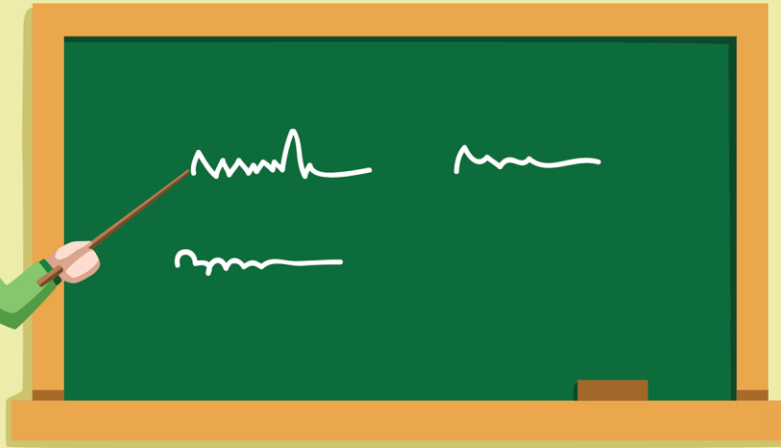




PERSONALITY
CENTRAL



ENFJ

CAREER REPORT

Discover your Ideal Career Path
with Personality Type

ETHAN LIN

3rd Edition

ENFJ CAREER REPORT

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Published in Singapore

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CONTENT PAGE

Message from the Author	4
Overview	6
Career Suggestions	8
Organizational Culture	14
Job Seeking	17
Work-Related Strengths and Weaknesses	22
Finding Job Satisfaction	26
Reflection Exercise	28
Last Words	29

MESSAGE FROM THE AUTHOR

Choosing a career can be a daunting thing for people of any age.

How are we supposed to choose a career anyway?

The way society looks at careers feels so.... Final.

As if once the career is chosen, your life path is forever set and you'll either be happy or sad for the rest of life.

Feels like the same pressure you have to marry the right person!

The truth, as with most things, is somewhere in the middle.

There are indeed people who have resigned from finding a life of passion, fulfilment and joy that comes from choosing the right career.

They've given up.

Just settling for a routine life that pays the bills.

And yet there are those who chose the wrong career at the start, but yet eventually found the right one through exploration and research.

I was the latter.

I (INFP) studied accounts in university because I happen to be good in Math, only to find out midway that I HATED numbers.

I wanted to quit halfway, but because I was on scholarship, I persisted through but vowed never do to accounts in my life.

I went on to pursue my passion for understanding Type.

So here I am today.

The journey took several years, but I think I'm beginning to find my way.

Personality Type does not explain everything in life but knowing it is a big plus. Knowing it early, because you even choose your first field of study or job is even better.

I wished I learned this earlier in my life.

I wrote this because I know it will help you make a better decision in your professional life and I hope it will bless you tremendously and give you insights into yourself.

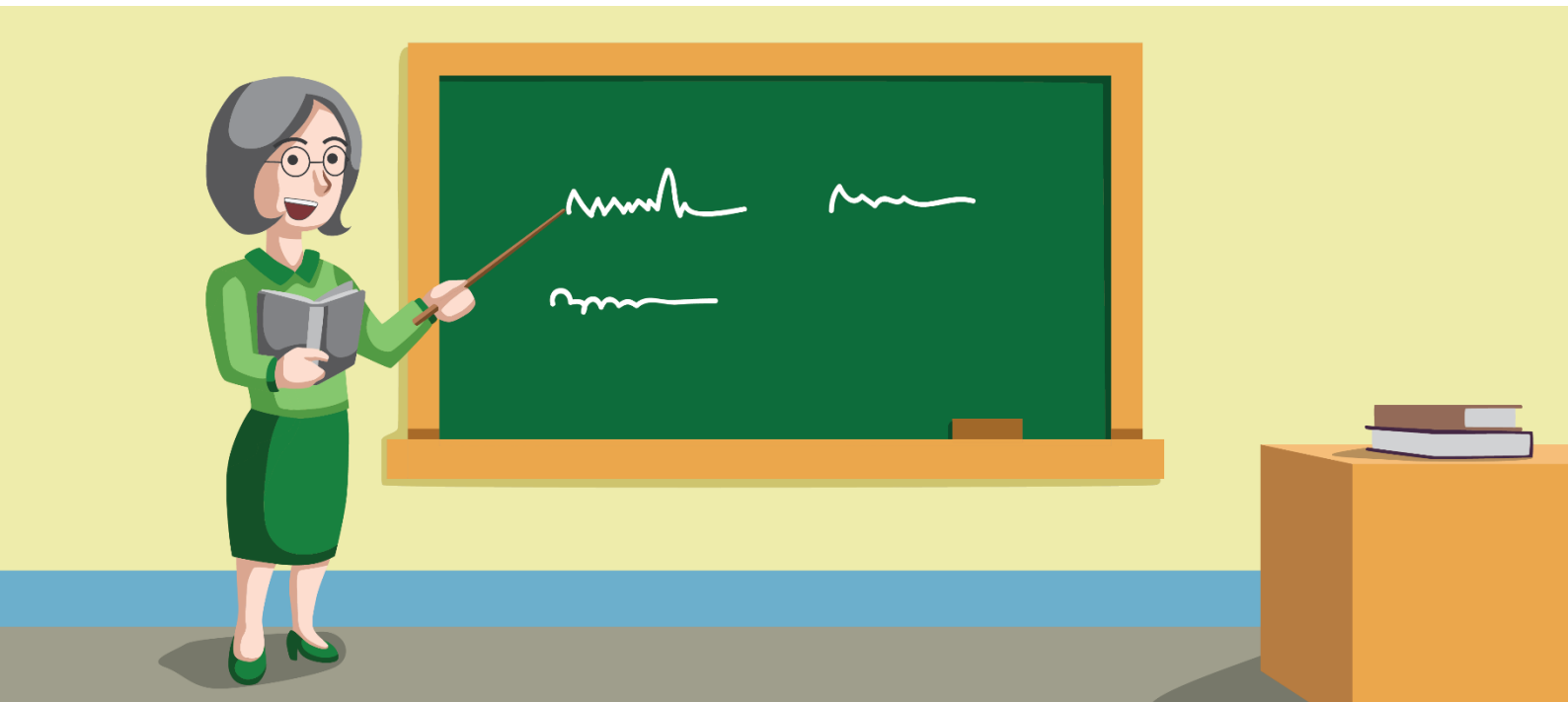
To your success!

Best Regards,

A handwritten signature in dark grey ink that reads "Ethan Lin". The script is fluid and cursive, with the first letters of "E" and "L" being capitalized and prominent.

Ethan Lin
Founder,
Personality-Central.Com

OVERVIEW



We will begin an overview of the ENFJ personality with their natural strengths:

STRENGTHS

- **Compassionate and Supportive**
They are naturally warm-hearted and encouraging; often, ENFJs are a pillar of strength for friends in their hour of need.
- **Loyal and Trustworthy**
They are steadfast in their loyalty and trustworthiness and are willing to stand by those whom they consider important in their lives.
- **Imaginative and Creative**
They can think of out of the box and are often full of ideas about how to make the world a better place.
- **Enjoys variety and new challenges**
They have an intrinsic appetite for variety in their lives and wholly embrace new challenges that aid their development.

- **Sensitive and Kind**

They can provide insights into the feelings and motivations of others, making them sensitive to the needs of people around them.

BLIND SPOTS

- **May jump to conclusions**

ENFJs may be too quick to pass down judgement on incidents which may be based on insufficient information.

- **May overlook their own needs**

ENFJs strive to look out and meet the practical needs of those around them, often at the expense of their own needs. They may become overburdened or burnt out as a result of doing so.

- **Take negative feedback personally**

They may find it hard to take feedback objectively as a motivator for growth; rather they may be affected personally and become offended.

CAREER SUGGESTIONS



I must stress that all personality types exist in all occupations.

Due to other factors involved such as interests, geography, salary and working hours, most people do not end up in occupations that ideally fit their personality.

However, if you are in a job or career that is not ideal for your type:

- You may experience difficulty communicating or agreeing with your co-workers. Because everyone else speaks a different language from you, you may find communication issues arising in the course of your work.

- What you deem to be important in a job may not be in sync with your colleagues; hence, the use of your personalities' strengths in the course of your work may not lead to promotion or reward.
- Because you do not feel your work is valued, you may experience stress, dissatisfaction, burnout and lack of productivity.

It doesn't mean you have to quit your job right now.

As you will learn later on in this guide, you can find satisfaction in your current job with some simple strategies.

With that, let's look at some possible careers for the ENFJ:

HEALTH CARE

ENFJs are compassionate people who value developing and cultivating the well-being of others.

In healthcare, the ENFJ can fully utilise this gift.

They will also enjoy interacting with people through listening and meeting their needs. This makes them great caregivers when interacting with their clients or patients.

The follow careers will likely appeal to ENFJs:

- Physiotherapist
- Holistic Health practitioner
- Traditional Chinese medicine doctor
- Dentist
- Nutritionist
- Optician
- Veterinarian
- Pharmacist
- Chiropractor
- Fitness Instructor
- Athletic coach

COMMUNICATION AND THE ARTS

Being well-groomed, articulate and inspiring, ENFJs make great communicators and presenters.

The communications industry where excellent communication skills are highly valued can be a field of consideration for ENFJ individuals.

Although they prefer speaking to writing, both aspects leverage on their gifts and paths leading to either can be considered.

Some of these careers include:

- Public relations specialist
- Communication director
- Writer/journalist
- Entertainer
- Artist
- TV producer
- Newscaster
- Politician
- Editor
- Reporter and correspondent
- Infographics designer
- Advertising Account Executive
- Corporate Communications Executive
- Social Media Manager
- Customer Relations Manager
- Graphic Designers
- Interior Designers
- Multi-Media Artists
- Floral Designers
- Translators
- Advertising Copywriters
- Dancers

SOCIAL SERVICE/COUNSELLING

ENFJs are well equipped for ministry or volunteering work.

Their empathy for others and their inspiring nature makes them great leaders to motivate volunteers both in the secular and the spiritual community.

They also make great speakers and preachers as they are able to inspire and move others to action.

Similarly, ENFJs will also enjoy counselling work which involves helping others realise their true potential through understanding themselves and overcoming their challenges.

Some of these counselling roles could include:

- Social Worker
- Counsellor
- Special Needs Teacher
- Spiritual Leader
- Environmental advocate
- Minister or Pastor
- Full-time volunteer
- Non-profit organisation director
- Psychologist
- Facilitator
- Career counsellor
- Personal counsellor
- Educational psychologist
- Vocational rehabilitation counsellor

EDUCATION

ENFJs are very suited to the education industry.

They enjoy nurturing and enriching young lives to inspire them to live for a greater cause.

Their excellent communication skills will aid them in the classroom, creating lessons that are fun and insightful.

Some careers in education that ENFJs can consider are:

- Teacher

- College professor
- School dean/director
- Early childhood development specialist
- Early childhood teacher
- Special Education Teacher
- Sociologist
- Historians
- Community service Director
- Religious Teacher
- Childcare Centre Director
- Political Scientist
- Music and Arts Director
- Social Science Teacher

BUSINESS

ENFJs are energetic and action-oriented individuals that are full of creative ideas.

This makes them suited for the business world where networking and meeting of new people are required.

Their excellent communication and presentation skills give them an edge in business transactions.

Some roles they could consider are:

- Human resource development trainer
- Sales trainer
- Sales manager
- Human resource recruiter
- Management consultant
- Strategic consultant
- Business development executive
- Event planner
- Project manager
- Eco-Tourism Travel agent
- Staff welfare officer
- Executive coach

- Personal development trainer
- Social Media Engagement Specialist
- Marketing Manager
- Talent Manager
- Personal Financial Advisors
- Training and Development Executives

Remember that this list only seeks to be a guide for what you can do and is not exhaustive.

There are hundreds of career choices out there that you can consider.

What you should take away from this section is to understand why certain jobs appeal to you and apply it to possible career paths in your consideration.

ORGANIZATIONAL CULTURE



Even though you're in the right job, it is the culture or environment of the organisation that will ultimately determine your job satisfaction.

There are work environments that will support your development, and there are those that simply frustrate and stress you out.

When you are applying or considering a new job, consider looking for organisations that are known to have:

- **Humanitarian Vision**

ENFJs want the organisation that they're working for to have similar humanitarian goals as they do.

They want to effect change in the world in a big, positive manner, hence an organisation with such an outlook will more likely attract ENFJs.

While most organizations with strong social causes can be identified from the outset, companies with a thriving CSR department can be considered as well.

- **Clear Vision based on Values**

ENFJs look for work that is aligned with their values.

They are very motivated to work in an environment where their work is a manifestation of their deeply held values.

Similarly, they are likely to be dissatisfied if their job nature clashes with what they believe.

Consider speaking to people within the organisation to understand more about their work culture.

While it may not be evident nor seem like an issue, it will affect ENFJs more often than expected.

- **Collaborative Work**

ENFJs revel in organisations that promote harmony, closeness and teamwork.

They like working on projects that require them to collaborate with their colleagues to achieve organisational goals.

It is likely that they will not enjoy work that requires them to compete with their colleagues, especially in harsher, more competitive sales positions.

STRESSORS

However, watch out for these potential stressors:

- **Gossip**

ENFJs abhor work environments which involve heavy amounts of office politics and gossiping around.

Such environments can be extremely draining for the ENFJ as peers may coerce them into participating in these activities.

- **Indecisive Manager**

ENFJs are decisive individuals who want matters to be settled as soon as possible, and they expect their managers to be the same.

However, if their manager appears to be wishy-washy and uncertain, it can become frustrating for the ENFJ.

- **Lack of follow-through**

ENFJs are very likely to see through their initiatives and projects to completion.

When a project or a task is started, they aspire to see it to completion.

An organisation with lots of ideas but with little follow-through will be disheartening for the ENFJ as they will be unable to ascertain the time frame needed for these new notions.

JOB SEEKING



The job search process is unique to each personality.

In this section, you will learn about strengths and weaknesses inherent to the ENFJ's personality during the job search process.

This includes exploring careers, choosing one, and the interview process.

STEP 1: THE CAREER EXPLORATION PROCESS

The ENFJ's career exploration process usually consists of:

- **Having multiple long-term idealistic goals**
ENFJs like to think big and think far; they have big dreams about how they can make a big impact in the world either through their ideas or their careers.
- **A clear plan to achieve goals**

ENFJs often have well-thought-out plans to achieve career goals. They will have considered most, if not all grounds with regards to each career option.

- **Search for opportunities for learning and growth**

ENFJs search for job opportunities that will challenge them to flourish, so jobs that prove a stretch to their current abilities will appeal to them.

ENFJs may have blind spots in these areas:

- **May overlook important facts about the job**

ENFJs are excited about job possibilities and as a result, may not consider career realities.

Consider the work hours, location, organisational culture and salary before accepting an offer.

Imagine your daily routine as you embark on the job. Is it in line with your expectations?

This will bring your views closer to reality.

- **Missing unexpected opportunities**

Because ENFJs have already designed a plan in their head, they may overlook career opportunities that are unexpected or do not fit into their mental picture.

Keep yourself fully open to any opportunity that comes by and faithfully brainstorm for entirely new positions that you would never otherwise consider.

You might just stumble upon some options that are even better than the ones you are considering.

STEP 2: CHOOSING A CAREER

After looking at all your options, you will decide your choice. Here are some things ENFJs will usually do when it comes to making the decision:

- **Using a personal approach**

ENFJs often take subjective and personal approaches to their decision making.

This means that the push and pull factors for the ENFJ will be unique to them and wholly based on their values and life experiences.

- **Personal Values**

ENFJs will consider what is important to them when choosing a job such as examining the implications of their choices on their relationships and personal values.

However, ENFJs should also consider these:

- **Logical and objective factors of alternatives**

Before they make any decision for their careers, ENFJs should construct a logical and objective analysis of all the alternatives.

They should take into consideration all factors such as time commitment, salary, job advancement prospects and personal development.

- **Give yourself time**

ENFJs are naturally decisive and aim to conclude as soon as possible.

As a result, they might make hasty decisions even when it comes to big decisions like their careers.

Give yourself some time before you make a choice.

That extra time will help you obtain more information or consider other factors that did not occur to you initially.

STEP 3: GETTING THE JOB

After you choose a few possible alternatives and sending your resume, the next step is to ace the interview. In this section, you will understand your strengths in the interview process and some blind spots you have to watch out for.

- **Emphasize your potential to learn quickly**

ENFJs are fast learners who grasp concepts very quickly.

Emphasize your ability to learn on the job and quote examples from the past where you have done so.

- **Talk about your network**

Because of their warm and friendly nature, ENFJs have a wide network of business and personal contacts.

This network can potentially be a huge asset to your organization and will be a huge plus factor when you leverage contacts within the same industry as your prospective job.

With these strengths, you should be able to ace your interview. Here are three tips to make your interview even better.

- **Emphasize your immediate contributions**

Because ENFJs get excited about possibilities, they miss out talking about current realities.

So as you are talking about possibilities for the organisation, also emphasise on the immediate contributions you can make once you are hired.

- **Pause during interviews**

ENFJs may continually speak due to nervousness or to prevent awkward silences, but they end up not giving a chance for the interviewers to reflect or ask a new question.

Learn to pause and allow silence so that interviewers can consider and evaluate your answers before moving on to another question.

If anything, it will show the interviewers that you can be a good listener as well.

- **Show how your people skills translate to the bottom line**

While personal values and passion can be factors that will help you get the job, remember that for many organisations, the bottom line is key.

Emphasize on how your people skills and passion for the job can help the organisation meet its objectives for profit or productivity.

WORK RELATED STRENGTHS AND WEAKNESSES



Getting the job is only the beginning of your journey.

Along the way, you will still face challenges in your workplace.

Ultimately, the way to excel in your workplace is to take up roles that take advantage of your personality strengths and minimise the use of your weaknesses.

In this section, I have included your personality strengths, weaknesses, and some tips for professional development.

STRENGTHS

- **Excellent communication skills**

ENFJs are gifted in communication and presentation skills, making them great spokespersons or representatives for departments or organisations.

- **Charismatic leadership**

ENFJs are inspiring individuals who can move others to action through the use of their natural charisma.

This makes them great leaders, especially when they need to lead volunteers.

- **Good organisational skills**

ENFJs have excellent organisational skills, and regardless of whether it is projects or tasks, they can manage deadlines and schedules expertly.

- **Eagerness to think outside the box**

ENFJs are imaginative and creative, always keen to think outside the box in looking for unique methods or ideas to improve the status quo.

- **Ability to see the big picture**

ENFJs are big picture, conceptual thinkers and can easily grasp the gist of the message.

They can deduce long-term consequences from everyday decisions.

- **Deep commitment to work you believe in**

If they believe in their work, ENFJs will be extremely passionate and deeply invested in completing their projects and initiatives.

WEAKNESSES

- **Tendency to idealise relationships and people**

ENFJs may tend to idealize their relationships with their colleagues or peers; this may often lead to disappointment and offences when these relationships fail them.

- **Difficulty working in competitive environments**

If an organisation requires the ENFJ to compete with their peers, it goes against their harmony-seeking nature and will cause them undue work stress and frustration.

- **Impatient with structure and inefficient people**

While ENFJs have the good organisational ability, they also crave space for their innovative and creative sides.

When the organisation structure stifles this, they will become impatient and frustrated with the involved parties.

- **Tend to make errors due to haste**

ENFJs work on their projects and tasks with speed, but as a result, they tend to make minute errors due to this haste.

They should allow their work to be double checked by their colleagues or review it a few times themselves.

- **May find it hard to give up control**

As supervisors, ENFJs may find it hard to give up control of the tasks they have assigned to others and tend to expect a certain standard.

When this is not met, they will micromanage. This may frustrate the ENFJ's direct reports.

PROFESSIONAL DEVELOPMENT

- **Exercise your ability to categorise issues**

Your understanding of issues may be limited to your impression or personal values.

This may be a cause for miscommunication as most people have different sets of impressions and values.

Exercise your ability to objectively categorise issues as well as pros and cons related to it.

- **Clarify your boundaries**

Be clear during your work about the responsibilities of others as much as you do yours.

When you find that a colleague or a boss is giving you their problems, your tendency may be to take on the problem as your own.

Step back and consider who owns the problem and clarify it with them.

- **Practice testing your insights against past data and evidence**

While you are insightful about possible future consequences of everyday decisions, consider checking your insights against past data and evidences.

Did similar events play out the same way you expected it?

Exercises like these will help you develop a more accurate intuition toward the future.

FINDING JOB SATISFACTION



You may not always get the job you want, or even if you do, you might find that the things you do on a daily basis do not use your personality strengths.

This is just reality; most people do not get perfect fits for their jobs.

However, by altering your job scope, you can put yourself in a position where your personal strengths are used, and you become a recognised and valued individual in the organisation.

Here are some tips for altering your job scope to your personality:

- **Stay away from unnecessary conflicts**
Conflicts, although occasionally necessary, can cause great stress for you.

While you should take on conflicts that are related to the bettering of the organisation, learn to stay away from

unnecessary ones such as office politics and non-work-related personality clashes.

- **Let your boss know that feeling appreciated motivates you**

You may work for a boss that does not show appreciation to you for your hard work.

In your work review, consider telling your boss that positive feedback from him/her will motivate you to do much better.

- **Conduct communication workshops**

Your natural outstanding communication and presentation skills will be put to good use in your department or organisation if you could volunteer to run some communication workshops for your colleagues or peers.

Your supervisor might see the potential in you and utilise you in this area.

- **Volunteer to do public relations for your department**

Similarly, public relations is your strength, and while you may not have a job in public relations, every organisation or department will have to do external communication at some point or another.

Volunteer to take on these projects and take a bigger role in the communication of what your organisation does.

- **Leave your work at the office**

To ensure that everything is settled as soon as possible, you may bring your work home often.

This is unhealthy in the long term as you may suffer burn out.

Consciously ensure a proper work-life balance and learn to draw boundaries where necessary.

REFLECTION EXERCISE

Describe what you want from your ideal job.

Don't list out the type of jobs that you want, but rather the nature of activities you prefer to be involved in.

e.g. Instead of writing that you would like to be a manager, write out that you would enjoy people management, organising and strategising.

List out at least three occupations or careers that will allow you to use your preferred skills as stated above.

Write out some weaknesses or blind spots you can start developing today to help you succeed in your chosen career.

LAST WORDS



Finding an ideal career is a challenging task, and even with the guidelines and advice given in this report, you still may not end up in your ideal career.

The truth is we live in a world where many other factors come into consideration: salary required to support our families, working hours, travelling time, personal interests, economic conditions, availability of jobs.

Nonetheless, this report will help you to understand more about yourself and which jobs will appeal to you.

Whichever career you are in, you can take these insights with you and use them to your advantage.

Most importantly, understand that your personality is unique.

Sometimes, we can be very discouraged and second guess ourselves on the job, especially when we are in a career that does not support our personality preferences.

Granted, to be successful in certain careers require you to act and behave in some ways, but you must come to a point where you understand the difference between who you are and what you do.

While you can adapt what you do and how you behave in certain situations, you must always live with the understanding of who you are and not be apologetic about it.

When you fully accept yourself, you will find happiness, confidence and courage to be the best you can be.

Here at Personality Central, we hope to bring out the best in you through the insights with personality type.

For more information, please visit www.personality-central.com.