

ENFJ

(Extraverted, Intuitive, Feeling, Judging) The Public Relations Specialists

Career Satisfactions for ENFJs Doing work that:

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

Work-Related Strengths

- Excellent communication and presentation skills
- Charismatic leadership and ability to build consensus
- Enthusiasm and ability to enlist cooperation from others
- Decisiveness and organizational skills
- Eager to “think outside the box” and consider new possibilities
- Empathy and ability to anticipate others’ needs; a genuine concern for people
- Varied interests and being a quick study
- Ability to see the big picture and the implications of actions and ideas
- Drive to be productive and reach your goals
- Deep commitment to perform work you really believe in

Work-Related Weaknesses

- Reluctance to work on projects that conflict with your values
- Tendency to idealize people and relationships
- Difficulty working in competitive or tension-filled environments
- Impatient with structures and people who are inefficient or uncooperative
- Avoids conflict and has a tendency to ignore unpleasantness
- Tendency to make decisions too quickly, before gathering adequate information
- Reluctance to discipline subordinates
- Tendency to make errors when hurried
- Tendency to micro-manage and resist relinquishing control

Popular Occupations for ENFJs

Communication

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

Business

- Human resource development trainer
- Sales trainer
- Personnel recruiter
- Travel agent
- Executive: small business
- Program designer
- Sales manager
- Management consultant: diversity/team building
- Corporate/team trainer
- Outplacement consultant
- Eco-tourism specialist
- Labor relations manager
- Meeting and convention planner
- Marketing manager
- Talent director
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Counseling

- Psychologist
- Facilitator
- Career counselor
- Personal counselor
- Clergy/ministry

- Corporate outplacement counselor
- Interpreter/translator
- Substance abuse counselor
- Employee assistance counselor
- Vocational rehabilitation counselor
- Educational psychologist
- Guidance counselor

Health Care

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

Technology

- Customer relations manager
- Staff advocate
- Coach
- Project manager
- Engagement manager
- Human resources recruiter

Education/Human Service

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

Portrait of an ENFJ

ENFJs are outstanding leaders of groups, both task groups and growth groups. They have the charming characteristic of seeming to take for granted that they will be followed, never doubting that people will want to do what they suggest. And, more often than not, people do, because this type has unusual charisma. ENFJs place a high value on cooperation from others and are most willing to cooperate themselves.

ENFJs are especially vulnerable to idealizing interpersonal relationships, raising these relationships to a plane which seldom can sustain the realities of human nature. Because of this tendency to raise interpersonal relations to the ideal, ENFJs may unwittingly overpower their friends, who believe that they cannot possibly live up to an ENFJ's perception of them. The fact is, ENFJs are extraordinarily tolerant of others, seldom critical, and always trustworthy.

Found in only about 5% of the general population, ENFJs place people as being of highest importance and priority. As a result, ENFJs may find themselves feeling responsible for the feelings of others to an extent which places a burden on the relationship. An ENFJ communicates caring, concern, and a willingness to become involved. Thus people turn to ENFJs for nurture and support, which an ENFJ is usually able to deliver. At times, however, these kinds of demands can overwhelm ENFJs, who find at this point that they lack the skills to disengage. ENFJs do not seem able to turn away from these demands even when they become unreasonable. Or, if forced to let go of the burden through sheer unavailability of time or energy, ENFJs experience a guilt all out of proportion to the realities of the commitment made to the relationship.

ENFJs take communication for granted and believe that they are understood and that their communications are accepted. Just as they themselves are accepting, so do they assume that others are the same. When ENFJs find that their position or beliefs were not comprehended or accepted, they are surprised, puzzled, and sometimes hurt. Fortunately, this does not happen with high frequency, as ENFJs have a remarkable fluency with language, especially in speech; they are particularly adept when communicating face-to-face as opposed to communicating in writing. They are influential, therefore, in groups, having no hesitation about speaking out, no matter how large or small the group may be.

ENFJs have an unusual ability to relate to others with empathy, taking into themselves the characteristics, emotions, and beliefs of others. This can pose a danger for ENFJs, because they can unconsciously over-identify with others and pick up their burdens as if they were their own. In the process, ENFJs may risk their own sense of identity. They have a natural ability to mimic because of this highly developed ability to empathize by introjections. They are likely to be very concerned about the problems of those close to them, but they also may get as deeply involved in the problems of those not so close and may find themselves over-extended emotionally.

ENFJs would do well to follow their hunches, for their intuition tends to be well developed. Decisions made purely on the basis of logic may not be so sound. In the framework of values, however, the ENFJ is on certain ground. Generally, they know what they prefer and can read other people with outstanding accuracy. Seldom is an ENFJ wrong about the motivations or intent of another, hidden or not.

ENFJs are socially adept and make excellent companions and mates. They also are deeply devoted to their children, yet tend not to be domineering to either the children or a mate. In fact, the ENFJ is so even-tempered that he or she can be victimized by a mate who might have become more and more demanding. ENFJ mates

always try to please and feel personally responsible when home life does not go smoothly. They are tireless in their efforts to see that it does, providing generously from available income, time, and energy. This dedication often exists, however, side by side with an ENFJ's dream of the perfect relationship. Thus an ENFJ has that longing for the ideal that results in a vague dissatisfaction with whatever is in the way of relationships, mating as well as friendships.

This longing for the perfect carries over into the careers of ENFJs, who experience some degree of restlessness whatever their jobs. ENFJs have a wide range of occupations with offer success. Being verbally adept, ENFJs contribute to an unusual level when dealing with people, particularly face-to-face; the media, the ministry, and the stage and screen are populated with successful ENFJs. They make superior therapists, charismatic teachers, excellent executives, and personalized salespersons. Areas that would not permit utilization of the interaction talents of ENFJs, for example, accounting, should be avoided; otherwise, almost any people-to-people occupation where personal, sustained contact is involved capitalizes on the personality of an ENFJ.

ENFJs like to have things settled and organized. They prefer to plan both work and social engagements ahead and tend to be absolutely reliable in honoring these commitments. ENFJs are very much at home in complex situations which require the juggling of much data. At the same time, they can handle people with charm and concern. ENFJs are usually popular to have around, whatever the situation. A well-developed ENFJ group leader can provide, almost endlessly, activities for groups to engage in with almost no preplanning and can find adequate roles for members of the group to play. In some, this can amount to genius which other types find hard to emulate. ENFJs act more as a master of ceremonies than as a leader of groups. They value harmonious human relations above all else; but ENFJs are not so easily crushed by indifference and are more independent of others' valuations.

Using your strengths is easy.

The secret to success for an ENFJ is learning to:

SLOW DOWN, RELINQUISH SOME CONTROL, AND TAKE THINGS LESS PERSONALLY