

## ESFP

**General Strengths:** ESFPs add fun and friendship even as they strive to provide personal help to those within their circle of influence. Their easygoing approach to tasks lets them adapt in the moment to unexpected circumstances.

| Value to the PLC  | How to Show ESFPs Their Value as PLC Members   |
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| Providing energy, enthusiasm, and warmth for each encounter<br>Linking people, resources, and practical information to the tasks at hand<br>Focusing on pragmatic, immediate solutions to present problems<br>Reacting quickly when trouble brews; flexibility  | Acknowledge that teams are most effective when they enjoy their time together<br>Accept each person as they are—feelings, strengths, values, and worries<br>Be patient—their questions reflect their eagerness to do things right<br>Allow for autonomy, choices, and flexibility in meeting the goals |
| Approach to Data  | Approach to Accountability   |
| Motivated to change via insights from their own grade books, formative assessments<br>Appreciate receiving organized data to reduce distraction of too many details<br>Look for evidence that the changes they make motivate students to work harder<br>Interested in data on student attitudes, motivations, and self-efficacy | Strive to see the whole child succeed by emphasizing relationships and caring<br>Seek instructions, details, and support for major instructional changes<br>Thrive when leadership recognizes progress even as they seek improvement<br>Feel personally responsible for the students they serve        |
| Supportive PLC Activity Preferences   | Communication Style  |
| Modeling and co-teaching; learning through collaboration<br>Planning collaborative lessons and applying strategies in multiple ways<br>Engaging in learn-by-doing activities for text-based discussion, rating task rigor, and so on<br>Focusing on implementation of one or two PLC strategies or ideas at a time              | Prefer positive, humorous, enthusiastic communicators<br>May avoid responses that could lead to conflict<br>View experiences as relevant information for decisions<br>Communicate sequentially and incorporate details   |
| What Causes Distress or Discouragement  | Strategies for Relieving Stress  |
| Tight deadlines, too much structure, and loss of fun in the present moment<br>Speculation, long-range planning, and creative problem solving without concrete application   | Find an outlet such as music, crafts, art, or writing to enjoy your own form of creativity<br>Experiment with structured time for health's sake such as exercise, sleep, or family time  |

**An ESFP might say:** “Our time together helps me refocus on the broader strategies that lead to student success rather than the day-in, day-out needs of my own students. My frequent questions come from trying to understand how to make new ways work with my own students—please answer them by detailing the information that will help us make the strategies work within our own unique strengths.”