make decisions, and manage their careers.

Less Popular Occupations of ESFP

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with ESFP preferences are, however, less often attracted to careers and occupations that require a great deal of precision and logical analysis, or careers that are highly structured, such as careers in management, the military, or engineering. They are also found less often in careers that require work in isolation or careers that demand a great deal of routine hands- on manual or mechanical work, as in production or repair jobs.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

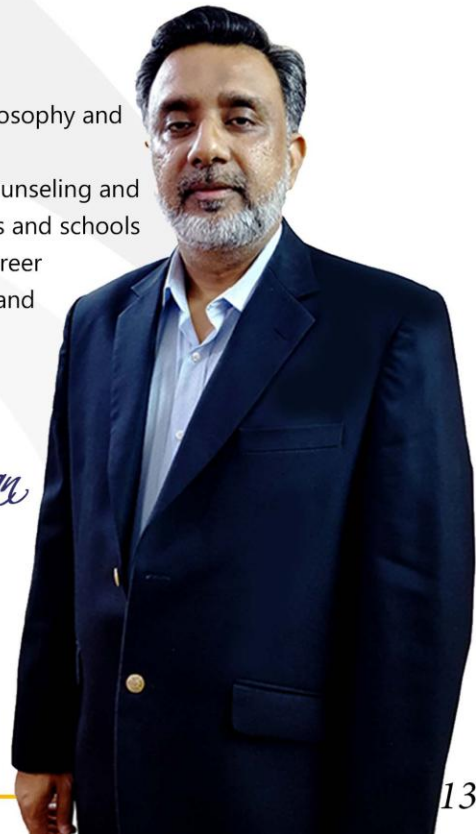
TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

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