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Do What You Are:

By Harnessing the Power of Personality Type

IF YOU ARE AN...ENFJ

EXTRAVERT, INTUITIVE, FEELING, JUDGING TYPE

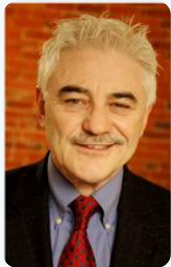
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Coach and Author of *Do What You Are*

HOW TO FIND YOUR PERFECT CAREER IF YOU ARE AN...ENFJ

EXTRAVERT, INTUITIVE, FEELING, JUDGING TYPE

Introduction



Congratulations! You have just taken a giant leap towards finding your perfect career! This report is the result of over twenty-five years of ground-breaking research into what leads people to find the most satisfying and successful careers. It is based on the work of Carl Jung and Isabel Briggs Myers which is the most well-respected and highly used system for understanding people in the world. Currently 89% of the Fortune 100 Companies use this model daily.

Your four letter Personality Type is **ENFJ**, which stands for **Extravert, Intuitive, Feeling, Judging**.* ENFJs represent approximately 3-5 percent of the American population.

Personality type is such a critical ingredient in career satisfaction because it helps people identify four of the most important features that make us who we are: how we get energy, take in information, make decisions and organize our world. And while every *individual* is certainly unique – we all have different genes, parents, backgrounds, etc. – people of the same personality type have a tremendous amount in common, especially with regards to what makes them satisfied and successful in their work.

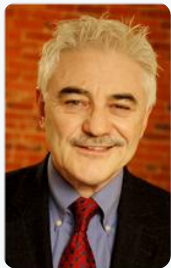
Quite simply, when we use our natural, inborn personality type preferences – our gifts – (yes, you are *born* with a type!), people feel energized, motivated and satisfied. Conversely, when we are doing tasks that are *not* natural to us, it drains our energy and we are less successful. Makes sense, doesn't it? The "old" approach to career counseling was to match a career with a person's values, interests, and abilities – all important ingredients. However, all of these change over time. The *only* factor that

remains constant over the entire course of a person's lifetime is their Personality Type.

This report is all about *you!* It will not only provide you with many powerful insights, you will learn *specific, practical, time-tested* and *immediately implementable* strategies for helping you find a career that you will find satisfying and at which you have the greatest chance of being successful.

*To learn much more about Personality Type, and how it affects important aspects of your life, please visit PersonalityType.com.

General Description



"As you read this description, it should sound very much like you... Of course, not every line will resonate, because every person is unique. If you have any doubts about whether this is your "true" type, you might want to have someone who knows you well read and discuss their perceptions with you...after all, most of us find it hard to be objective about ourselves."

To ENFJs maintaining harmony in relationships is a lifelong goal and a natural skill. They have a gift for understanding other people's feelings, and are driven to make others happy. Warm, compassionate and friendly, ENFJs are so naturally empathetic they are often able to anticipate others' needs, especially their emotional ones. They also are excellent at helping people solve personal problems in creative ways.

Articulate and enthusiastic, ENFJs are often talented public speakers who possess an innate sense of what an audience wants. They are blessed with a rare gift of making personal connections and thus are skillful communicators, both one-on-one and in groups. Tactful and diplomatic, they pride themselves on being able to make people feel good, and go to great lengths to avoiding offending others.

For all their considerable gifts, ENFJs may suffer from a serious lack of objectivity. They tend to be very sensitive and take things personally. For many ENFJs the expression “constructive criticism” is an oxymoron. They may have trouble making decisions based solely on logic, question whether a particular action is fair, and may not trust themselves to make a just and impartial decision. ENFJs are prone to idealize relationships, so they can be deeply disappointed when people let them down. And because they value diplomacy so highly, they are sometimes willing to trade honesty for harmony.

Most ENFJs are highly productive and organized and have a lot of energy. Social interactions further boost the energy level of these engaging conversationalists. They are often capable of juggling several thoughts or projects at the same time, while giving each the attention it deserves. They are happiest when they have a plan and can work cooperatively with others to realize their goals; and they derive great satisfaction helping others find ways to reach their full potential. Aware of and concerned about global issues, ENFJs usually have strong, value-based opinions that they usually feel comfortable sharing.

Sometimes ENFJs are in such a hurry to make a decision or complete a task that they prematurely foreclose options. As a result, they may fail to consider important factual information or may miss experiencing the process if it slows down their pace. In their desire to get the job done as quickly as possible and according to the way they feel it should be done, ENFJs can become inflexible and may resist acting spontaneously, even when the situation calls for it. Once they feel reassured of their worth and of the value of their contribution, ENFJs are usually able to regain a sense of balance and objectivity.

Recognize Your Strengths and Weaknesses



"The key to success for all types is to capitalize on their natural strengths, and minimize areas of weakness or their blind spots. Below is a list of common strengths and blind spots for ENFJs. Because every person is unique, you will find some on each list that are more accurate for you. Being able to identify your top five – from both lists – will help you be more successful in all of your endeavors."

Your Work-related strengths may include:

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

Your work-related weaknesses may include:

- 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 or people who are inefficient or unproductive
- Avoidance of conflict and tendency to ignore unpleasantness
- Tendency to make decisions too quickly, before gathering adequate information

- Reluctance to discipline subordinates
- Tendency to make errors due to haste
- Tendency to micro-manage and resist relinquishing control

Career Satisfiers



“Below is a list of “Career Satisfiers” – those elements which bring satisfaction because they make the best use of your natural gifts. While all ENFJs will resonate with most of these items, every individual is unique and will find some more important than others. Try to identify your top five. Then consider these when evaluating potential career opportunities.”

What you need in a career for it to be satisfying. Doing work that:

1. Lets you establish and maintain warm and supportive relationships with co-workers, clients, customers, etc.
2. Lets you develop creative solutions to problems on projects that you believe in and where you can see the positive result of your 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 you be a part of a team of other creative people you trust and like
5. Allows you time to develop creative solutions to problems and share them with other supportive and caring people
6. Is done in a active and challenging environment where you are able to juggle several projects at once

7. Lets you use your organizational and decision-making skills and have control over and responsibility for your own projects.
8. Gives you a variety of activities but allows you to work in a relatively ordered and well-planned manner
9. Is done in an environment that is free from interpersonal conflicts and on-going tension
10. Exposes you to new ideas and lets you explore new approaches, especially those that will improve the lives of others

Some satisfying career fields and jobs for ENFJs:



"There are many fields and careers within those fields where ENFJs can find satisfaction and success. You will find your greatest satisfaction from choosing a field/career that not only makes good use of your natural personality type preferences, but is also something you are personally interested in. Presented below are some examples of careers which many ENFJs find satisfying."

Communication

- Multi-media producer
- Marketing executive
- Public relations specialist
- Reporter or correspondent
- On-air television or radio personality
- Actor / Director
- Fund raiser
- TV / Multimedia producer

- Managing editor
- Journalist
- Politician / political consultant
- Recreational director
- Copy writer
- Entertainer / artist

Education/Human Services

- High school teacher – English / history
- College professor – humanities
- Communication director
- Public health administrator
- Director of Not-For-Profit agency
- Philanthropic consultant
- Author, self-help books
- Child welfare worker
- Director of assisted living facility
- Social worker
- Director of religious services
- Urban and regional planner
- Sociologist
- College admissions counselor/director

Counseling

- Psychologist
- Career counselor
- Life coach
- Guidance counselor
- Marriage / Family therapist

- Clergy / ministry
- Employee Assistance counselor
- Educational psychologist
- Substance abuse counselor
- Corporate outplacement counselor
- Interpreter/translator

Health Care

- Physician
- Holistic health practitioner
- Dietitian / nutritionist
- Chiropractor
- Occupational therapist
- Speech-language pathologist/audiologist
- Patient care advocate

Business/Consulting

- Political consultant
- Fundraiser
- Travel agent
- Labor relations manager
- Marketing manager
- Set designer
- Executive: small business
- Human Resources professional / trainer
- Advertising account manager
- Hospitality manager
- Eco-tourism specialist
- Soft skills / sales trainer / manager

- Management consultant
- Meeting and convention planner

Technology

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

How to use your personality type strengths to conduct a successful job search



“Conducting a job search can be challenging for all types. However, you can increase your chances of success and reduce your stress during the process by building your unique abilities to:”

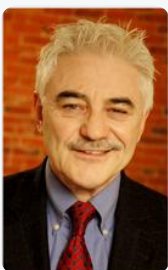
- Plan and execute a creative and well-organized job search plan
- Impress interviewers with your enthusiasm and self-confidence
- Develop and use a large and active network
- See possibilities that don't already exist
- Follow through on all phases of the job search, especially the courtesies



“However, we all have blind spots. Knowing yours may help you avoid some common pitfalls commonly experienced by ENFJs:”

- Try not to base your decisions solely on your personal feelings
- Don’t take criticism and rejection personally
- Concentrate on collecting all the necessary facts
- Try to be more realistic about potential careers
- Don’t make decisions too quickly

If you plan to stay in your current position... (at least for now)

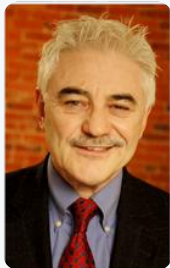


“For a variety of reasons, you may have decided it makes sense (if perhaps only temporarily) to remain in your present job or with your current employer. The information in this report can also be very helpful in “customizing” your current job to make it a better fit with your personality type, and hence a more satisfying experience. Specifically, here are several actions to consider:”

- Take and conduct communication workshops
- Try not to get enmeshed in personality conflicts between co-workers
- Volunteer to help draft your organization’s/department’s mission statement

- Create a support group to help people with personal and/or work-related issues
- Volunteer to do public relations for your department/organization
- Limit the time you spend informally counseling co-workers, especially when you begin to feel overwhelmed.
- Try (harder!) to leave your work at the office.
- Consider becoming a trainer coach or spokesperson in your field of expertise
- E-mail a friend with an inspirational message of support daily, weekly, or when the spirit moves you
- Let your boss know that feeling appreciated is really what motivates you
- Stay in the same occupation but switch employers

The Secret to Success...



Understand that 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.”

ABOUT THE AUTHOR

Paul D. Tieger is an internationally recognized expert in Personality Type. The Founder and first Director of The New England Type Institute, Paul has personally trained thousands of managers, team leaders, HR professionals, career consultants, psychologists, attorneys, and educators.

Over the past 20 years, Paul has consulted with dozens of insurance companies, financial institutions, law firms, colleges, utility companies, governmental offices, hospitals, and a variety of other types of businesses. He has developed innovative programs in such areas as team-building, management and sales training, career development, succession planning, conflict resolution, and communication enhancement.

Paul pioneered the application of Personality Type as a tool to assist trial attorneys in selecting and communicating with jurors, and has worked on dozens of high-profile civil and criminal cases, including the first physician-assisted suicide trial of Dr. Jack Kevorkian.

Paul has appeared on scores of radio and television programs, including Geraldo Live and CNN's Business Unusual, and has been profiled in The New York Times. As a result of his jury consulting experiences, Paul wrote *The Art of SpeedReading People* – a system for helping all people quickly size others up and speak their language.

Paul holds degrees in Psychology and Organizational Behavior.