

# MYERS-BRIGGS TYPE INDICATOR (MBTI®)

# ENFJ

(Extroversion, Intuition, Feeling, Judging)

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	<b>ENFJ</b>	ENTJ

The above four letters are known as a 'type' and are based on the Myers-Briggs Type Indicator® (MBTI®). If you have not already completed an assessment to find out your type, [click here](#) to take the MBTI®. After completing the assessment, sign up for a **workshop** to learn more about the MBTI® and receive your results.

**Note:** The MBTI® is available to U of S students and alumni and an NSID is required to sign in and complete the assessment.

The following information has been compiled from numerous MBTI® resources. It is intended to be an overview and shows how type can apply to many aspects of life. It is not, however, a complete description. Please see the attached works cited list for additional information.



## ► ENFJ 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.

The ENFJ 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 that 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.



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## ► ENFJ and School

### Learning

The ENFJ student will often...

- Prefer material to be planned and organized
- Be interested in information that results in positive changes for people or communities
- Enjoy opportunities for interaction and discussion
- Formulate their thoughts by talking through their ideas
- Require positive encouragement
- Desire instructors to effectively and clearly communicate information
- Prefer to study with others

### Writing

The ENFJ tends to use figurative or conversational language to write on topics that impact their life or the lives of others. They may also be interested in topics that use their insight and creativity to explore areas for change or discuss their values. Overall, they prefer subjects with a personal nature and may struggle with writing on impersonal issues. ENFJs often have a good understanding of the time required to complete their writing and they likely enjoy taking the lead on a group project. Their writing inspirations often result from interacting with people. They are also generally able to overcome or prevent writers block by communicating with others throughout their writing. However, they may need to be cautious that they do not spend too much time talking through their ideas and avoid spending time on their own to do their writing.

In the writing process, the ENFJ will often...

- Generate numerous writing ideas
- Persuasively present their thoughts
- Limit the amount of time spent reflecting
- Clearly present complex information
- Need to monitor the amount that they use “I”
- Benefit from revising work to be more objective and incorporate a greater use of logic

### 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.



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## ► ENFJ and 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.

- |   |   |   |   |
|---|---|---|---|
| <ul style="list-style-type: none"> <li>• Optometrist</li> <li>• Pharmacist</li> <li>• Dental Hygienist</li> <li>• Physician: Family, General Practice</li> <li>• Psychologist</li> <li>• Career Counselor</li> <li>• Personal Counselor</li> <li>• Outplacement Counselor</li> <li>• Consultant: General</li> <li>• Counselor: General</li> <li>• Wholistic Health Advisor</li> </ul> | <ul style="list-style-type: none"> <li>• Clergy/Minister</li> <li>• Housing Director</li> <li>• Social Worker</li> <li>• Program Designer</li> <li>• Non-Profit Director</li> <li>• Sales Manager</li> <li>• Sales Trainer</li> <li>• Executive: Small Business</li> <li>• Human Resource Trainer</li> <li>• Public Relations Manager</li> <li>• Recreation Director</li> </ul> | <ul style="list-style-type: none"> <li>• Communication Director</li> <li>• Designer</li> <li>• Writer/Journalist</li> <li>• Advertising Sales Executive</li> <li>• Recruiter</li> <li>• Newscaster</li> <li>• Politician</li> <li>• Dean of Students</li> <li>• Teacher: Art/Drama/English</li> <li>• College Prof. Humanities</li> </ul> | <ul style="list-style-type: none"> <li>• Child Care Worker</li> <li>• TV Producer</li> <li>• Librarian</li> <li>• Fundraiser</li> <li>• Facilitator</li> <li>• Home Economist</li> <li>• Actor</li> <li>• Entertainer</li> <li>• Artist</li> <li>• Musician &amp; Composer</li> </ul> |
|---|---|---|---|

For information on a specific career, check out [www.saskjobfutures.ca](http://www.saskjobfutures.ca) or [www.alis.gov.ab.ca](http://www.alis.gov.ab.ca)



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## Job Search

During their job search, an ENFJ will often...

- Organize and follow a comprehensive job search plan
- Need to ensure they have considered all the details
- Create new job possibilities and opportunities
- Network with a large group of individuals
- Commit the same time and energy into their search as working a job
- Need to be cautious not to personalize rejection or criticism
- Make quick decisions and benefit from considering all their options
- Base decisions on their feelings and should logically and realistically consider their options

During an interview, an ENFJ will often...

- Create a feeling of rapport with the interviewers
- Confidently and enthusiastically discuss their skills and experience
- Need to ensure they refrain from talking too much
- Benefit from being able to discuss how their people skills can financially benefit the company
- Discuss their future potential for the company and should include their current contributions to the organization

## ► ENFJ and Work

At work, the ENFJ will often...

- Be decisive, organized, 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
- Require an environment that supports social interaction among coworkers
- Strive to create a positive, harmonious, and supportive work environment
- Require positive feedback and encouragement



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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
- Need 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

## Teamwork

On a team, the ENFJ will often...

- Provide encouragement and support
- Desire to create a solid and resilient team
- Encourage harmony among team members
- Be sensitive to difficulties experienced by the group
- Contribute their enthusiastic attitude and organizational abilities
- Maintain an energetic and fun attitude

On a team, the ENFJ should be aware that they may...

- Feel frustrated with others who are unwilling to work together, unproductive, or unorganized
- Irritate team members when they only focus on interpersonal issues and naively supporting causes or people
- Become irritated with individuals that are tardy, inconsiderate, or focus only a task and neglect people
- Need to allow people to make their own choices and learn from their mistakes

## Leadership

The ENFJ tends to enjoy being in a leadership position. As a leader, the ENFJ will often...

- Enthusiastically present their ideas and gain support
- Encourage input and consider all ideas
- Assist others in planning and working together to achieve their goals
- Create consensus between opposing viewpoints
- Identify the skills and abilities that each member can contribute
- Clearly communicate the necessary steps to complete tasks
- Need to intentionally enforce rules and boundaries with others



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## ► ENFJ and Life

### Communication

The ENFJ will often...

- Easily communicate with others and develop rapport
- Clearly explain difficult concepts
- Desire to hear positive feedback, personal values, and possible ideas for helping people
- Openly discuss their values and theoretical ideas
- Excel at giving public presentations that emotionally connects with their audience
- Effectively facilitate group discussions

The ENFJ should be aware that they may need to...

- Accept criticism without personalizing it
- Use a more logical or sequential process for presenting information
- Use more practical or applicable wording when expressing their ideas
- Learn to effectively address conflict situations

### 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 ENFJ 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.



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## 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



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## ► What's Next?

Wondering where to go from here? Use any of the following suggestions to help guide you.

### Are you wanting to:

### Suggested Options:

Determine your MBTI® Type?

Take the **online assessment** and sign up for a **workshop**

Find out more about the MBTI®?

Sign out any of the Student Employment and Career Centre's **MBTI resources** or check out the following websites: **www.personalitypage.com**, **www.typelogic.com**, or **www.personalitypathways.com**

Discover more about yourself?

Return to the '**Discover Who I Am**' section and complete additional assessments or exercises

Learn about planning your career?

Explore additional sections of the '**Plan My Career**' website

Discuss your career questions with the friendly, helpful, and knowledgeable Student Employment and Career Centre staff?

Drop in to a **CareerChat** or schedule an appointment with a **career counselor**

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