ENFJ

(Extroversion, Intuition, Feeling, Judging)

Overview

ENFJs are generally outgoing, enthusiastic, warm, empathetic, and supportive. They typically get their energy from being around people and enjoy social situations and building individual relationships. They tend to have a good sense of humor and enjoy telling jokes or funny stories. The ENFJ is often confident, honest, and adheres to their values. They tend to deal with situations and make decisions by consulting their feelings and considering their values. ENFJs are often effective communicators. They are open to hearing the opinions of others and are comfortable discussing their thoughts and views. They are also able to generate interest and gain support for their ideas.

ENFJs often possess exceptional people skills. They tend to excel at interacting with all people and drawing out those who are typically reserved. They are also able to encourage, influence, or manipulate people based on the information that they relay and approach they use. An ENFJ typically sees the capabilities of people and wants to help them realize their potential. They tend to have an insight into the needs of others and their greatest satisfaction often comes from serving and assisting people. In their pursuit of helping others, they should be cautious not to neglect their own needs. ENFJs place an importance on relationships and are focused on maintaining harmony. They tend to make judgments about people and should consider all relevant details to ensure that their perceptions are realistic.

ENFJs tend to focus on possibilities, generate ideas, and see the big picture. Although they can handle details, their preference is to work with broad ideas. They typically use their insight to identify new possibilities for people, ways to create positive change, or methods for overcoming problems. The ENFJ is often enthusiastic about projects of interest and will work hard and persevere to complete their tasks. They desire to finish projects and make quick decisions in order to create a sense of closure. They often enjoy variety and being faced with a challenge. They also tend to value teamwork and can organize people or resources to achieve a goal or complete a task. The ENFJ will often structure their days to involve working with people. However, they generally need to spend an adequate amount of time on their own to facilitate their identification and reflection of new ideas or possibilities.

Procrastination

ENFJs are often motivated to complete their work on time and may not experience significant procrastination. They tend to limit their procrastination to a specific situation that likely involves a relationship component. These situations may result from a fear of rejection, concern over meeting someone’s expectations, or a conflict with a friend. Procrastination may also result from disagreeing with an instructor or a discriminatory and unwelcoming classroom environment. The most effective way for ENFJs to overcome procrastination is to address the underlying relational issue. They may find it helpful to gain insight into the situation by discussing their concerns and feelings with an outside source.
Career Exploration

An ENFJ tends to find career satisfaction with careers that have the following characteristics:

- Requires multi-tasking, organizing, and making decisions
- Involves working with others and developing relationships with a variety of people
- Requires creative problem-solving that benefits others
- Promotes individual responsibility and freedom to complete interesting tasks
- Provides specific and clear expectations
- Recognizes and appreciates individual contributions
- Promotes personal and professional development
- Fosters a warm, supportive, and appreciative environment with minimal conflict

When exploring career options, an ENFJ will often...

- Set optimistic, long-term goals with corresponding action plans
- Gather career information through discussions with others
- Need to ensure they have gathered adequate career-related details
- Benefit from realistically evaluating what is involved in a career
- Make a decision quickly and should ensure they consider all information
- Base their decisions on what they value and should be cautious not to be overly influenced by others

Careers to Consider

The following is a list of suggested occupations that fit the qualities of an ENFJ or are careers that other ENFJs have found to be satisfying. Use this list as a starting point for further investigation but do not limit your options to only this list.

- Actor
- Advertising Sales Executive
- Artist
- Career Counselor
- Child Care Worker
- Clergy/Minister
- College Professor: Humanities
- Communication Director
- Consultant: General
- Counselor: General
- Dean of Students
- Dental Hygienist
- Designer
- Entertainer
- Executive: Small Business
- Facilitator
- Fundraiser
- Home Economist
- Housing Director
- Human Resource Trainer
- Librarian
- Musician & Composer
- Newscaster
- Non-Profit Director
- Optometrist
- Outplacement Counselor
- Personal Counselor
- Pharmacist
- Physician: Family, General Practice
- Politician
- Program Designer
- Psychologist
- Public Relations Manager
- Recreation Director
- Recruiter
- Sales Manager
- Sales Trainer
- Social Worker
- Teacher: Art/Drama/English
- TV Producer
- Wholistic Health Advisor
- Writer/Journalist
**Work**

At work, the ENFJ will often...
- Be decisive, organize, motivated, productive, and idealistic
- Reliably complete all stages of a project by the deadline
- Strongly commit to work that reflects their values and interests
- Creatively think of new ideas and possibilities
- Generate interest in their ideas
- Desire freedom and autonomy to complete tasks
- Remain loyal to an organization and its people
- Focus on identifying and responding to the needs of others
- Believe people work together most effectively when following procedures
- Strive to create a positive, harmonious, and supportive work environment
- Require positive feedback and encouragement

At work, the ENFJ should be aware that they may...
- Struggle with incorporating details and creating a realistic project plan
- Avoid conflict and experience difficulty working within a competitive environment
- Resist inefficient bureaucratic policies and procedures
- Be hesitant to request help from others and benefit from delegating tasks
-需 to be cautious that their focus on others does not result in neglecting their own tasks
- Struggle with completing tasks that contradict their values
- Need to evaluate their ability to complete a task before accepting the project
- Experience difficulty accepting criticism
- Need to realistically view people aside from how they desire them to be
- Desire closure and may make hasty decisions
- When feeling unappreciated, become discouraged, excessively pursue harmony, and incorrectly perceive criticism from others

**Life**

**Decision Making**

When it comes to Decision making, the ENFJ will often...
- Identify various options and possibilities
- Need to ensure they spend adequate time gathering information
- Consider their personal values and the implications on people
- Benefit from including an objective and logical assessment of their options
- Use decision making to create closure and facilitate movement to the next idea or project
**Playing**

The ENFJ focuses on helping and assisting others but should be cautious not to neglect their own needs. They often fill up their days with activities and opportunities to interact with others. Some ENFJs may struggle with spending time on their own because they find that their reflections can lead to feelings of depression. As a post-secondary student, the ENFJ may be found in a leadership position that involves helping people. They tend to organize social activities and incorporate the desires and interests of others. The ENFJ student also reports that they find it easy to date multiple times per week.

**Stress**

An ENFJ will often experience stress when...

- Feeling that their values are challenged or violated
- Encountering situations where they feel demeaned, put down, or misinterpreted
- Working with difficult and uncooperative people
- Focusing solely on others and neglecting their own needs
- Feeling responsible for causing a problem or conflict
- Confronted with unexpected changes
- Receiving excessive criticism
- Required to complete a task within a limited timeline

When they are affected by stress, an ENFJ will often...

- Feel negative or cynical and become inflexible
- Doubt their abilities or intelligence
- Become unfriendly, inconsiderate or aggressive towards others or themselves
- Minimize their contact with family or friends
- Rely solely on logic to form critical and judgmental opinions of others or themselves
- With significant stress, focus on the faults of others and become excessively critical

An ENFJ can reduce stress by...

- Addressing their personal needs
- Spending time resting and reflecting
- Participating in activities and interacting with friends
- Delegating some of their tasks
- Refocusing on their spiritual values
- Gaining insight into a situation by discussing their thoughts with others