

ENFJ

Extravert, Intuitive, Feeling, Judging

ENFJs represent approximately 5% of the American population.

Potential Strengths

For ENFJs, relationships are everything! Because it is so important to them that other people like them, they are outgoing, friendly, and genuinely concerned about the welfare of others. They tend to be rather idealistic and use their personal values to rule their lives. They are caring, warm, and enthusiastic people, with great energy for projects or causes they believe in.

Great diplomats, ENFJs are usually able to communicate in ways that make others feel excited about their ideas. They work hard to develop and maintain harmony in all their relationships. ENFJs are intrigued with new possibilities, especially those that make positive changes, help other people, or generally make the world a better place.

Potential Weaknesses

Because it is so important to ENFJs that they are liked, they often talk around issues or are less than direct and honest in an attempt to avoid conflict. Hence, they sometimes sacrifice their own needs and make choices that are not in their own best interest in order to please others. They may choose not to see the facts that contradict their idealistic view of other people and then end up disappointed and hurt.

ENFJs are so eager to have things decided and projects finished, they sometimes rush through the information-collecting stage and make hasty or flawed decisions. Wanting to always appear capable, organized, and in control, they may hesitate asking for help or admitting they need to start over. Approaching projects with a clearer sense of the logical steps necessary to make them a success will help them avoid making mistakes or committing to causes they might later regret.

As an ENFJ, I am good at . . .

- Organizing and following through on all parts of projects
- Exciting others with my ideas and recruiting them to be part of my team
- Communicating and establishing rapport easily and gracefully
- Public speaking and leading group discussion of any size or subject
- Getting things done, being productive, and working hard
- Enthusiastically taking on new projects and seeing possibilities for solving problems in fresh ways
- Making other people feel important and valued

I need to watch my tendency to . . .

- Make decisions too quickly before I have gathered all the facts
- Take any criticism personally
- Take on too many projects at once and feel overwhelmed
- Become bored with repetitious tasks and then begin to make mistakes
- Let conflicts build rather than being direct and up front
- See people as I wish they were, rather than as they really are

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What I need in a career for it to be satisfying

1. The opportunity to meet new people and develop warm, long-term relationships
2. Clear expectations from others and a system that recognizes my contributions and lets me grow and develop personally and professionally
3. The chance to think about possibilities and work on creative solutions to problems that will help others or improve the quality of life
4. A supportive and friendly environment where I work with people I trust and like, and where I feel appreciated for my efforts
5. The ability to work on many interesting projects, use my great organizational skills, and maintain a high degree of control and responsibility

Careers to consider

Communications Director	Dean of Students	Entertainer
Writer/Journalist	Housing Director	Artist
Recreation Director	Program Designers	Recruiter
Advertising Sales Executive	Social Worker	Newscaster
Public Relations Manager	Non-profit Director	Politician
Sales Trainer	Career Counselor	TV Producer
Psychologist	Sales Manager	Librarian
Holistic Health Advisor	Outplacement Counselor	Facilitator
Clergy/Minister	College Professors - Humanities	
Teacher: art/drama/English	Human Resources Trainer	

Recommendations for the job search

1. **Using my strengths, I excel when I:**
 - Organize, implement, and follow-through all parts of my job search
 - Network extensively and follow-up all contacts
 - Make a great impression at interviews and easily establish rapport
 - Approach problems creatively and stay optimistic
 - Work hard and view my job search as a job
2. **Avoiding my weaknesses, I need to:**
 - Think through all steps and double check all the facts
 - Postpone making a quick decision and try to leave my options open
 - Be realistic about what the job search requires or what a potential job will really be like
 - Stay emotionally detached so I can be more objective
 - Stay confident and not take rejection personally