

# ENFJ

*ENFJs are people-lovers & articulate*



## EXTRAVERTED INTUITIVE FEELING JUDGING

In general, ENFJs are lively and enthusiastic facilitators who apply warmth and vision to helping people and meeting their needs. They are aware of people's aspirations and develop plans of action to make those aspirations into reality. They like organization and closure. They are at their best facilitating situations that require interpersonal sensitivity. ENFJs are tolerant and appreciative of others, seeking involvement with them in life's tasks. They are able communicators who are liberal in showing appreciation for others.

- ENFJs make decisions based on how they feel about a situation
- They are natural leaders, popular and charismatic
- ENFJ 's focus on the potential in other people and promote harmony around them
- They are energetic and enthusiastic; as well as responsible, conscientious, and persevering

### **Choosing a Major**

- Say an ideal career is one that lets them use their special abilities
- Tend to decide early on a major and stick with it
- Tend to choose people-oriented majors that require cooperation, such as teaching, ministry, counseling, or selling

### **Learning Style**

- Report that the most important goal of education is to learn how to get along with different kinds of people
- Interested in literature and tolerant of theory
- Do their best thinking aloud, bouncing ideas off others
- Achieve through perseverance and hard-work
- Want learning to pertain to human values and growth

### **Reading, Writing, Studying**

- Need harmony to study or to achieve potential
- Prefer to study with others and often organize study groups
- Prefer to read about human interest rather than technical subjects
- Would rather talk than write, and often dictate their first drafts
- Need to revise final draft to make it more logical and sequential, and to remove too many references to personal convictions

### **Playing**

- Often involved in campus activities helping others or providing some service, often as a leader
- Initiate many get-togethers in the dorm but first ask what others want to do
- Say they have no trouble dating once a week or more
- Throw themselves into work but enjoy it if they are helping others

### **Possible Causes of Stress**

- May try to take care of others more than themselves
- May over-idealize others
- May be oversensitive to indifference and personalize it
- Their need to socialize may interfere with work
- May try to live by others' "shoulds"

### **Dealing with Stress**

- Like going to movies with friends to relieve tension
- Naturally rely on friends for support
- Naturally give their personal best to any task
- Learn to identify and take care of own needs
- Must make time for studies in busy social schedule

**Work Related Strengths:**

- Promote harmony; build cooperation
- Respect a variety of opinions
- Can be good public speakers and facilitate group decisions
- Decisive and organized
- Natural leaders

**Work Related Weaknesses:**

- Tend to idealize people
- Can make decisions too quickly
- May have trouble dealing with conflict and sweep problems under the rug
- May take criticism too personally
- May not be attentive to factual accuracy

**CAREER SATISFACTION** means doing work that:

1. Lets me establish and maintain warm and supportive interpersonal relationships with co-workers, clients, customers, etc
2. Lets me develop creative solutions to problems on projects that I believe in and where I can see the positive results of my efforts for other people
3. Is done in an environment where expectations are clear, contributions are appreciated, and personal and professional growth and development are encouraged
4. Lets me be a part of a team of other creative people I trust as well as being busy and productive
5. Allows me time to develop creative solutions to problems and then share them with other supportive and caring people
6. Is done in an active and challenging environment where I am able to juggle several projects at once
7. Lets me use my organizational and decision-making skills and have control and responsibility for my own projects
8. Gives me a variety of activities but allows me to work in a relatively orderly and well-planned manner
9. Is done in an environment that is free from interpersonal conflicts and ongoing tension
10. Exposes me to new ideas and lets me explore new approaches, especially those that will improve the lives of other people

## Popular Occupations for ENFJs

In listing occupations that are popular among ENFJs, it is important to note that there are successful people of all types in all occupations. However, the following are careers ENFJs may find particularly satisfying and some of the reasons why. This is by no means a comprehensive listing but is included to suggest possibilities you may not have previously considered. Although all of these occupations offer the potential for career satisfaction, the future demand for some careers is anticipated to be greater than for others.

### Communication

Advertising account executive	Newscaster
Public relations specialist	Politician
Communication director	Marketing executive (radio, TV, cable broadcasting)
Writer/Journalist	Information-graphics designer
Entertainer/Artist	Editor (magazines)
Fund-raiser	Graphic artist
Recruiter	Content editor for web site
Recreational director	Multimedia producer
TV producer	Copy writer
Reporter and correspondent	Managing editor

ENFJs are masterful communicators. They are motivated to understand and please others, so they often possess great tact and diplomacy. They sometimes prefer the spoken word to the written word but many ENFJs are good writers as well. They enjoy the process of gathering information by meeting and interviewing people and coming to understand the underlying and personal side of a story or issue. The world of advertising, public relations, and fund-raising is often a satisfying one, especially when the ENFJ believes in the product, service or cause involved and if the atmosphere does not become too competitive or conflict-ridden. ENFJs establish relationships quickly with clients, customers, and co-workers and can be persuasive and effective agents, producers, recruiters, and politicians. They are natural and charismatic leaders and enjoy facilitating large and small groups.

### Counseling

Psychologist	Interpreter/translator
Facilitator	Substance abuse counselor
Career counselor	Employee assistance counselor
Personal counselor	Vocational rehabilitation counselor
Clergy/ministry	Educational psychologist
Corporate outplacement counselor	Guidance counselor

Great numbers of ENFJs find career satisfaction helping others find happiness and contentment in their lives through self-understanding. They enjoy helping their clients become aware of personal issues and then overcome obstacles. ENFJs are usually warm, compassionate, and influential therapists. They often enjoy careers in the ministry, as they are able to share their own values with others and to help themselves and others reach their full potential. They easily see possible options or solutions and can help their clients see them as well.

**Education/Human Service**

Teacher: health/art/drama/English	Planned-giving officer
College professor: humanities	Philanthropic consultant
Dean of students	Educational program director
Librarian	Social and community service director
Social worker	Life sciences teacher: high school, college
Nonprofit organization director	Parent instructor, child development
Special education teacher	Music director
Early education teacher	Public health educator
Bilingual education teacher	College and university administrator
Child welfare worker	Director of religious activities
Social worker (elderly services)	Urban and regional planner
Director of assisted care living facility	Sociologist
Director of child care center	Adult day care coordinator

ENFJs are often drawn to education because it gives them an opportunity to work directly with other people, helping them to grow and develop. They prefer teaching subjects where they can focus on the meaning of material and teach through interpretation and expression. They need a harmonious and cooperative work environment that is tolerant of all views and fosters the open-sharing of opinions and feelings.

Human service organizations are often appealing to ENFJs because they provide an opportunity to work toward improving the quality of life for themselves and others. They like to be leaders, in control of their projects as much as possible, and to see positive results from their efforts.

**Health Care**

Chiropractor	Holistic health practitioner (alternative medicine)
Dietitian/nutritionist	Transport coordinator
Corrective therapist	Speech-language pathologist/audiologist
Occupational therapist	

Within the rapidly expanding field of health care, these occupations make the best use of an ENFJs ability to view, diagnose, and treat the whole person. ENFJs are usually interested in the psychological, emotional, a spiritual causes of disease and are often intrigued with new and alternative methods of treatment. They frequently enjoy the creative problem-solving elements of occupational therapy and speech and language pathology.

**Business/Consulting**

Eco-tourism specialist	Human resource development trainer
Sales trainer	Labor relations manager
Personnel recruiter	Meeting and convention planner
Travel agent	Industrial-organizational psychologist
Executive: small business	Advertising account executive
Program designer	Marketing manager
Sales manager	Set designer
Talent director	Management consultant: diversity/team building
Corporate/team trainer	Hotel and restaurant manager
Outplacement consultant	Desktop publishing specialist
Special event planner	

The many varied jobs within the consulting profession can provide satisfaction to ENFJs because they offer independence while maintaining a close affiliation with others. ENFJs are excellent presenters and trainers, especially when working with individuals or groups to help them improve their own effectiveness. They can be creative and energetic designers of new programs and services, but only if those programs benefit others. They tend to prefer executive positions in smaller companies or organizations where they can have a positive impact, enjoy variety and opportunities to explore new ways of doing things, and still maintain a certain amount of control.

**Technology**

Customer relations manager	Staff advocate (technology consultant)
Coach	Project manager
Engagement manager	Human resources recruiter

With the proliferation of technology, there is a rapidly growing need for people who understand technology but also have good people and communication skills. Being the liaison between the technology people and the end users appeals to many ENFJs, who find these jobs satisfy their need to help and be connected with their co-workers.

Remember, these are only some areas that provide satisfying expression for the unique natural talents of the ENFJ.