



QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER PLANNING KIT

ESFP

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

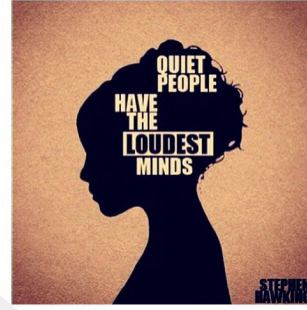
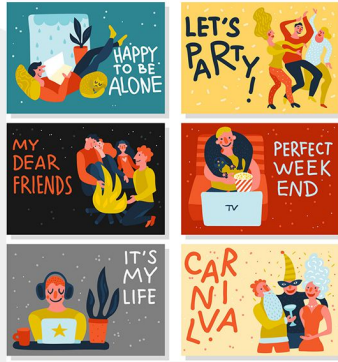
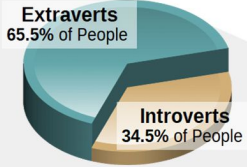
INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

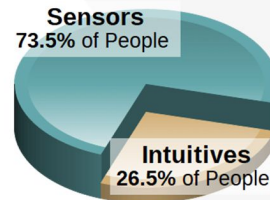
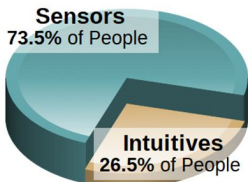
- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

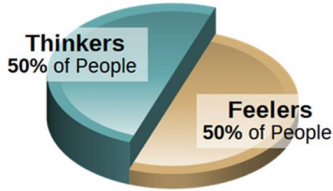
صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

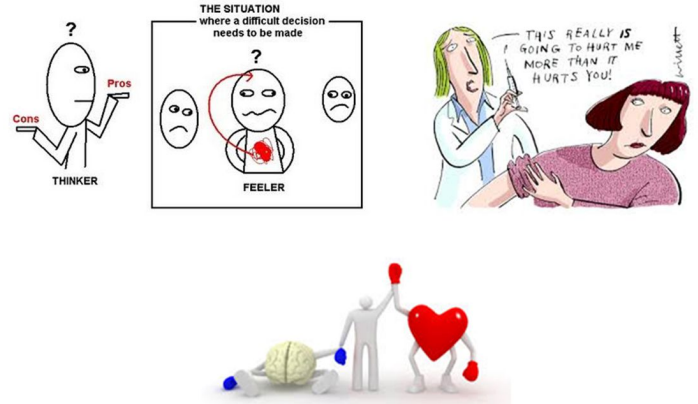
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رحمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

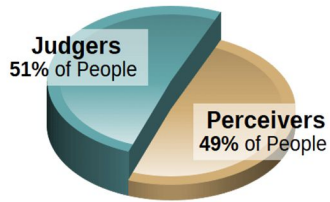
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

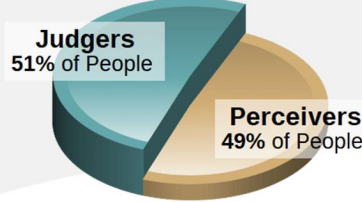
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
 LOGICAL
 ORGANIZED
 REALISTIC
 RESERVED

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ISFJ



PROTECTOR

LOYAL
 PATIENT
 PRACTICAL
 QUIET
 TRADITIONAL

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INFJ



GUIDE

CONCEPTUAL
 CREATIVE
 DEEP
 IDEALISTIC
 SENSITIVE

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INTJ



MASTERMIND

ANALYTICAL
 INDEPENDENT
 ORIGINAL
 PRIVATE
 THEORETICAL

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ISTP



CRAFTSMAN

ADVENTUROUS
 PRACTICAL
 REALISTIC
 SPONTANEOUS
 INDEPENDENT

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ISFP



ARTIST

CARING
 LOYAL
 SENSITIVE
 UNDERSTANDABLE
 TRUSTFUL

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INFP



HEALER

DEEP
 EMPATHETIC
 IDEALISTIC
 IMAGINATIVE
 LOYAL

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INTP



CONCEPTUALIZER

INDEPENDENT
 LOGICAL
 ORIGINAL
 SELF-DETERMINED
 THEORETICAL

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ESTP



ACTIVIST

EASYGOING
 ENERGETIC
 OUTGOING
 QUICK
 VERSATILE

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Brief Overview Of 16 Personality Types

ESFP

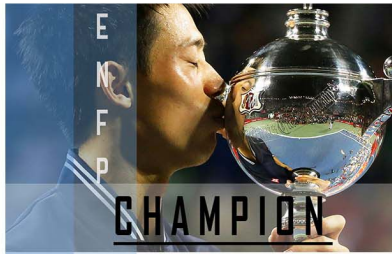


PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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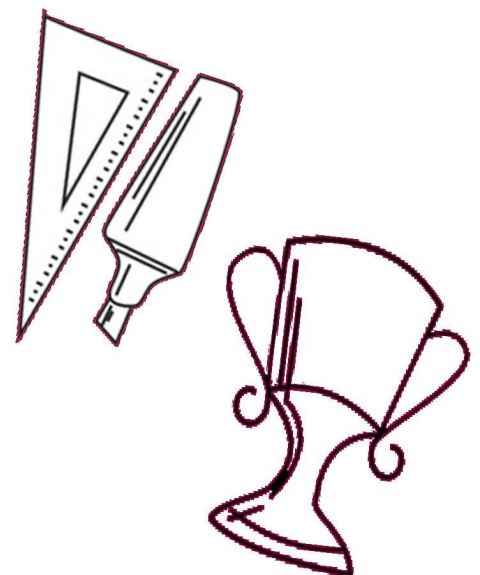
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ESFP (Performer)

ESFP Born Talents

Adaptable تبدیل ہو جانے والا

Casual عام سے

Cooperative تعاون

Easygoing سادگی کے ساتھ زندگی گزارنے والا

Enthusiastic پرجوش

Friendly دوستانہ

Outgoing کھومنے پھرنے والا

Playful پر مذاق

Practical عملی

Sociable ملنسار

Talkative باتونی

Tolerant برداشت کرنے والا



PERFORMER (ESFP)

Adopt an easygoing, tolerant, Pleasure - loving, casual approach

Consider practical options to solve immediate problems; use common sense

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

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



What I need in a Career for it to be Satisfying

- Plenty of opportunities to work closely with a variety of other people on a variety of projects throughout the day.
- A relaxed friendly, and active environment where I feel part of a team and I am appreciated and rewarded for my contributions.
- Work that is of a practical and helpful in nature, where I have plenty of hands on involvement and am able to see the results of my efforts.
- The opportunity to learn and master skills and then use them to solve problems using my common sense and realistic point of view.
- The chance to mediate problems, solve crises and use my warmth and sense of humor to defuse difficult or tense situations and bring them to positive endings.

As an ESFP i am Good at...

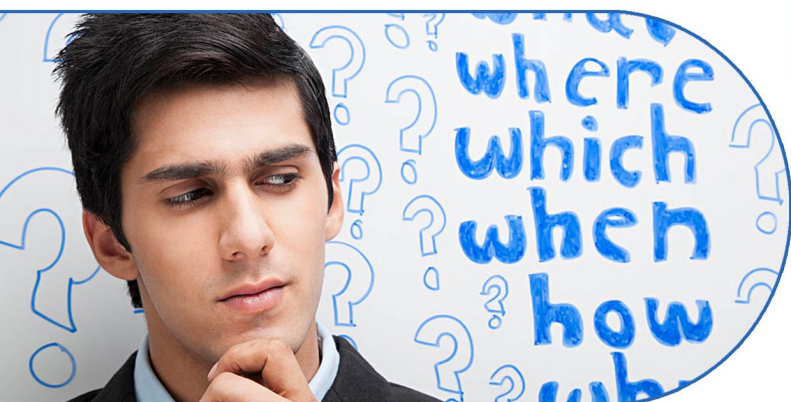
- Hands on tasks that let me use my technical or artistic skills.
- Bringing energy enthusiasm, and fun to my work.
- Adapting and responding to unexpected changes and crises.
- Communicating with a variety of people, making people feel good.
- Using my common sense to see what needs to be done and getting started.
- Public speaking, teaching, and meeting facilitation.

Work Related Strengths

- Lots of energy and enjoyment of being active on the job.
- Ability to adapt well to change and shift gears quickly.
- Sensitivity to people's needs and desire to help them in real ways.
- Caring nature; you're a cooperative team player.
- Ability to make work fun and exciting.
- Practicality and great common sense.
- Loyalty to the people and organizations you care about.
- Process oriented approach; you create a lively and fun atmosphere at work.
- Flexibility and willingness to take calculated risks and try new approaches.
- Desire to cooperate, pitch in, and help people in real and concrete ways.
- Ability to clearly assess current resources and conditions and immediately see what needs to be done.

Work Related Blind Areas

- Difficulty in working alone, especially for extended periods of time.
- Tendency to accept things at face value and miss deeper implications.
- Dislike of advance preparation; you have trouble organizing your time.
- Difficulty in seeing opportunities and options that don't exist at the moment.
- Tendency to take criticism and negative feedback very personally.
- Trouble making decisions.
- Impulsiveness and tendency to be easily tempted or distracted.
- Dislike of excessive rules and structured bureaucracy.
- Difficulty in making logical decisions if they conflict with personal feelings.
- Resistance to setting long-term goals and difficulty meeting deadlines.
- Difficulty in disciplining self or others.



ESFP Career Trends and Potential Strengths

Career Trends

The career 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 Strengths

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

کیرئیر ٹرینڈ :

ESFP کے مشہور پیشوں میں جو بیکل کلئیر 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 preference are often attracted to and may find satisfaction in careers and occupations in the following areas;

EDUCATION/SOCIAL SERVICE

- Childcare provider
- Teacher: art, drama, music
- Special education teacher
- Developer of educational software

HEALTHCARE

- Primary care physician
- Physical therapist
- Home health aid
- Massage therapist
- Dietitian/nutritionist
- Optician
- Radiological technician
- Respiratory therapist
- Personal fitness trainer
- Home care worker
- Art therapist
- Registered nurse
- Nursing instructor
- Cardiology technologist
- Transplant coordinator

BUSINESS/SALES

- Merchandise planner
- Diversity manager (H.R)
- Salesperson

ENTERTAINMENT/ACTION

- Painter/illustrator
- Wardrobe specialist
- Park naturalist
- Flight instructor
- Entertainment and sports agent
- Forester
- Cartoonist
- Insurance fraud investigator
- Fire investigator
- Police officer
- Radio, T.V announcer
- Sketch artist

SERVICE

- Animal trainer interior designer
- Corrections officer
- Aerobics instructor
- Ground manager
- Exhibit builder
- Eco-tourism specialist
- Recreational therapist
- Silversmith
- Tour guide
- Event planner



Less Popular Occupations of ESFP

People with ESFP preference are less often attracted to careers and occupations that are highly structured, oriented largely to theory and technology, or are largely quantitative, such as careers in engineering, management finance and computer sciences. They also tend to be found much less often in careers that require a more impersonal and analytical approach to people, as in the social sciences or law, or that have very little contact with people, as in research





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and that
is your
*Power***

Best of Luck

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