

## Areas To Consider For Development In Becoming More Effective:

- Being more realistic about what you can and cannot achieve.
- Changing the world one small step at a time.
- Developing your active listening and resist the urge to interrupt others.
- Using logic and hard data in your decision making process.
- Being ok with saying no - you can't please everyone.
- Taking care of the day-to-day things - bills, exercise etc
- Focussing your thoughts and delivering on deadlines.
- Developing an appreciation for established structures and ways of doing things.
- Being aware that some people need more detail before acting on your visionary ideas.

*Which of the above would you like to focus on first?*

*How will you know when you have developed in this area?*

*Who do you know that does this well?*

*Start small - what activities could you do to promote development in your chosen area?*

## Before You Consider Any Personal Development You May Like To Consider The Following:

Which parts of the ESFP personality description are particularly true for you?

- What are your strengths as an ESFP?
- Which parts of the INTJ personality description do you find particularly unlike you?
- Have you sought any feedback from others?
- How important it is for you to develop some of the areas suggested?
- What specifically is your goal?
- What support do you need for this development?
- What challenges might you face on your development journey?



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### Function Order

**Dominant Function**  
Extraverted Sensing

S

**Auxiliary Function**  
Introverted Feeling

F

**Tertiary Function**  
Thinking

P

**Inferior Function**  
Introverted Intuition

