



Extraverted Sensing Types: ESTP and ESFP

Dominant Extraverted Sensing
Inferior Introverted Intuition

Important Features of Dominant Extraverted Sensing

Extraverted Sensing types typically use their favorite perceiving function in the outside world, focusing it on people, things, and activities. Perhaps more than any other type, they are “in the world” and experience sensory data from the environment purely and directly. As a result they tend to

- Cut to the heart of a situation and implement an effective solution
- Ignore hidden implications, hypotheses, past traditions, and future possibilities
- Demonstrate an economy of effort in whatever they do
- Feel optimistic, not dwelling on problems outside of their control
- Accept others as they are and take people and situations at face value
- Have a natural affinity for sensual and aesthetic experience
- Appear shallow in their pursuit of sensual pleasure at times
- Evoke admiration and often envy for their carefree enjoyment of everyday living

Work Energizers and Stressors

Dominant Extraverted Sensing types are energized by work environments that allow them maximum freedom to control their time, work at their own pace, and do their work in their own way. They like variety in the tasks they perform on a daily basis, and although they prefer working in a setting in which structures are clear and they are a part of an active team, they do like working and achieving independently. They enjoy some leeway to move outside the boundaries of the system. Their focus is on directly experiencing the world around them and therefore on work that permits active involvement in concrete projects with tangible results. Perhaps as a result of this active, hands-on approach to concrete tasks, they may be passed over for promotion to managerial and administrative positions. This can be a source of dissatisfaction for them, even though they may not find the work required by the promotion to be appealing or enjoyable. Stressful work environments for Extraverted Sensing types are those that require rigid adherence to someone else’s schedule, inflexible work hours, and little freedom of choice in what is done and how it is accomplished. The work energizers and stressors that are shared by ESTPs and ESFPs are largely the result of the present-oriented focus on sense experience that is characteristic of dominant Extraverted Sensing types. These are summarized in Table 20.

In addition to the common features shown in Table 20, ESTPs, whose auxiliary function is Thinking, are energized by opportunities to lead and direct others and to achieve tangible goals and economic success. They also place a high value on their own autonomy. Autonomy appears to be less important for ESFPs. Their auxiliary Feeling function is revealed in their emphasis on friendly and compatible team relationships. ESFPs generally report being satisfied with the people they work with despite of their general dissatisfaction with promotions, job security, work stress, salary, and the extent to which they accomplish what they want. Although ESTPs report fewer work dissatisfactions than do ESFPs, there is no outstanding way in which they find work satisfying. They are more likely than ESFPs to report enjoying working in vague and poorly defined settings that lack precise guidelines. ESFPs do not mind toeing the line at work as long as there is no expectation of working extra hours and their jobs are made relatively simple and straightforward. They tend to devote much energy to relationships and activities outside of their work lives. For some work is secondary to their other responsibilities and relationships and is a practical means of providing the money and freedom to pursue nonwork interests.

Triggers for the Inferior Function

Extraverted Sensing types report the following type-specific factors that are likely to provoke a grip experience:

Excessive focus on the future. Spending a great deal of time with people who are very serious about or quite

Table 20 Energizers and Stressors for Extraverted Sensing Types

Energizers	Stressors
<ul style="list-style-type: none"> • Variety and flexibility in tasks required and use of available time • Freedom to interact with people • Being able to make good use of their memory for specifics • Having options in the ways tasks are accomplished • Clear structures, specific tasks and goals • Working as part of a team 	<ul style="list-style-type: none"> • Deadlines • Having to conform to a rigid routine with little free time • Long-term planning • Inability to control circumstances • Vague directions and unclear guidelines • Binding commitments with no allowance for contingencies