

ENFJ

PREMIUM PROFILE



16Personalities

What Will You Find in This Profile?

This profile is designed to cover all the main aspects of your personality and areas of your life – your type description, relationships, academic path, career and professional development, your communication and friend-making skills, parenting tips and advice, and much, much more. It combines the personality type theory with practical, real-world advice coming directly from other people who share your personality type.

Personality types have been the topic of many discussions, some of them dating back to ancient times – and it is wise to draw from that source of knowledge and experience, especially when you are unsure how to handle a particular situation. This kind of knowledge gives you a lot of power – power to control and understand yourself. As Aristotle said millennia ago, “the hardest victory is the victory over self”. Consider this profile your battle plan.

What Does It Mean to Be an ENFJ?

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ENFJs belong to the **Diplomat** type group, along with ENFPs, INFJs and INFPs. They have an Extraverted, Intuitive, Feeling and Judging personality:

Extraverted – ENFJs are expressive, outgoing, prefer group activities, are eager to speak their minds, feel more comfortable when around other people than when alone, and get energized by social interaction.

Intuitive – ENFJs are introspective, rely on their imagination, are absorbed in ideas and focus on what might happen as opposed to what is happening or has already happened.

Feeling – ENFJs are sensitive, follow their hearts, keep feelings close to the surface, and focus on harmony and cooperation.

Judging – ENFJs are decisive, prefer clear rules, respect deadlines, are eager to commit and seek closure.

All Diplomats prefer ideas to facts and focus on achieving consensus.

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The Puzzle of Personality

Often the very first question people ask after completing our personality test is “What do these four letters mean?” We are of course referring to those mysterious acronyms like INTJ, ENFP, or ESTJ. As you may have already read in the free Type Descriptions or additional articles available on our website, each letter refers to a specific trait, with an additional variant listed at the end. But before we discuss those traits, let’s first take a brief historical detour.

Since the dawn of time, we have tried to describe and categorize ourselves in many ways. From the four temperaments of the Ancient civilizations – sanguine, choleric, melancholic and phlegmatic – to the latest advances in psychology, people have been restless in their pursuit of a good, reliable way to fit something as complex and fluid as human personality into a well-defined model. We are still some time away from being able to do that, although the current models account for the majority of our personality traits and can often predict with a high degree of confidence how we are likely to behave in specific circumstances.

That said, it is important to bear in mind that regardless of which model we rely on, our personality is just one aspect of many – our actions are also influenced by our environment, experience, and individual goals. In these profiles, we describe how people belonging to a specific personality type are *likely* to behave – however, remember that these are just indicators and tendencies, not definitive guidelines or answers. There’s a big difference between scoring 10% on a trait, and scoring 80%. This information is meant to inspire personal growth and better understanding of others, not to be taken as gospel.

Our approach has its roots in two different philosophies. One dates back to early 20th century and was the brainchild of Carl Gustav Jung, the father of analytical psychology. Jung’s theory of psychological types is perhaps the most influential creation in personality typology, and it has inspired a number of different theories, including our own. One of Jung’s key contributions was the development of the concept of *Introversion* and *Extraversion* – he theorized that each of us falls into one of these two categories, either focusing on the internal world (Introvert) or the outside world (Extravert). These terms are usually defined differently nowadays, with Extraversion being synonymous with social prowess – however, the original Jungian definitions focused on where the person tends to get their energy from. In that sense, Introversion does not imply shyness, and Extraversion does not necessarily mean good social skills.

Besides Introversion and Extraversion, Jung also coined several additional concepts. The ones most relevant to us are the so-called *Judging* functions (either *Thinking* or *Feeling*) and *Perceiving* functions (either *Sensing* or *Intuition*). According to Jung, each person prefers one of these cognitive functions and finds it most natural to rely on it in everyday situations. However, other functions also have their place and can emerge depending on the circumstances. These functions are also defined by the person's Introversion or Extraversion – e.g. someone whose dominant function is Introverted Feeling is likely to think differently from someone with Extraverted Feeling at the helm.

In the 1920s, Jung's theory was noticed by Katharine Cook Briggs, who later co-authored one of the most popular personality indicators used today, the Myers-Briggs Type Indicator® (MBTI®). Briggs was a teacher with an avid interest in personality typing, having developed her own type theory before learning of Jung's writings. Together with her daughter, Isabel Briggs Myers, they developed a convenient way to describe the order of each person's Jungian preferences – this is how the four-letter acronyms were born. There were four possible pairs of personality traits:

- Introversion (I) or Extraversion (E)
- Intuition (N) or Sensing (S)
- Thinking (T) or Feeling (F)
- Judging (J) or Perceiving (P)

You'll recall these terms from the paragraphs dedicated to Jung. According to the Myers-Briggs model, the first letter determines the *attitudes* of the dominant and subsequent functions, while the last letter shows which function *is* dominant. For Extraverts, the dominant function is focused on the outside world. J means that one of the Judging functions (Thinking or Feeling) is dominant; P points to one of the Perceiving functions (Intuition or Sensing). For Introverts, J and P show the auxiliary rather than dominant function – the dominant function itself is internalized. Of course, this is just a very simplified description of the Myers-Briggs theory – readers interested in learning more should read “Gifts Differing: Understanding Personality Type” by Isabel Briggs Myers.

Due to its simplicity and ease of use, the four-letter naming model is now shared by a number of diverse theories and approaches, such as Socionics, Keirsey Temperament Sorter®, Linda Berens' Interaction

Styles and many others. However, it is important to remember that while these acronyms may be identical or very similar, their meanings do not always overlap. One of the reasons behind such a lengthy introduction is that we want to make it clear that there is no single definition assigned to these type concepts – each theory defines them in their own way and it is entirely possible that if you meet five people who all say “I am an INFJ”, their definitions of what INFJ means are going to differ. There is certainly a lot of overlap between the theories sharing these type names – however, their type descriptions are by no means identical.

But let’s leave the typological theories aside for a moment. A different way to look at people’s personalities is through the lens of a *trait-* rather than *type-based* model. What do we mean by that? Instead of attempting to create 4 (or 8, 16, 32...) type constructs and fit people within them, we could simply define a number of traits and measure people’s preferences using well-defined scales, looking at their scores but not categorizing them. You may have heard the term *Ambivert*, which is a perfect example in this case. Ambiversion means that someone is more or less directly in the middle of the Introversion-Extraversion scale, being neither too social or outgoing, nor too withdrawn – which flies in the face of Jungian models described above. Every type-based theory is likely to have difficulties categorizing people whose scores end up right on the dividing line, regardless of how many dividing lines you have.

Trait-based theories would simply say that an Ambivert is a moderately Extraverted person and leave it at that, without assigning them a personality type. Such an approach certainly makes it much easier to reliably measure correlations between personality traits and other characteristics (e.g. political attitudes), which is why trait-based approaches dominate psychometric research – but that’s it, more or less. Unlike with type-based theories, it becomes impossible to define categories and types which could then be used as easily accessible concepts for discussions and recommendations. Consequently, while categories such as Extravert or Introvert are unavoidably limiting, they also give us a chance to describe a significant part of human personality and create theories that attempt to explain *why* we do what we do – something that a more scientifically reliable, but nondescript statement such as “you are 37% Extraverted” simply cannot do.

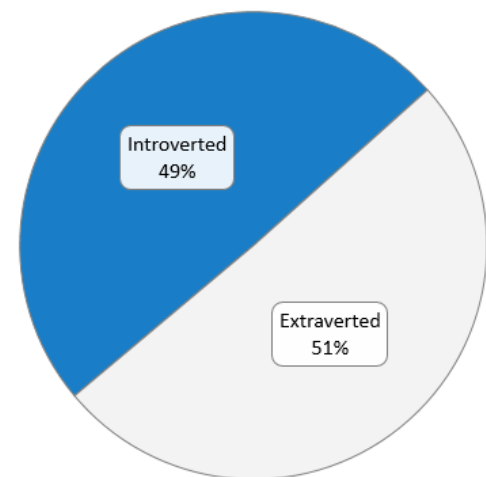
With our model, we've combined the best of both worlds. We use the acronym format introduced by Myers-Briggs due to its simplicity and convenience – however, we have redefined several Jungian traits and introduced an additional one, simplifying our model and bringing it closer to the latest developments, namely the dimensions of personality called the Big Five personality traits. Furthermore, unlike Myers-Briggs or other theories based on the Jungian model, we have not incorporated cognitive functions such as Extraverted Thinking or Introverted Sensing, or their prioritization, instead choosing five independent scales and building our types around them. This has allowed us to achieve high test accuracy while also retaining the ability to define and describe distinct personality types.

Let us now go through our five personality aspects one by one. The pie charts in each section will show the estimated distribution of each trait, based on our research and testing data.

Five Personality Aspects

Mind: Introverted vs. Extraverted

It is safe to say that this is probably the oldest notion in the history of personality theories. It has long been observed that some people are expressive, outgoing and comfortable in social situations – while others are reserved, quiet and more comfortable alone. It is as if the former (Extraverted individuals) sincerely enjoy engaging with the external world and recharge by communicating with other people, and the latter (Introverted individuals) prefer to rely on themselves and their own inner world instead of seeking stimulation from the outside. However, being Extraverted does not necessarily imply that the person will be an excellent public speaker; likewise, being Introverted does not mean that the individual is bound to be clumsy or antisocial. Rather, this trait shows the average degree of expressiveness and the overall tendency to seek stimulation from one or the other source.

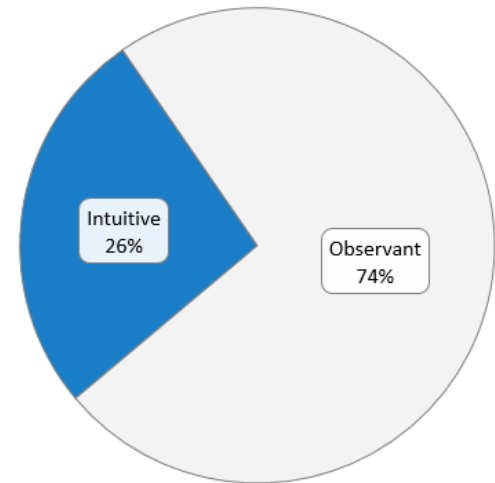


ENFJs are Extraverted – they tend to have good social skills and feel recharged after spending time in the company of other people. ENFJs enjoy taking the lead and expressing their ideas, often going ahead

and voicing their opinion even before it has fully formed in their own mind. Not surprisingly, people with this personality type tend to be popular and well-liked in many circles, instinctively knowing how to connect with others, regardless of their background or personality.

Energy: Intuitive vs. Observant

All personality types can be divided into groups of those who favor the Intuitive energy style (more interested in ideas, focusing on the inner world) and those of the Observant energy style (more interested in facts and observable things, focusing on the external world). In our opinion, this dichotomy is the most important – while the other four determine how you interact with the world (Introverted / Extraverted), make decisions (Thinking / Feeling) and schedule your activities (Judging / Prospecting), the chasm between Intuitive and Observant individuals is far more significant as it actually determines how you see the world and what kind of information you focus on. It may seem like your decisions are the most important, but a decision is only as good as the understanding that backs it up.



Individuals with the Intuitive preference prioritize introspection, relying on their imagination, ideas and theories. They dream, fantasize and question why things happen the way they do, always feeling slightly detached from the actual, concrete world. One could even say that these individuals never actually feel as if they truly belong to this world. They may observe other people and events, but their mind remains directed both inwards and somewhere beyond – always questioning, wondering and making connections.

In contrast, individuals with the Observant trait focus on observing the actual world. They enjoy seeing, touching, feeling and experiencing things – and leave theories to others. They want to keep their feet on the ground and focus on the present, instead of wondering why or when something might happen. Consequently, people with this preference tend to be better at dealing with facts, tools and concrete objects as opposed to introspecting or theorizing.

These traits determine the communication style as well – Intuitive individuals talk about ideas and have no difficulties with allusions or reading between the lines, while Observant types focus on facts and practical matters. This is why Intuitive types are likely to find it quite challenging to understand someone with the Observant trait, maybe even thinking that the latter is materialistic, unimaginative and simplistic. Likewise, an Observant individual is likely to think that their Intuitive conversation partner is impractical, naïve and unobservant. Both sets of assumptions can be quite damaging and it takes a mature person to get past them – but statements like these are fairly common.

ENFJs are Intuitive individuals – this is why they are so good at coming up with plans, strategies and ideas. People with this personality type spend far more time engaging in various internal discussions than observing concrete things around them. ENFJs are not that concerned about what *is* happening – they focus on what *might* happen or *why* something has happened. This is the skill ENFJs keep improving throughout their lives, which makes them bright and imaginative thinkers.

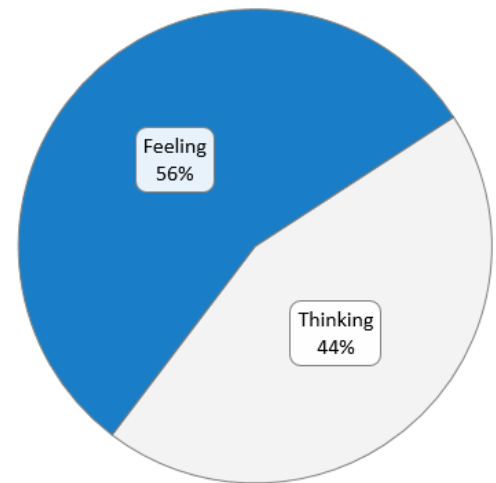
Of course, every stick has two ends. Introspection comes at a cost – by directing all their mental resources inwards, ENFJs inevitably have to discard the information that is being provided by their senses. They are likely to have difficulties dealing with concrete, practical matters, or managing large collections of facts – even missing things happening right under their nose if they are not paying attention. This is also one of the reasons why ENFJs may have some difficulties finding a partner – as the majority of the population are Observant types, people with this personality type often find it quite challenging to connect with others.

Nature: Thinking vs. Feeling

This trait determines how we make decisions and cope with emotions. People with the Thinking trait seek logic and rational arguments, relying on their head rather than their heart. They also do their best to safeguard their emotions, shielding them from the outside world and making sure that they are not clearly visible. “Whatever happens, you must always keep a cool head” – this is the motto of Thinking types.

In contrast, people with the Feeling trait follow their hearts and emotions and care little about hiding them. From their perspective, we should not be afraid to listen to our innermost feelings and share them with the world – these individuals tend to be compassionate, sensitive and highly emotional.

That being said, it is important not to make the mistake of thinking that the first group is cold-blooded and indifferent, and that the second one is sentimental and irrational. This is a false dichotomy – people with the Thinking trait are often just as emotional as those with the Feeling trait, they simply try to hide and suppress their emotions; and people with the Feeling trait are fully capable of being rational, although they are likely to use different arguments, putting compassion and cooperation above efficiency and hard facts. It is unreasonable to dismiss or disparage either of these perspectives – both are perfectly valid.



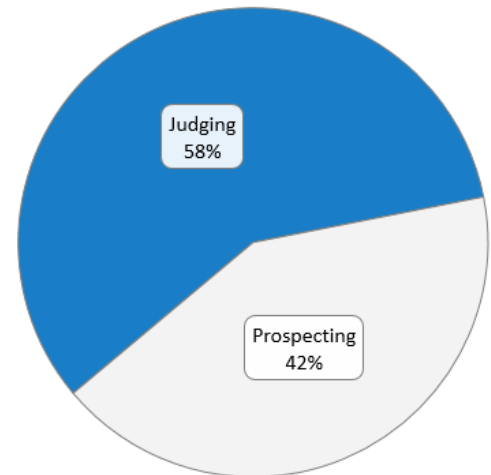
ENFJs have the Feeling trait – they trust and prioritize feelings, relying on moral and ethical arguments, and doing everything they can to stay true to their deeply held principles. People with this personality type are kind and sensitive, always able to find something positive regardless of the circumstances. The Intuitive and Feeling traits form the core of the ENFJ personality, making them very insightful, idealistic and open-minded individuals, capable of amazing feats, especially in fields related to morality, philosophy or diplomacy. However, they also push ENFJs away from the majority of the population, sometimes making it difficult for them to relate to other people, especially when it comes to accepting what they see as egoism and self-interest.

Tactics: Judging vs. Prospecting

This set of traits determines how we approach planning and available options. People with the Judging preference do not like to keep their options open – they would rather come up with five different contingency plans than just go ahead and deal with the challenges as they come. They prefer clarity and closure, always going with the plan rather than the flow. People with this trait likely keep a checklist, and when something is crossed off that list, it is done and not open to reassessment. This goes as much

for groceries (“Was it on the list?”) as it does for life goals, like buying a house. Furthermore, these individuals also tend to have a very strong work ethic, putting their duties and responsibilities above everything else.

In contrast, Prospecting individuals are always scanning for opportunities and options, willing to jump at them at a moment’s notice. People with this preference are perfectly aware that life is full of possibilities and are reluctant to commit to something that might well prove to be an inferior option in the future. They are also likely to focus more on what makes them happy as opposed to what their parents, employers, or teachers expect – if a specific task is not that important or interesting, a Prospecting individual will always be able to come up with something better to do.



ENFJs are Judging individuals – they are decisive, do not tolerate inefficiency and usually find it difficult to cope with uncertainty. This is what makes them excellent long-term thinkers, both able and willing to dedicate time for devising complex plans. That being said, people with this personality type are not as meticulous or rule-bound as Sentinels – they seek closure, but do not obsess over tiny details or procedures. ENFJs are diplomats or, if necessary, strategists – but not logisticians.

Identity: Assertive vs. Turbulent

You may have noticed that we did not highlight either of these options, unlike before – this is because this particular trait affects all others, showing how confident you are in your abilities and decisions. Assertive individuals are emotionally stable, calm, relaxed and refuse to worry too much about minor matters. In contrast, individuals with Turbulent identity tend to care about their image, be self-conscious, success-driven and perfectionists. This does not necessarily mean that having an Assertive identity is better – for instance, Turbulent individuals perform better in certain roles as they push themselves to achieve superior results, while Assertive ones do not care about the outcome that much. However, Assertive individuals tend to benefit from higher emotional stability and increased self-confidence.

Type Groups

Now you know what each type consists of. But how do they fit together?

Our system has two layers: the first (inner) one defines our **Roles**, the second (outer) one – our **Strategies**.

Roles

The Role layer determines our goals, interests and preferred activities. Each of the four roles covers a set of personality types that are very similar; we will use these groups later in this profile to draw contrasts and similarities between personalities. They also serve to highlight the importance we have placed on the Energy trait – each personality type will share either the Observant or the Intuitive trait with all other members of their group, as well as one other key trait.

ANALYSTS (INTUITIVE AND THINKING [_NT_] TYPES, BOTH ASSERTIVE AND TURBULENT VARIANTS)

These personality types embrace rationality and impartiality, excelling in intellectual debates and scientific or technological fields. They are fiercely independent, open-minded, strong-willed and imaginative, approaching many things from a utilitarian perspective and being far more interested in what works than what satisfies everybody. These traits make Analysts excellent strategic thinkers, but also cause difficulties when it comes to social or romantic pursuits.

DIPLOMATS (INTUITIVE AND FEELING [_NF_] TYPES, BOTH ASSERTIVE AND TURBULENT VARIANTS)

Diplomats focus on empathy and cooperation, shining in diplomacy and counselling. People belonging to this type group are cooperative and imaginative, often playing the role of harmonizers in their workplace or social circles. These traits make Diplomats warm, empathic and influential individuals, but also cause issues when there is a need to rely exclusively on cold rationality or make difficult decisions.

SENTINELS (OBSERVANT AND JUDGING [_SJ_] TYPES, BOTH ASSERTIVE AND TURBULENT VARIANTS)

Sentinels are cooperative and highly practical, embracing and creating order, security and stability wherever they go. People belonging to one of these types tend to be hard working, meticulous and traditional, and excel in logistical or administrative fields, especially those that rely on clear hierarchies

and rules. These personality types stick to their plans and do not shy away from difficult tasks – however, they can also be very inflexible and reluctant to accept different points of view.

EXPLORERS (OBSERVANT AND PROSPECTING [_S_P] TYPES, BOTH ASSERTIVE AND TURBULENT VARIANTS)

These types are the most spontaneous of all and they also share the ability to connect with their surroundings in a way that is beyond reach of other types. Explorers are utilitarian and practical, shining in situations that require quick reaction and ability to think on your feet. They are masters of tools and techniques, using them in many different ways – ranging from mastering physical tools to convincing other people. Unsurprisingly, these personality types are irreplaceable in crises, crafts and sales – however, their traits can also push them towards undertaking risky endeavors or focusing solely on sensual pleasures.

Strategies

The Strategy layer shows our preferred ways of doing things and achieving goals. There are four strategies:

CONFIDENT INDIVIDUALISM (INTROVERTED AND ASSERTIVE [I___ (A)] TYPES)

Confident Individualists prefer doing things alone, choosing to rely on their own skills and instincts as opposed to seeking contact with other people. They know what they are good at and have high self-confidence. These personality types firmly believe that personal responsibility and trust in yourself are very important values. Confident Individualists do not pay much attention to other people's opinions and prefer to rely on themselves.

PEOPLE MASTERY (EXTRAVERTED AND ASSERTIVE [E___ (A)] TYPES)

People Masters seek social contact and tend to have very good communication skills, feeling at ease in social events or in situations where they need to rely on or direct other people. These types are confident in their abilities and do not hesitate to express their opinions. Playing an active role in the society and knowing what makes other people tick mean a lot for People Masters; however, they are not too concerned about what other people think about them.

CONSTANT IMPROVEMENT (INTROVERTED AND TURBULENT [I___ (T)] TYPES)

Constant Improvers are quiet, individualistic people. They tend to be perfectionistic and success-driven, often spending a lot of time and effort making sure that the result of their work is the best it can be. As their name says, Constant Improvers are high achieving individuals dedicated to their craft – however, they also tend to worry too much about their performance.

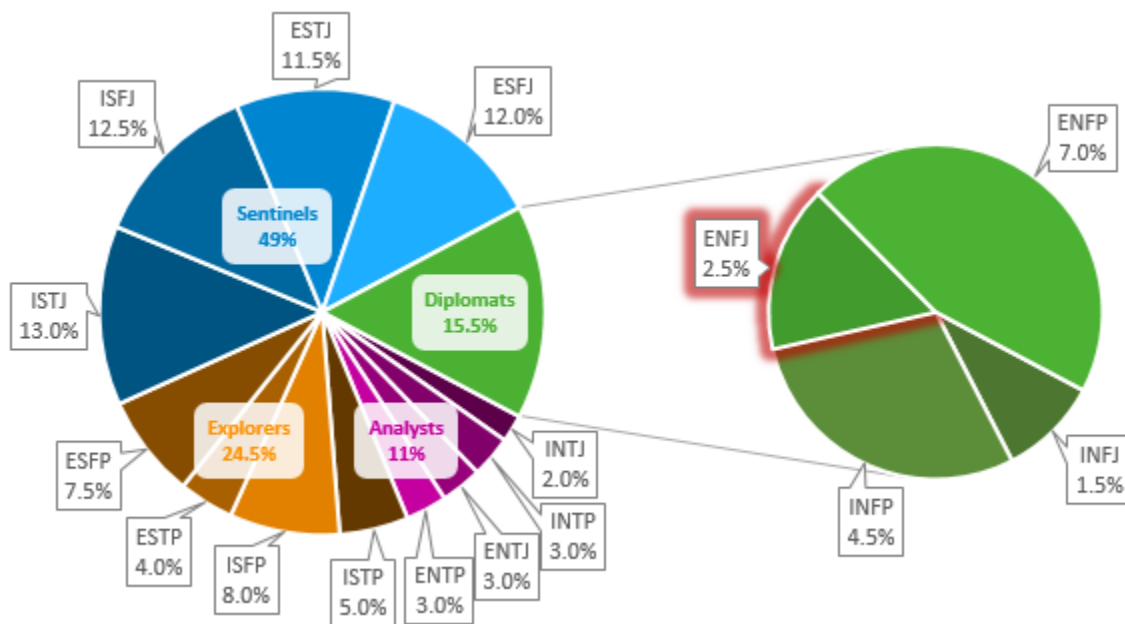
SOCIAL ENGAGEMENT (EXTRAVERTED AND TURBULENT [E___ (T)] TYPES)

The last strategy is adopted by sociable, energetic and success-driven types. Social Engagers tend to be restless, perfectionistic individuals, prone to experiencing both very positive and very negative emotions. Their curiosity and willingness to work hard also mean that they are usually high-achieving, even if quite sensitive people. Types favoring this strategy also tend to place a lot of importance on other people's opinions; they value their social status and are eager to succeed in everything they do.

With all this in the background, let's now proceed to discussing your personality type and its place in the world!

Type Overview

The ENFJ personality type is one of the rarest and most interesting types. Approximately 2.5% of Americans are believed to be ENFJs – averaging 1% among men and 4% among women. These percentages seem to vary across regions – for instance, countries in Asia tend to have higher percentages of Introverted and Thinking types, with locations like Hong Kong or Singapore also leaning towards a higher number of Intuitive individuals.



People with the ENFJ personality type tend to be very influential, often without making any conscious efforts to increase their influence. ENFJs are genuinely interested in other people and radiate authenticity, concern and altruism – not surprisingly, those who surround the ENFJ usually find them very inspiring and likeable. ENFJ personalities usually have many strong opinions, especially when it comes to issues they consider really important in life. If an ENFJ is fighting for something, this is because they believe in the idea itself, not because of some selfish reasons. People with this personality type tend to be very kind, loyal and altruistic – they put others first and are always eager to contribute to a worthy cause. From the ENFJs' perspective, authenticity and self-realization are far more important than materialistic rewards, and people should not be afraid to commit to something they truly believe in.

ENFJs are usually very charismatic and eloquent, finding it natural and easy to communicate their ideas and opinions, especially in person. It does not really matter whether they are presenting cold facts or expressing raging emotions, the ENFJ will not be afraid to stand up and speak, regardless of the audience.

This is one of the reasons why ENFJs can be so convincing and mesmerizing when they speak – they instinctively know how to combine passion and rational arguments, drawing the audience’s attention and reaching every mind. People with this personality type can be great leaders – and they do not necessarily have to get into politics to make a difference. An ENFJ teacher or a coach can have a strong positive effect on many people’s lives as well.

ENFJ personalities are very intuitive. They find it easy to sense other people’s motives and find connections between seemingly unrelated events. ENFJs also tend to be quite good at analyzing their own feelings and questioning them if necessary. Furthermore, ENFJ personalities have a unique combination of idealism and decisiveness – this means that their creativity and imagination can be directed towards a specific goal. Few other personality types have this trait and this is one of the most important reasons why many ENFJs are able to eventually realize their dreams and make a lasting positive impact. Even though this dedication to a specific principle or a cause may also make ENFJs relatively inflexible, it is a very positive trait when it comes to achieving your goals and staying on the right path. ENFJs may occasionally drift from idea to idea, looking for something that inspires and motivates them – but they can be unstoppable once they commit to something.

On the other hand, such intuitiveness and sensitivity can also cause significant difficulties for people with this personality type – they may be too altruistic and empathic, getting too involved in other people’s problems, and then finding it difficult to detach and stop worrying. In extreme cases, this can even affect the ENFJs’ perception of themselves. ENFJs instinctively mimic another person’s emotional state, connecting to them at the level that is unreachable for most other personality types. Such empathy is both a gift and a curse – it makes ENFJs excellent counselors, but can also overload them with negative emotions if they are not careful.

ENFJs are optimistic idealists, often trusting other people more than they should – although this usually turns out to be a self-fulfilling prophecy. As already mentioned above, ENFJs can be very convincing and

inspiring. People are drawn towards strong personalities and the ENFJ's charisma can often be a uniting and motivating factor.

Finally, ENFJs take great care of other people's feelings and expect others to return the favor. Unsurprisingly, people with this personality type are very sensitive and vulnerable to conflicts – even the most rational ENFJs may find it quite difficult to not take criticism personally. This is the ENFJ's Achilles' heel – if someone with an ENFJ personality cannot escape the conflict, they will do their best to deal with it head on, but this will result in a lot of stress and may also potentially lead to health problems or highly irrational behavior.

Some famous ENFJs:

- Barack Obama, President of the United States
- David, King of Israel
- Abraham Lincoln, former U.S. president
- Ronald Reagan, former U.S. president
- William Cullen Bryant, poet
- Abraham Maslow, psychologist
- Ross Perot
- Sean Connery
- Elizabeth Dole
- Francois Mitterrand, former French president
- Dick Van Dyke
- Andy Griffith
- James Garner
- Dennis Hopper
- Brenda Vaccaro
- Craig T. Nelson
- Randy Quaid
- Tommy Lee Jones

- Kirstie Alley
- Michael Jordan
- Oprah Winfrey
- Matthew McConaughey
- Ben Affleck, actor
- John Cusack

Strengths and Weaknesses

ENFJs tend to be very warm and altruistic individuals who rarely have any trouble inspiring other people or getting them to listen. They are passionate, strong-willed and insightful – a chillingly powerful combination of traits that can be used for both good and bad. There are no social outcasts among ENFJs, unless they have done something unthinkable. Their rare combination of intuition, intellectual power and social skills usually means



that people with this personality type reach impressive heights in their chosen careers – for instance, Barack Obama, the current President of the United States, is usually considered an ENFJ. However, all strengths have their shadows and ENFJs need to be aware where those shadows lie – otherwise they will be at risk of burning out very quickly regardless of where they go.

ENFJs are idealists and perfectionists, seeking to develop and grow in all areas. Such an approach enriches and improves their lives – however, ENFJs need to have a clear direction and goal. On top of brimming with passion, ENFJs are very sensitive and this makes them quite vulnerable. If the ENFJ wishes to grow and develop in a meaningful way, they will have to learn how to channel their energy and passion in one specific direction. Personal development is very important for this personality type as many of the ENFJs' gifts can be both very powerful and very destructive, depending on how wisely they are used. Let us start by taking a closer look at their strengths and weaknesses.

Strengths

- **Very charismatic.** ENFJ personalities are charming and popular – they instinctively know how to attract and keep people's attention, as well as communicate with them effectively.
- **Altruistic.** ENFJs are warm and selfless, always willing to help other people. They are idealists, motivated by the idea of doing something good for the world.

- **Skilled imitators.** ENFJs find it very easy to notice what drives, motivates and worries other people, and are instinctively able to adjust their own manners and arguments accordingly.
- **Natural leaders.** ENFJ personalities do not seek to dominate or direct, but people are attracted to their charisma and eloquence – unsurprisingly, ENFJs usually end up being very popular and rarely have any difficulties getting to leadership positions.
- **Decisive.** This is one of the most important strengths of any ENFJ. Their imagination, combined with decisiveness, usually allows ENFJs to achieve incredible things – not only they can come up with interesting and unusual ideas, they also have the willpower and planning skills necessary to implement those ideas.
- **Creative.** ENFJs possess a vivid imagination and rarely have any difficulties expressing it in one way or another. Most of their solutions revolve around people or ideals, as opposed to technical strategies – this strength makes ENFJ personalities excellent counselors and advisors.
- **Tolerant.** People with this personality type tend to be open-minded and accepting, willing to consider competing ideas as long as they do not contradict their inner principles. ENFJs can easily get along with most other types.
- **Reliable.** ENFJs work hard for causes they consider important – if their role excites and motivates them, an ENFJ can be very patient and reliable.

Weaknesses

- **Sometimes too selfless.** ENFJs may often take on too much work or get deeply involved in other people's problems, trying too hard to not offend or disappoint anybody.
- **Very idealistic.** People with this personality type can often be too idealistic or even naïve, believing that everyone is good natured and cares about principles that are important to the ENFJ.
- **Often too sensitive.** Deep down, ENFJs are sensitive and emotional individuals who can get hurt and disappointed very easily. They may also worry too much about other people's feelings and well-being.
- **Vulnerable to criticism.** ENFJ personalities have a strong inner core of principles and values, and they can get very hurt if someone criticizes them. ENFJs may also have difficulties reacting calmly to general criticism and negativity.

- **Perfectionistic.** ENFJ personalities are inherently idealistic and do their best to achieve their ideals. This is a great trait, but it can quickly become a weakness if the same approach is applied in every area of life. For instance, ENFJs may find it difficult to settle down in a romantic relationship, always looking for an ideal partner.
- **May find it difficult to make tough decisions.** Due to their altruism and sensitivity, ENFJs are likely to struggle with decisions involving hard choices – they may waver between different options, unable to stop thinking about all the possible consequences.
- **Highly fluctuating self-esteem.** ENFJs' self-esteem depends on whether they are able to live up to their ideals and fulfill their goals, while at the same time making sure that everyone around them is happy. If the ENFJ's ideas are being constantly criticized or they are unable to help people close to them, their self-confidence is likely to plummet.
- **Always need to have a cause.** ENFJs may find it difficult to focus and force themselves to complete tasks which are not linked to one of their goals, e.g. some routine administrative work that must be carried out. People with this personality type always want to know that they are moving towards a worthy goal, and may feel disappointed and restless if this is not the case.

Motivation and Self-Esteem

Closely related but different, your self-esteem, self-respect and self-confidence are the sources of your motivation. Self-esteem speaks to your sense of your own worth. Self-respect speaks to how much you like yourself. Self-confidence is where you find the energy that moves you forward in your life. Much of our core motivation comes from trying to successfully satisfy these core aspects of ourselves. Think of them as three powerful psychological engines that, when understood and harnessed, can lead to a successful and fulfilling life.

However, like anything in life, if you allow these engines to overheat, they can overwhelm you, becoming a source of great difficulty. This usually happens because something in our psychological make-up needs support, so we overcompensate to gird that which feels weak to us. If for some reason we're not feeling self-confident, we might pour on the thing that gives us confidence. The problem is that sometimes we crank this compensation up too high.

We begin each of these sections by discussing the tendencies in their healthy form. When these motivators are used in a balanced way, they can help us be productive and happy. This represents the ideal expression of the motivator.

We follow with the tendencies to watch out for if the engine begins to overheat. The purpose is not to describe anyone specifically. The descriptions in the second part may sound extreme, and they probably are for most ENFJs and other Diplomats. People generally exist with different degrees of expression, somewhere between fully this and fully that. Life has a way of socializing us and balancing us regardless of our foundational traits. When reading the second part, think of it in terms of tendencies and regard it more as a cautionary tale.

Self-improvement is about stepping outside of our comfort zone to expand our lives for the better. Lastly, we suggest a simple way to get along more effectively in the world through some simple rebalancing exercises.

Self-Esteem

Ideal Self-Esteem: ENFJs get their sense of worth from their compassion. They need to know they have connected with other people, but not in a simple social sense – it must be deeper, perhaps even spiritual. ENFJs need to exercise empathy and feel they have a purpose. Leading with their intuition and feelings, they gravitate to causes and activities that provide focus on larger, idealistic concerns. These causes also create a perfect opportunity for ENFJs to connect with others and to express their passions. ENFJs are altruistic and find their identity and worth in the good they do in the world. They frequently work in helping or teaching professions where they can more readily express their compassion or feel a sense of community.

Unbalanced Self-Esteem: Since compassion is so strongly connected to an ENFJ's sense of worth, they may overcompensate to gain it should they feel it's lacking. When they do, they may take on too much. They might even become vulnerable to those who would take advantage of their need for a connection.

In the first case, the world is full of people with needs. ENFJs, driven to satisfy their need to gain a stronger sense of their worth, may find themselves signing on to too much. As they go into overdrive to help others, they may end up losing themselves. Achieving sainthood may have its attractions, but living a balanced and full life is usually not one of them. Burn-out is a real danger for ENFJs as they take on other people's problems – sometimes even going so far as to take full ownership of them.

Though ENFJs are usually insightful when assessing other people's character, if their self-esteem is weak, they may develop blind spots. An ENFJ's intense need to connect at these times may allow others to victimize them. And unfortunately, there are plenty of people in the world who are willing to take advantage of that. People who work in prisons are advised to be careful how they demonstrate compassion. It is often seen as a sign of weakness among inmates. Not all of those who take advantage are criminals though. Sometimes bosses, families, or life-partners can begin to see ENFJs as someone who cares "too much", or they simply lean on that caring spirit like a crutch, without even realizing it. If they begin to see the ENFJ as an "easy mark", it becomes something different. When an unbalanced relationship forms, it begins to damage everyone involved.

Rebalanced Self-Esteem: While ENFJs lead with their feelings, it's essential that they expand their comfort zones and apply some common sense and logic, especially when dealing with others. Most would agree that there's not enough compassion in the world, but adopting or developing a logic-based strategy for compassionate interests may help ENFJs slow down and stay on a more reasonable course.

ENFJs must learn to apply the same compassion they have for others to the person they see in the mirror. ENFJs need to take care of themselves physically, mentally, and spiritually if they hope to continue connecting with others on a satisfying level. At times they need to practice being more objective about the people in their lives and be a bit more rational around those they care about. One way for ENFJs to reframe their response to others who might be taking advantage of them is to remember that allowing such behavior is ultimately neither good for the victim nor the victimizer.

Self-Respect

Ideal Self-Respect: ENFJs feel good about who they are when they are doing good for others. But the good they do is more than simple good deeds. ENFJs live in a world of ideas and theories and are heavily influenced by their feelings. For them, how they do good is more likely influenced by a larger ideological framework rather than random opportunism. They feel best about themselves when they stand up against evil in all its forms.

ENFJs respect themselves most when they stand against injustice and cruelty. They want to see themselves as a benevolent force in the world. It doesn't necessarily have to involve any big act – just a big idea. It can be about something as simple as dealing with a single child's self-esteem to something as overwhelming as world hunger. The act of doing good might be personal or global – it all depends on the other factors in their lives. Succinctly put, they feel good when they do good..

Unbalanced Self-Respect: It's universally accepted that we all have bad thoughts and impulses at times. We keep them mostly in check through different psychological mechanisms and self-control. It can deeply trouble ENFJs that such feelings and thoughts even exist in their minds. When these malicious thoughts collide with their tendency to be both idealistic and perfectionistic, it can lead to outright self-loathing.

To ENFJs such thoughts are not the kind of thoughts a good person who does good has. And so, ENFJs may work overtime to provide a counterbalance and to try to make sure the malicious thoughts remain subdued or overshadowed by their deeds. It's a little like everlasting penance. Perfectionism can be a hard task-master, especially for Turbulent ENFJs. The battle to suppress these primal tendencies can sometime occur on a subconscious level. The only sign may be an overworked individual whose life is severely out-of-balance from the pursuit of so many causes.

Rebalanced Self-Respect: There is a Japanese aesthetic concept that encapsulates imperfection as a part of beauty called wabi-sabi. According to this idea, the perfect is unreal and, therefore, lacks a certain depth. A piece of pottery that's not symmetrical or has a chip is seen as beautiful, not despite its flaw, but because of it. ENFJs would do well to learn to embrace the beauty of their sometimes flawed but human existence which includes occasional bad thoughts and even acts that may not be an expression of goodness. If they did so, overcompensation would become unnecessary. They wouldn't always have to be the consummate do-gooders just to like themselves. Perhaps they could even learn to like themselves because of their human flaws not despite them.

Some good general advice for ENFJs is to get out of their heads every once in a while, in order to grow. Taking a step away from the theoretical and the ideal can go a long way in balancing ENFJs' lives. There are hundreds of ways to reconnect with the physical, tangible world, such as meditation, playing a sport, dancing, doing yoga, eating mindfully, gardening, even having sex.

The trick is to reengage the physical senses in order to connect with the concrete world. Approaching the world with something as finite as touch or smell can rebalance the ENFJs' drive for self-respect by helping them reconnect to that small and imperfect world of which they are a part. Such activities remind them that it's okay to be human.

Self-Confidence

Ideal Self-Confidence: ENFJs' confidence comes from feeling connected to their true selves. They hate anything that they regard as phony and always strive to be as real as they can. Masks, lies and insincerity are offensive to ENFJs. To feel confident, ENFJs have to know they are being true to who they are.

Unbalanced Self-Confidence: When ENFJs lack confidence, it's because they begin to doubt that they are acting in accordance with their true selves. Foundational to that, ENFJs have to know themselves. Since being genuine is crucial to their confidence, not knowing oneself may cause a kind of "identity panic". This overcompensation may cause them to fill in the blanks with ideas of who they think they should be instead of who they actually are. Should ENFJs begin to suspect that they possess flawed self-knowledge, it can lead to further loss of confidence and a vicious cycle.

The rare ENFJ identity crisis can cause a lot of confusion. It can strip ENFJs of their confidence and they may begin to second-guess themselves. ENFJs need to trust the answer they come up with when they ask the question, "Who am I?"

Does it sound like there's a lot going on in the mind with this scenario? That's because there is. ENFJs depend greatly on their intuition and sense of how things are or should be. The battle for acquiring or maintaining the energy to go forward will be almost entirely decided in the realm of the mind for the ENFJ.

Rebalanced Self-Confidence: ENFJs naturally have an inclination to grow and to discover who they are. When Socrates reportedly advised his students to "Know Thyself", the ENFJs among them certainly didn't have to be told twice. Continued self-examination should aid ENFJs in focusing on their true selves and help to ensure their genuineness. From this reassurance of the nature of their genuine selves, they will find the self-confidence they need to move forward in life. ENFJs can restore their self-confidence by simply being who they are and doing what they do.

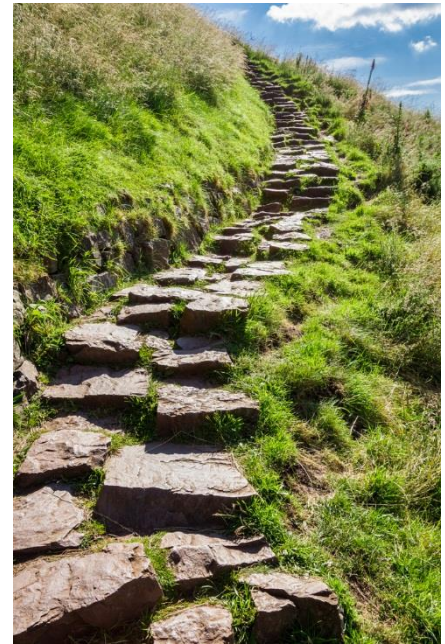
Having said that, there are many ways to accelerate the work of getting to know oneself better: seeking solitude, testing oneself by trying new and different things, critiquing different ideas and developing opinions, journaling, nurturing friendships... The list is endless. It will feel quite natural to ENFJs to go on deliberate journeys of self-discovery. From there, being true to who they are and maintaining this source of confidence is the next reasonable, organic step.

Personal Growth

Knowing your strengths and weaknesses is great, but leveraging or addressing them is even better. Let us take a look at some of the ways to do that.

What Are the Things That Cause Most Problems for ENFJs?

One of the most important things that ENFJs need to recognize and address as they develop and mature, is their tendency to be too altruistic and caring. While these are great traits in close personal relationships, ENFJs tend to apply the same approach in other environments as well, which results in them taking too many burdens upon themselves. People tend to flock to ENFJs looking for inspiration and advice, and they are usually happy to oblige. The problem is that those requests for assistance may just keep pouring in and eventually overwhelm the ENFJ, at which point they will be forced to refuse to help others and then feel terrible for doing so. People with this personality type are idealists, often willing to give everyone the benefit of the doubt – however, learning to keep this trait in check is one of the most important things that an ENFJ can learn. This idealism and willingness to help form an important part of the ENFJs' image and contribute to their popularity, but these benefits have to be balanced with the potential consequences for the ENFJ. The best way to address this issue is by approaching such requests from a more detached, rational perspective – this may not come naturally to an ENFJ, but it is important to learn to be selective.



ENFJs can often be too idealistic when it comes to other people and too demanding when it comes to themselves. They are visionaries and truly inspiring leaders, but the ENFJs' justice and idealism do not always survive contact with reality. This can cause immense stress to the ENFJ, which also leads to other issues such as nervousness or inability to relax. It is very important for the ENFJ to recognize that the world we live in is not ideal and other people may be too preoccupied with other things to pay attention to the ENFJ's ideas, no matter how noble they might be.

Another challenge that many ENFJs face is their tendency to take ownership of things – beliefs, causes, issues, projects etc. People with this personality type are very dedicated and strong-willed, able and willing to spend a lot of time and effort pursuing causes that are dear to them. However, this can also overload and exhaust the ENFJ, especially if they develop a deep emotional attachment to a specific cause. Giving up and letting go is a tremendous challenge for ENFJs. One way to deal with this issue is to recognize what truly drives people with this personality type. The most important goal for any ENFJ is to find their true self, their true identity. Consciously or unconsciously, ENFJs are always seeking self-realization, trying to understand who and what they really are. This is one of the reasons why ENFJs get so attached to things they can relate to – however, it is important to realize that regardless of what a specific cause is about, it is only a reflection of certain principles. Those principles are far more important than an individual cause as they can manifest themselves in many different ways – consequently, it is better to leave and fight another day than stick to a specific issue, potentially sacrificing your own happiness as a result.

Due to their sensitivity and responsiveness to the needs of others, ENFJs tend to internalize issues and feelings not belonging to themselves. Empathy can be a very attractive trait, but it is often accompanied by stress, which is likely to negate all the benefits that the ENFJ could otherwise enjoy. One of the reasons why ENFJs are such convincing and inspiring leaders is that they are like human chameleons, able to instantly sense the mood and needs of their audience, and then adapt their approach accordingly. This can give them a lot of power, but as the saying goes, with great power comes great responsibility – and in this case this concerns the ENFJs themselves. There is only so much stress that anyone can take and it is crucial that ENFJs learn to be more selective here instead of trying to empathize with everybody. We have already mentioned this previously – however, there is a difference between helping other people and going beyond that, taking on their problems as if they were your own. This does not mean that every ENFJ should become colder and more calculating – they can be perfectly rational without changing who they are – but it is important to recognize one's limits and keep that altruism and idealism in check. This often happens naturally as the person grows and matures, but it does not hurt to recognize such weaknesses in advance and address them accordingly, without getting burned by reality.

Moving forward, it is also important to mention that ENFJs are likely to have some problems due to their tendency to believe that they are always right. Mature and experienced ENFJs may not be affected by this as much as the younger ones, but such a trait unavoidably comes with the idealism that is evident in all areas of the ENFJ's life. ENFJs should remember that even though their idea may be truly commendable, this does not necessarily mean that it is the best one or that they are bound to be right about the best way to implement it. ENFJs are naturally warm and able to connect to other people quite effortlessly – they should not hesitate to use such traits to share their idealism with others and get constructive feedback instead of pushing forward with a specific idea. The latter approach often provokes resistance from other people, even though the idea may be perfectly valid. This will confuse and hurt the ENFJ, pushing them towards the (wrong) conclusion that other people are too close-minded or careless to appreciate their ideas.

Ironically, for all their altruism and idealism, ENFJs are also very likely to be manipulative, usually in a passive-aggressive way. This does not necessarily mean that their intentions are bad – in all likelihood, most ENFJs will not even notice such tendencies themselves. However, people with this personality type are great at getting others to do what they want, usually in an indirect, subtle way. Sometimes this will happen because the ENFJ simply believes that it is necessary to push someone to grow and direct arguments are unlikely to have any effect. Sometimes they will do this unwittingly, empathizing with another person, understanding their concerns, coming up with a solution to their problems, and then convincing them that this is the right way to go. The problem is that ENFJs tend to project their own vision over the facts – and since they are usually very adept at communicating their ideas, their enthusiasm can be extremely contagious. It is rare to see an ENFJ do this consciously for their own selfish motives, but again, it is important to recognize and understand the power that you yield, and use it wisely. Even the best intentions can have unforeseen consequences.

ENFJs are very sensitive to criticism, especially if it is directed at one of their many principles and convictions. In such situations the ENFJ can fly into rage, surprising everyone around them – naturally, this causes great emotional disturbance and can even lead to health problems later on life. Ideas, convictions and principles are incredibly important to ENFJs and they are the driving force behind that idealism – however, people with this personality type should also try to develop their “filter” of rational

thinking to the point where it can process the incoming ideas and criticism without sending their emotions and intuition into an overdrive. Inability to handle criticism in a positive manner may also encourage the ENFJ to refrain from asking for other people's feedback or opinion, which may then create distance in personal and professional relationships. Caring too much what others think and trying to please everybody is a hopeless exercise, as even the best intentions may not be enough for some people. You can be the nicest, kindest person in the world, and there is still going to be somebody who would take pleasure in criticizing you.

Finally, ENFJs are prone to underestimating their abilities. As most of their strongest traits revolve around communicating and relating to other people, they cannot be quantified that easily; the ENFJs' strong self-consciousness and idealism do not help here either. Consequently, an ENFJ may sometimes feel that they are falling behind their peers academically and professionally, while in reality they may simply not have had a good opportunity to use their gifts. There are many roles and career paths that are great for ENFJs, but finding the one that is ideal for you may take time. Meanwhile, the ENFJ should try not to feel insecure or discouraged to pursue their dreams and hobbies.

Now that we have covered the main weaknesses of this personality type, let us move on to their strengths.

How to Make Good Use of ENFJ Traits?

To begin with, let us state the obvious – ENFJs are brilliant leaders, known for their charisma and innate ability to inspire other people. These skills may take time to develop and may be difficult to recognize at young age, but it is nearly inevitable that the ENFJs' intuition and decisiveness will bring them to the surface sooner or later. ENFJs also tend to be quite strong-willed and determined, pushing themselves hard most of the time – this is why, for instance, they are likely to do well in the academic world, especially in less technical fields. When it comes to building a career, ENFJs can rely on their strong work ethic and excellent networking skills to propel them forward. Combine this with eloquence and unmatched powers of persuasion and you will see a person who will have no difficulties rising to a leadership position – there is no other personality type that is able to do this as naturally and easily. ENTJs are also very good at this, but the main difference between them and ENFJs is that people will

actually like the ENFJs, not just respect them. This is one of the most impressive traits that all ENFJs share – they have the ability to inspire and convince other people to follow them without actually making any real efforts. It is then up to the ENFJ to decide how to use this gift.

ENFJs are extremely perceptive and can easily notice patterns and connections that may not be as obvious to other people. This allows them to design complex systems and process flows – this trait is very rare among the Feeling types. What is even more impressive, ENFJs are able to base such systems on human beings rather than technology. Such an approach unlocks truly unlimited potential, allowing ENFJs to tap into the pool of other people's talents and ideas. An ENFJ should recognize that this one of their key strengths and try to develop their perceptive and planning abilities.

Next, ENFJs are capable of looking at the problem from many different perspectives. This trait should be recognized and fostered, as people with this personality type are also prone to rushing ahead with their ideas without spending much time reflecting on them. This is one area where perfectionistic and idealistic tendencies should definitely be kept at bay – ENFJs should try to analyze the idea from several different angles first and only then start thinking of the possible ways to implement it. ENFJs are both dreamers and doers – and both sides are equally important.

ENFJs are also good at understanding the views of other people and expressing their own. This trait makes them tolerant and open-minded, as well as easy to relate to. Not surprisingly, ENFJs tend to be excellent psychologists and advisors, although they may also worry too much about being misunderstood and rejected. In some cases this happens because the ENFJ is concerned about being too sensitive, especially if they are male – it is important to understand that there is nothing wrong with using your feelings (F) rather than logic (T) for decision-making. Feelings are just as rational as logic when it comes to making decisions – the person belonging to an F type is simply putting harmony, consensus and everyone's needs above logic, consistency or existing rules. In other cases, ENFJs may have relatively low self-esteem because they have been hurt badly in the past, often because of their altruism and high expectations. ENFJs need to be confident in their beliefs and ideas, as well as embrace their idealism and sensitivity – this self-confidence underpins their creativity and charisma. After all, you may find it a bit difficult to convince other people to believe in you if you do not really believe in yourself.

ENFJs also tend to be tirelessly optimistic, regardless of the difficulties they face in life. People with this personality type see possibilities where others cannot and are able to come up with very inspiring and motivating ideas. There are other types who are more strategic or better at analyzing factual data, but ENFJs are unmatched when it comes to building consensus and getting other people to follow them. Theory and practical implementation are not among the ENFJs' strengths and they should try to delegate these tasks to other personality types where possible. It is important to challenge yourself by doing things that you find difficult, but the priority for most ENFJs should be getting more in touch with (and in control of) their intuitive, emotional side rather than forcing themselves to improve the traits that are not as critical.

The ENFJ's mind is at its best when it comes to analyzing tendencies and hidden meanings or devising unusual ways to achieve a specific goal. ENFJs can process the incoming information in a systematic way, quickly determining its usefulness and validity, and then placing that piece of the puzzle in the right drawer deep within their mind. This makes them insightful and imaginative, but there is one caveat. In order to achieve the full potential of their abilities, ENFJs need to maintain a balance between their Intuitive and Feeling traits. Think of this in terms of checks and balances – both traits need to keep each other in check. Used properly, the Intuitive trait should be given the priority when it comes to assessing ideas, but prevented from overloading the mind with a swarm of random thoughts; in contrast, the Feeling trait should keep the Intuitive nature in check, but not filter the incoming data too much.

ENFJs can be very determined and passionate if they truly care about something. However, they should make conscious efforts to keep their mind focused on one project instead of jumping from one topic to another. The ENFJ mind is not meant for routine things or following steps A, B, C, D... – it will jump from A to D, then back to C, then think of a better way to handle B etc. It is important for an ENFJ to keep this tendency in check in order to guarantee the project's success. As Thomas Edison once said, "Genius is one percent inspiration, ninety nine percent perspiration." ENFJs need to make sure that their mind always stays on track, especially if that phase of the process is relatively dull – never lose the sight of the actual goal.

ENFJs also tend to be very good at recognizing other people's motives and anticipating their desires. This trait makes it much easier to forge relationships, but ENFJs should also be aware that they will often make people feel nervous or uncomfortable simply because the other person will feel as if the ENFJ can see right through them. There is not much that can be done about that as ENFJs are indeed very perceptive – however, they should try to keep their desire to help others in check. Not only this will stop the ENFJ from getting overloaded and stressed, it will also contribute to the health of their relationships. People with this personality type may be a little smothering with their attention and this is not always appreciated. It is understandable that it might be difficult to refrain from trying to help when you believe that someone is heading down the wrong path, but even an ENFJ may often be unable to see the full picture. Furthermore, it may be necessary to allow people to make mistakes so that they can grow, gain wisdom and learn what not to do – there are times when the best thing that a knight in shining armor can do is to do nothing at all.

We will finish this section by pointing out that ENFJs like to explore everything – secrets of human nature, principles and causes, depths of their own mind – and more often than not they are able to find a way to improve things they do not like. Unsurprisingly, most ENFJs are well aware of what their weaknesses are and they know how to address them, if necessary. Many even say that there is no such thing as a weakness, and that it is all a matter of perspective. And they are right – some people are better at certain things than others, but that does not mean that everyone should strive to be good at everything.

Most importantly, you need to be happy with yourself, not try to meet other people's expectations or work hard on developing traits that the society says are valuable but that go against who you are. As you are probably well aware, ENFJs (especially ENFJ males) are really rare, so it is completely understandable that many of the things the wider society seems to value – such as seeking materialistic rewards or following the well-travelled path of study-work-buy a house etc. – may seem forced and unnatural to you. The society, especially in the Western world, is dominated by Observant types (especially Sentinels), who usually get to set the rules of which traits are considered strengths and which ones are seen as weaknesses. However, this does not mean that you need to change who you are in order to be successful – recognize your weak points, but do not try to mold your personality to suit someone else's expectations.

Your Dark Side

Each personality type has its dark side – it may emerge under extreme stress or fatigue, especially if the individual is frustrated by their real or perceived weaknesses. In those cases, their “evil twin” may manifest itself as the complete opposite of their personality, throwing the underdeveloped shadow traits into the light. Outwardly, it would seem as if the individual has suddenly decided to adopt a completely different approach to many things, including their career, romantic relationships, habits and so on. Inside, the individual is likely to feel confused and split between two completely different worldviews.

In some circumstances, such a change may not be sudden or short-lived – the individual may choose, either consciously or unconsciously, to behave in this way for a very long time if, for instance, they seek to fight their overly protective parents, restrictive environment, bad memories etc. Some examples of such behavior could be:

- an exemplary student leaving their parents’ house and becoming a party animal in college;
- a sociable, friendly and sensitive guy purposefully isolating himself from the outside world and being obsessed by radical ideas after a senseless crime committed against his close friend;
- a quiet, conservative girl suffering from a bad break-up suddenly becoming far more liberal or embracing a completely different philosophy when it comes to choosing partners.

It is not impossible that the individual’s social circle will encourage them as well, by complimenting the clearly visible changes, e.g. more spontaneity, sensitivity or willingness to take risks – this would also reassure the individual, maybe even leading them towards a conclusion that this is actually their “real” personality and their previous persona was just a repressed version of their “real” self.

ENFJs are not an exception to this rule. Your “evil twin” would be an unhealthy version of the ISTP personality – it may push you towards things like being very cynical, taking extreme risks, engaging in pointless repetitive activities, completely withdrawing from social interaction, drinking, gambling etc. This may even feel liberating at times – for instance, you may feel strangely energized by things that engage your senses but not your mind, or by risky decisions that pay off – but that state is likely to be short-lived, succeeded by feelings of emptiness and confusion.

In such circumstances, it is important to remember to stop and think hard about who you truly are and whether your behavior is a true reflection of your inner self, or only a temporary mirage created by your mind to serve some kind of purpose (e.g. to try something completely different). Do not think about what you *are* (an engineer, a nice guy or a brilliant student) – that is irrelevant. Rather, think about what you can *do*. Pick up a blank sheet of paper and a pen, sit down and try to think of your purpose in life, of something that you would really, really want to create, experience or achieve in 5, 10 or 20 years. Any random thought will do, just keep writing them all down. You will definitely know when you have hit the right one – it may even make you cry. That will be the definition and reflection of your true self.

Simply being familiar with the fact that each one of us has a dark side is a good thing – this will enable you to spot when that “switch” has happened, either within yourself or within someone close to you. Otherwise, you may be oblivious to what is going on and even think that it would be a good idea to shut down any doubts and simply “double up” on whatever you are doing, getting drawn deeper into the never-ending spiral of cheating yourself. It is one thing to use and develop your weaker traits wisely – it is quite another to give in and let them lead the way completely unchallenged.

Each personality type has its dark side, the complete opposite – and ENFJs are not an exception to this rule. Your “evil twin” (an unhealthy version of the ISTP personality) may emerge under extreme stress or fatigue, throwing your underdeveloped shadow traits into the light. You may be drawn to things like engaging in pointless repetitive activities, being manipulative, drinking, gambling, taking unreasonable risks etc. Try to avoid such situations or recognize what is happening if they are unavoidable.

Emotional Stability

Another important area related to ENFJs’ personal growth is emotional stability. This is determined by the last trait that we discussed in the “ENFJ Type Traits” section above (the “Identity” subsection) – you would have also seen your personal score after completing our personality test. There are two sides of the “Identity” scale:

- Assertive – people with the Assertive identity are emotionally stable, calm, relaxed and refuse to worry too much.

- Turbulent – people with the Turbulent identity are self-conscious, perfectionists, care about their image and tend to be success-driven.

Most individuals are close to the middle on this particular scale, although that depends on the social environment and sex of the individual. For instance, women tend to be further to the right side of the scale (i.e. more likely to have a Turbulent identity), although that varies from region to region – sex differences are negligible in Africa and Asia, but rather significant in the Western world.

If you are an Assertive ENFJ, you are likely to be quite comfortable with your identity – you know what your strengths and weaknesses are, and do not hesitate to leverage them where possible. You may be relatively perfectionistic, but you do not go overboard with it, knowing that no one is perfect and no project is worth obsessing too much about. Similarly, you do not feel threatened by minor challenges, remaining calm and focused in stressful situations. All ENFJs tend to be rather firm when it comes to principles and ideals that are important to them, but Assertive ENFJs go further, feeling confident about their convictions regardless of the opposition. Furthermore, Assertive individuals are unlikely to internalize emotions, instead choosing to express them freely – this means that even deep down, they are not really affected by either negative or positive feelings. They rarely get stressed or excited, staying calm and composed at all times.

On the other hand, Assertive identity is not always a positive thing. A certain level of self-consciousness or occasional “emotional rollercoasters” can be quite useful, especially from the personal development perspective – for instance, Assertive ENFJs are likely to have a lower drive and potentially productivity, due to lower sensitivity to negative outcomes. People with this variant of the ENFJ personality also tend to be more forceful and self-confident, which can isolate them from other people – it is important to remember that ENFJs have a rather unique set of traits and skills, and these differences set them apart, even without taking Assertive identity into account.

In contrast, if you have a Turbulent identity, you are likely to be rather anxious about your performance and prone to worrying too much about the consequences of your actions. As an ENFJ, you would still be rather confident in your ideas, knowing that you are empathic, sensitive and moral – however, it is also likely that you would push yourself to the limit, internalizing all the stress and worry that would

inevitably accompany your perfectionism. Deep down, you may also care about how other people perceive you (or how your ideal self would perceive you), even though you may do your best to not reveal that sensitive side of yours. This would lead to certain “emotional rollercoasters”, with you feeling at the top of the world when you see your ideas become reality, and then plunging into the abyss when you are forced to face your weaknesses or when you feel lost or can no longer cope with the workload. Turbulent identity is inseparable from higher stress levels, which can also lead to health problems if left unaddressed.

Then again, there are certain advantages to having a Turbulent identity. For instance, it could be argued that because Turbulent ENFJs are more success-driven and self-conscious than their Assertive cousins, they can also potentially achieve better results and become more well-rounded individuals instead of feeling satisfied with where and who they are.

Regardless of whether you are an Assertive or a Turbulent ENFJ, everything depends on your willingness and ability to address the challenges posed by your identity type. Each side has its own advantages and disadvantages, although generally you should try to stay close to the middle of this scale in order to achieve optimal results and grow as an individual. If you have an Assertive identity, learn to recognize the benefits of setting more difficult goals for yourself and occasionally giving it to your emotions – they are an inseparable part of our lives and Assertive ENFJs should not try to present themselves as principled warriors who cannot be affected by mood swings or social expectations. Similarly, if you have a Turbulent identity, learn how not to internalize stress or negative emotions, and do not see yourself as a superhuman who must always aim for the best and never fail.

Romantic Relationships

ENFJ personalities take dating and relationships very seriously – their dedication and passion are really admirable. This shows even in early dating phases – people with this type are prepared to put a lot of time and effort into fostering their romantic relationships. ENFJs are warm and caring partners, able to love unconditionally and show that love to their partners. They tend to be perfectionists and this can sometimes irritate their partners – however, such a tendency also shows how sincere and serious ENFJs can be. ENFJ relationships often reach the level of depth that most people could only dream of.



First of all, ENFJs pay a lot of attention to their partners' needs and desires. Second, they do not shy away from commitments or obligations, doing their best to connect with their partners. Finally, ENFJs do everything they can to feel the pulse of the relationship – they will occasionally ask their partner if everything is fine, whether they need anything else etc. If there are any concerns at all, the ENFJ will rush to resolve the potential issue as soon as possible. ENFJs usually possess the ability to see behind the obvious, to clearly understand the idea behind the process. They are extraordinarily insightful and able to sense other people's thoughts, desires and emotions very easily – this is an incredible strength in romantic relationships and helps ENFJs a lot during the dating phase. The ENFJ will try to connect to their partner at the level that would bewilder many other personality types, often making it seem as if the ENFJ is able to read their significant other's mind.

This is clearly visible in the ENFJs' approach to dating – they do not really enjoy having small talk or light-hearted activities and try to get past them as quickly as possible. What really interests them is the ideas, beliefs and dreams of their prospective dating partner. If the other person is unable or unwilling to try to communicate with the ENFJ at that level, the ENFJ will quickly lose interest. This is one of the

reasons why ENFJs usually find it much easier to connect with other Intuitive types (either Diplomats or Analysts) – Observant types do not really enjoy talking about abstract things.

ENFJs take their obligations very seriously and are likely to do everything to create and maintain a solid relationship. Unfortunately, this is also one of the main ENFJ weaknesses – due to their extraordinary emotional investment in dating and romantic relationships in general, ENFJs are likely to feel a huge sense of guilt and betrayal if the relationship (even if they were still dating) fails. However, this is unlikely to crush the ENFJ.

ENFJs can act wisely and spontaneously even in the face of unforeseen events, in contrast to traditional and less flexible Observant types. ENFJs' dating and relationship partners can expect to be pleasantly surprised over and over again. That being said, the ENFJ's mood and affection are subject to hot-cold swings – for instance, they may be very affectionate in the morning, and withdrawn in the evening. It is also important to remember that ENFJs are incurable romantics, and their expression of feelings may often be highly idealistic or even poetic.

It is hard to manipulate an ENFJ as they evaluate the motives of other people very carefully, especially when dating. It is very rare that ENFJ is tricked or talked into something they did not want. Nevertheless, the ENFJs are friendly and full of compassion, even though they can be very picky when it comes to choosing their dating partners. A relationship with an ENFJ is a connection that simply cannot be described in everyday terms.

From the standpoint of sexual intimacy, ENFJs tend to be very passionate and dedicated lovers, doing their best to make sure that their partner is feeling happy. They enjoy becoming one with their partner, physically and spiritually, even if just for a short while. ENFJs' emotions are incredibly powerful and they cherish the idea of expressing them in this way – people with this personality type are likely to be very passionate and enthusiastic partners. That being said, their preference for Judging is likely to introduce a bit of routine and predictability (which may actually be a stabilizing factor) into their sexual life.

ENFJ personalities loathe conflicts and criticism, especially when it comes to dating and romantic relationships. They will do everything to escape tense situations, including sacrificing their own principles – this can easily lead to resentment and difficulties later on, once both partners realize that the problem has not gone anywhere.

ENFJs should also learn to pay more attention to their own needs and express them clearly, especially while they are still dating. People with this personality type do not need much to feel happy – however, it is crucial that the ENFJ receives some praise and visible affection as well. Otherwise, such a situation can easily disrupt the balance in the relationship or be seen as insecurity by their dating partners.

Ultimately, ENFJs want to find their soulmate – their one true love, the person they can truly bond with. Everything else is secondary. ENFJs do not really want their relationship to be the source of intellectual stimulation (like Analysts do), or fun (sought by Explorers), or stability (cherished by Sentinels). The ENFJ will not settle if they do not feel a connection at the deepest level. However, once they do settle, the ENFJ's dedication and passion tend to leave all other personality types far behind – people with this personality type see their relationships as eternal, unbreakable bonds, throwing everything they have got at making their partner happy.

Preferred partners: INFP and INTP types, as their Introversion and Prospecting traits counterbalance ENFJs' Extraversion and Judging traits.

Potential Pairings

Let us now take a look at all potential trait pairings – this will help you understand how those combinations work in romantic relationships. Each combination of traits brings different things into the relationship, sometimes positive and sometimes negative – knowing what to expect will definitely help you further down the road. However, please remember that each individual is unique, and what



is true for one may not be true for another. Ultimately, you will be responsible for figuring out what exact role these traits play in your relationship.

An Introverted (I) Partner

The best thing about being in a relationship with someone who does not share your mind trait is that you are going to balance each other out quite well. The Introverted partner will encourage you to slow down and take a moment to think before acting, to spend more time reflecting on things before jumping straight into the action. You, on the other hand, will draw your Introverted partner out from their shell, playing the role of the socializer in the relationship, encouraging your partner to establish new social links and taking care of any social obligations that you both might have.

These differences will also be beneficial when it comes to resolving conflicts in the relationship. However, it is crucial that both partners are mature and willing to listen to each other instead of sticking to their own guns and refusing to accept different viewpoints most of the time. If all goes well, both partners will be able to cover each other's strengths and weaknesses.

That being said, each stick has two ends and personality differences may also have a negative impact on the stability and health of the relationship. If one (or both) of the partners is not very mature, they may have difficulties understanding the other person's perspective. In such circumstances, the Extraverted individual may get frustrated by the fact that their Introverted partner is more private, or has poor social skills. And vice versa, the Introverted individual may get annoyed by their partner's chattiness or need to socialize.

It is crucial that both individuals make conscious efforts to understand each other – in all likelihood, they will both think that their way of life is perfectly normal and it is the other person who is strange. For instance, the fact that we tend to surround ourselves with friends who are like us is not going to help either – this simply reinforces our positive perception of ourselves along with the idea that our traits are the right ones. The only way to get out of that bubble is to push the limits and try to see the world through another person's eyes. When an Introverted and an Extraverted individual form a relationship, they give each other an excellent opportunity to do just so.

Tips for you:

1. **Be patient.** Your potential partner may need a lot of time to open up to you.
2. **When dating, choose locations without much social pressure.** Your potential partner may feel uncomfortable with many other people around.
3. **Do not be overbearing.** Small talk is often a challenge for Introverted types, even though it is unavoidable in the dating phase. Do not be overbearing by trying to get your potential partner to talk extensively about themselves. At best, they will feel uncomfortable.
4. **Be tolerant.** Your partner is likely to have difficulties when it comes to socializing with other people or even yourself for an extensive amount of time. Remember that they get exhausted by social interaction, unlike you, who is recharged by it. There will be times when they will want to be alone – be understanding, give them space and do not ask them what is wrong. This has nothing to do with you – your Introverted partner simply needs some time alone to recharge.

Tips for your partner:

1. **Do not overcompensate.** Small talk is unavoidable in the dating phase, but you are unlikely to be good at it. Do not overcompensate by trying to appear chatty and sociable – let your partner take the lead. Otherwise, you will simply look insecure.
2. **Speak up.** Once you transition into a relationship, you will need to remind yourself to share your thoughts with your partner instead of sticking to your habit of keep everything to yourself.
3. **Do not get stuck in a bubble.** You will likely have difficulties when it comes to socializing with other people. Your partner will probably take care of this in social situations, but that does not mean that you should not make conscious efforts to bring something to the conversation. Do not get lazy.
4. **Be tolerant.** Your partner is likely to have difficulties when it comes to understanding why you need to spend time alone instead of talking to them. They might also worry that they have done something to offend you – as Extraverted types recharge while spending time with other people, your partner may not know that you need exactly the opposite. Take your time to explain how your mind works.

An Extraverted (E) Partner

The best thing about being in a relationship with someone who belongs to an Extraverted type is that you both are likely to complement each other very nicely when it comes to socialization. As each partner is likely to have a large circle of friends and an active social life, there should be no tension in the relationship as far as social needs are concerned. You will meet each other's friends and make new connections, effectively combining both social circles without any major difficulties. Furthermore, your communication skills will prove to be very useful in social events – both partners will be able to hold their own and shine together as a couple.

You will also be in a good position when it comes to resolving problems in a relationship, although your conflict resolution style will depend largely on your other plans. Unlike Introverted types, who are used to reflecting in solitude and only then expressing their thoughts verbally, Extraverted types think while they speak – consequently, you are both likely to verbalize your discontent immediately instead of allowing it to take a more concrete shape in your minds.

This can be both a good and a bad thing – on one hand, you will likely resolve the conflict once and for all instead of letting the resentment simmer; on the other hand, it is sometimes necessary to keep your cool and reflect a bit.

There is also a danger of focusing too much on socialization and maintenance of social connections – as you both are probably used to spending a lot of time with your friends before the relationship, realigning the priorities can be a challenging task. If one of the partners does not slow down and finds it difficult to step back from socializing and start paying more attention to their significant other, someone is going to get hurt sooner or later.

Tips for both individuals:

1. **Manage your time.** You are unlikely to have difficulties when it comes to socializing with other people. However, you also need to make conscious efforts to step back from engaging others and focus more on your partner.

2. **Handle your friends' expectations.** You are both likely to have many friends and they may be used to having your full attention. Both partners will inevitably have to cut back on time that is spent with friends, so it is best to manage those expectations early instead of trying to pretend that nothing has changed.
3. **Learn to listen.** As Extraverted individuals, you are most likely used to thinking while talking – however, you need to make conscious efforts to develop your listening skills as well. They will prove to be very useful in a relationship.
4. **Value privacy.** You may be used to sharing many details of your daily life with your friends and relatives – it may be necessary to change that habit when you are in a relationship.
5. **Know how to focus.** You may have difficulties spending time alone or focusing on something for an extended period of time. Learn to refrain from the temptation to chat when you both need to concentrate (e.g. while studying).

An Intuitive (N) Partner

As Intuitives, you are both likely to spend more time exploring the world of ideas as opposed to keeping your feet on the ground. A relationship between two Intuitive individuals is an amazing thing to observe – both partners are usually able to establish a connection that allows them to understand each other without words. The combination of intuition, introspection and imagination is likely to be a great driving force in your relationship.

Intuitives are relatively rare (only 15-25%), so the fact that you managed to find another Intuitive is impressive in itself. Usually, the connection between such partners is instantaneous, making them feel as if someone finally understands them. This is often a welcome break from all the comments about their tendency to have their heads in the clouds or to miss things that other personality types consider obvious. It is quite unlikely that two Intuitives will run out of things to talk about – this is a great advantage both in the dating phase and later on in the relationship.



Unfortunately, this is just one side of the coin. It is very important to be able to communicate with each other effectively, but it is often the practical matters that cause problems in Intuitive-Intuitive relationships. As both partners are going to favor abstract issues, ideas and future plans, one of them will inevitably have to take the lead and handle the concrete things, such as shopping, cooking, maintenance, money management etc. Intuitives tend not to be good at these matters and this may cause tension in the relationship.

Another problem that you are likely to face is your tendency to distract each other. Intuitives often get lost in their world of ideas and possibilities, drifting from one concept to another – and while this is a wonderful trait when it comes to creativity and innovation, it can also cause significant problems in the relationship. It is important to take time to enjoy the present and the simple things in life – otherwise both partners may feel overwhelmed and tired all the time. Keep your eyes on the stars, but also remember to keep your feet on the ground.

Tips for both individuals:

1. **Deal with practical tasks.** Neither partner is likely to enjoy (or be good at) handling routine, daily tasks – however, it is important to deal with them on time, avoiding the buildup of problems.
2. **Do things that engage your creativity.** You both will find it easier to deal with ideas than practical things, so do not try to mimic the behavior of other people and push your partner (or yourself) to participate in activities that require good use of all five senses. This is especially important in the dating phase.
3. **Be realistic.** Due to your Intuitive nature, you will both have plenty of ideas that may or may not be realistic. Do not overcommit yourselves.
4. **Enjoy the present.** You are both likely to spend a lot of time thinking about the future. Find a way to enjoy the present as well – time flows quickly.
5. **Share your ideas.** Imagination is one of your greatest assets – use it. Your partner will likely be able to see some things from a different perspective, while at the same time staying on the same wavelength as you.

An Observant (S) Partner

This is one of the most challenging, yet potentially most rewarding combinations. These traits determine how we see the world, how we think, how we communicate – and this is just scratching the surface. In some relationships, the schism between Intuitive and Observant traits is too great to bridge, and both partners may spend a lot of time thinking what they are doing wrong, why their significant other seems to misunderstand them all the time and why they just do not listen. In other cases, both individuals are able to acknowledge their differences and turn them into strengths, thus neutralizing each other's weaknesses.

Actually, the main difference between the Intuitive and Observant traits is quite easy to define. The Intuitive partner will focus on abstract things – ideas, introspection, possibilities, dreams, connections between events etc. Intuitives are *imaginaries* who spend more time thinking about the future than the present. The Observant partner, on the other hand, will prioritize concrete things – objects, senses, observation, facts, daily matters etc. Observant individuals are *doers* who focus on the present moment rather than the future.

Not surprisingly, this affects everything else, from observational abilities to communication styles. It is absolutely crucial that you both take time to understand how the other person thinks and processes things – all other traits fade in comparison. It is also worth noting that Observant personality types dominate the society and this often leads to Intuitives' traits being dismissed as impractical or unrealistic – the Observant partner should avoid labeling their partner as “odd” or getting frustrated because “this is not what most people do”. Respect the differences.

If all goes well, however, you are likely to have a very rewarding relationship. You will be able to inspire your significant other and come up with a myriad of interesting ideas, always keeping the relationship fresh and interesting. The Observant partner will be able to ensure that those ideas are grounded in reality, as well as handle practical matters that you may forget. As always, communication is key in such relationships – there will be plenty of misunderstandings, especially at the very beginning, but they are unlikely to cause lasting damage if both partners are open-minded and willing to compromise.

Tips for you:

1. **Be patient.** Your Observant partner is likely to have difficulties understanding some of your ideas.
2. **Improve your observation skills.** Your imagination is a great asset, but it is not going to help when, for example, you have to remember your partner's favorite perfume or where you put the car keys.
3. **Keep your feet on the ground.** Intuitives often overestimate their abilities, enthusiastically embracing new and exciting ideas without thinking about the actual implementation.
4. **Remember to enjoy the present.** You are likely to spend way too much time thinking about the future. Find a way to enjoy the present as well – time flows quickly. Your Observant partner will certainly be able to help you with this.

Tips for your partner:

1. **Be patient.** Your Intuitive partner is likely to have difficulties handling practical tasks or noticing things.
2. **Improve your introspection skills.** You are likely to be practical and realistic, but it is also often necessary to spend some time reflecting on things. Forget the practical world and let yourself dream every once in a while.
3. **Be imaginative.** Observant individuals often focus too much on routines or physical things. Embrace your imagination and do not be afraid of exploring ideas without knowing whether they are actually practical or implementable.
4. **Remember to think about the future.** You are likely to focus either on the past or the present – find some time to think about the future as well, no matter how scary this may be. This does not mean that you should make complex long-term plans – simply imagine and explore possibilities in your mind. Your Intuitive partner is probably doing this all the time – you need to meet each other halfway.

A Thinking (T) Partner

The third trait (Thinking or Feeling) determines how the individual makes decisions or explains their actions. Thinkers rely on logic rather than feelings in situations where tough choices must be made. They

look at the facts and facts alone, trying to find a rational and logical solution. Everything else, such as personal sensitivities or emotions, always take the backseat. Feelers, on the other hand, rely on their feelings and morals rather than facts, trying to achieve harmony and understanding. For them, being kind is more important than being right.

A Thinker-Feeler relationship can be extremely rewarding as both individuals will be able teach each other how to look at things from an entirely different perspective. However, it is crucial that both you and your partner understand and respect your differences – there is nearly always some unjustified criticism coming from both sides. The Thinker complains that their partner is too emotional or irrational, and the Feeler responds by saying that the thinker is cold and heartless.

Such criticism becomes even more damaging when the Thinker is a woman and the Feeler is a man, with various social expectations coming into play as well.

The dominance of the Thinking trait does not mean that the individual is unemotional. Both Thinkers and Feelers are capable of deep feelings – however, Thinkers tend to hide those feelings from the outside world. They want to stay in control, to not lose their heads regardless of the circumstances – and this is what creates that aura of indifference.

Likewise, the dominance of the Feeling trait does not mean that the individual is irrational – they are simply using a different set of criteria, putting harmony and sensitivity above cold, hard facts. Feelers tend to show their feelings quite clearly, as opposed to containing them as Thinkers do – however, their decision process is still perfectly rational.

Both these perspectives are perfectly valid and this is one of the most important lessons you will have to learn in your relationship. If both partners are tolerant and open-minded, a Thinker-Feeler relationship can be very inspiring and successful, with the Thinker making fact-based decisions and the Feeler bringing in warmth and harmony into the relationship.

Tips for your partner:

1. **Be tolerant.** Remember that your partner may not value the facts as much as you do – they are likely to prioritize harmony, values and morals.

2. **Observe.** Your partner is likely to be good at gauging other people's emotional state and they may expect the same from you – try to learn how to read the cues. Yes, it can be frustrating to hear “I am fine” when something is obviously wrong, but bear in mind that this is simply a mismatch of expectations. You are used to dealing with data, they are used to dealing with emotions.
3. **Be careful with criticism.** Feelers tend to be very vulnerable to criticism – be careful when you are pointing something out and try to do this in a calm, non-confrontational manner.
4. **Know how to relax.** There is no need to contain yourself when you are having fun with your partner – learn to stop worrying about whether something makes sense.

Tips for you:

1. **Be tolerant.** Remember that your partner may be more interested in facts than in what other people feel – they are likely to focus on finding a rational solution.
2. **Stay calm.** Try not to take criticism personally – in some cases, your partner will simply be criticizing an idea or assessing a situation as opposed to pointing out your flaws.
3. **Observe.** Do not assume that your partner is completely calm and happy just because they are not showing their emotions.
4. **Be patient.** In all likelihood, your partner will not be as good as you are at gauging other people's emotional state – consequently, there will be times when they will completely misunderstand your emotions or get frustrated by not being able to deduce what you want to say. Thinkers are used to dealing with data, not emotions.

A Feeling (F) Partner

A Feeler-Feeler relationship is usually full of uncontained excitement and expressions of love. You are both likely to wear your hearts on your sleeves, making your emotions quite clear – in all likelihood, physical expressions of affection such as hugs and kisses will also be abundant, both in public and in private.

However, each coin has two sides. As your feelings are always running close to the surface, there may be many dramas and emotional arguments in your relationship. You could have different values,

different backgrounds or simply different opinions – and since neither partner is going to feel comfortable in the “just the facts, please” role that is usually required in such situations, there will be times when both sides will feel frustrated and unhappy. Your relationship may often hit 10 out of 10 on the affection and emotional expressivity scale, but it may also be volatile and unpredictable, depending on how mature and experienced you both are.

In order to avoid these pitfalls, you will both have to make conscious efforts to develop your Thinking trait. Being sensitive and kind is very important, but you will not compromise these values if you stick to the facts when making certain decisions. There is a difference between being open with your feelings and allowing them to control all your decisions, and you will need to find a balance there. This does not mean that you should feel embarrassed by your emotions or try to take them completely out of the equation – however, there will be times when you will both have to find the willpower to sit down and calmly assess the facts instead of giving in to emotions.

Tips for both individuals:

1. **Do not be afraid to deal with the facts.** There are times when you need to be sensitive and then there are times when emotions have to be brushed aside. Learn to recognize the difference between the two.
2. **Be open-minded.** As Feelers, you may find it difficult to tolerate a point of view that does not correspond with your values. Accept the fact that your partner may have a different opinion.
3. **Be careful with criticism.** You are both likely to be quite vulnerable to criticism – be very careful when you are pointing something out and try to do this in a calm, non-confrontational manner. And vice versa, try not to take criticism personally – in some cases, your partner will simply be criticizing an idea or assessing a situation as opposed to pointing out your flaws. You will need to avoid letting your emotions cloud your judgment.
4. **Do not get stuck in a rut.** If you have very similar values and principles, there is a danger that you will find it difficult to explore other perspectives. Both partners should challenge their beliefs and get out of their comfort zone every once in a while in order to grow and develop – make sure you do not limit each other’s growth by unconditionally reaffirming those beliefs all the time.

A Judging (J) Partner

Judging individuals enjoy making strategies and committing to things as opposed to keeping their options open. As you both share this trait, it is unlikely that you will have difficulties making up your minds and sticking to specific goals or plans. This will contribute greatly to the stability of your relationship, with both partners always staying on track and focusing on what has to be done.

As Judging individuals, you are also likely to be dedicated and patient partners, putting your duties above pleasure. You will both work hard on the relationship and have no difficulties making up your minds, especially when it comes to future plans.

On the other hand, there are two sides to every story and relationships between two people with the Judging preference are not an exception. Judging and scheduling inevitably come with a degree of inflexibility and this can cause tension in the relationship. For instance, Judging partners are likely to defend their opinions quite fiercely, unwilling to give up and accept a different point of view. Not surprisingly, you may often clash with each other, with your need for closure demanding a clear solution and a clear path forward.

There is another problem that you may face. You are both likely to find it difficult to change your habits or long-held views – this is a good trait when it comes to duties and commitments, but it can also prevent you from keeping your eyes open for better alternatives. Consequently, you may never know what opportunities you have missed. This covers many things, ranging from hobbies to holiday plans – shaking things up can bring a lot of variety and novelty into the relationship. Do not be afraid to experiment or simply be more spontaneous every once in a while.

Unlike Prospecting individuals, who are generally more relaxed about their duties and deadlines, Judging types are also likely to get stressed when things do not go according to their plans. Watch out for these tendencies and learn to step away from that strict work ethic in your relationship when a situation demands. This does not mean that you have to stop making plans or start living completely in the present – rather, there needs to be a balance between stability and spontaneity, and you will both have to decide where that balance is in your relationship.

Tips for both individuals:

1. **Be open-minded.** You may find it challenging to accept the fact that there may be more than one right answer to a problem. Try not to be stubborn and argumentative in cases where you both have different opinions.
2. **Experiment.** Your tendency to plan and prepare may make things difficult when there is a need to experiment or try something new. Learn to let go and act spontaneously from time to time.
3. **Do not exhaust yourselves.** Your desire to get things done can bring a lot of stress into your own lives and into the relationship. Learn to step back and relax – the world is not going to collapse if you miss a self-imposed deadline.
4. **Find time for each other.** Do not get so caught up in plans, tasks and order that you lose sight of what is really important. There is nothing wrong about being playful and simply having fun instead of doing yet another task. All work and no play is not the way to go in a relationship.

A Prospecting (P) Partner

In contrast to Judging individuals, Prospecting types like to keep their options open, always looking for alternatives and opportunities. A relationship between people who do not share the same tactical approach may often be rocky and challenging, but there is a lot of potential as well if both partners are willing to take time to explore and understand each other's differences.

The main difficulty is going to be the fact that you will likely hold diametrically opposite views when it comes to planning and execution of those plans. You will probably try to come up with an agenda and then stick to it until the end. In contrast, your Prospecting partner will refuse to lay out all the possibilities and probabilities, making things up as they go along – and then maybe even abandoning the project once the most interesting task has been completed. Not surprisingly, both partners can easily frustrate each other if these traits are not addressed or understood.

However, there are two sides to every story and relationships between Judging and Prospecting individuals are not an exception. Your planning and scheduling habits inevitably come with a degree of inflexibility and this can bring tension into the relationship – which can then be defused by your easygoing Prospecting partner. Likewise, Prospecting individuals can be indecisive or even somewhat

lazy, only focusing on the fun tasks and ignoring the rest – this can be counterbalanced by your drive and sense of duty. As long as both partners refrain from name-calling and are willing to compromise, these differences can be turned into major strengths, covering each partner's respective weaknesses.

In order to achieve this, you will have to make conscious efforts to meet each other halfway. You should not be afraid to experiment or simply be more spontaneous every once in a while, even if that means changing your habits or long-held views. Similarly, your Prospecting partner should resist the urge to always seek something new and exciting, even when it is very difficult to stick to the plan or manage all the chores. In all likelihood, each partner will be willing to help their significant other with things that they find challenging, but it is unreasonable to expect them to do this every single time. There needs to be a balance between your stability and your partner's spontaneity, and you will both have to decide where that balance is in your relationship.

Tips for you:

1. **Communicate.** Your partner's indecisiveness or relaxed attitude will often frustrate you. Do not resort to name-calling and try to understand what drives them and how you can both support each other. Remember that your partner may not be as interested in plans and schedules as you are – they are used to keeping their options open.
2. **Be open-minded.** As someone whose tactics focus on Judging, you may find it challenging to accept the fact that there may be more than one right answer to a problem. Try not to be stubborn and argumentative in cases where your partner disagrees with you.
3. **Experiment.** Your tendency to plan and prepare may make things difficult when there is a need to experiment or try something new. Learn to let go and act spontaneously from time to time.
4. **Do not exhaust yourself.** Your desire to get things done can bring a lot of stress into your own life and into the relationship. Learn to step back and relax – the world is not going to collapse if you miss a self-imposed deadline.

Tips for your partner:

1. **Communicate.** Your partner's inflexibility or desire to have everything planned out will often frustrate you. Do not resort to name-calling and try to understand what drives them and how you can both support each other. Remember that your partner is used to putting their plans and schedules above play and rest – they may find it quite difficult to step back and relax.
2. **Focus.** As someone whose tactics focus on Prospecting, you probably enjoy trying out new things and often wonder whether the grass is greener on the other side. Learn to stick to your tasks and do not let your mind to drift away when there is a job to be done.
3. **Watch your environment.** You will likely have a much higher tolerance for disorder compared to your partner. Do not ignore your housekeeping duties.
4. **Do not be picky.** Prospecting individuals tend to balk at doing routine, menial tasks, often wandering off in search of something more exciting. Not all work is fun, but you should make conscious efforts to do your fair share of household duties.

Assertive or Turbulent?

The format of this section differs from those of the other traits, simply because we see this final trait as a variant of the personality rather than an integral part of the personality type itself. However, the importance of this trait should not be understated as it determines how confident we are in our abilities and decisions, which certainly affects our behavior in romantic relationships.

Assertive individuals tend to be emotionally stable, calm and relaxed – they do not easily get upset or excited, keeping their emotions even-keeled. Their calm temper allows them to sort out any disagreements without much stress, as opposed to being rattled even by the most insignificant issues. Furthermore, individuals with this personality trait tend to be quite optimistic and content about their achievements and life in general. That said, this relaxed attitude can also encourage Assertive individuals to not worry too much about goals or self-improvement in their relationships. Their self-confidence often overshadows any signs that might make someone else question whether more work needs to be done.

In contrast, Turbulent individuals tend to be much more self-conscious and more reactive to stress. They are prone to experiencing emotional roller coasters, perhaps feeling at the top of the world in the morning and being overrun by negative thoughts by evening. Turbulent types also tend to be more success-driven

and perfectionistic than Assertive ones, often worrying way too much about their performance, image or future. On the other hand, this desire to do their best and never-ending quest for improvement often help these individuals achieve impressive heights in their careers, or pleasantly surprise their other half, simply because they really care about whether they are being good enough.

The Assertive trait is often viewed as preferable – after all, what is not to like about being self-confident and relaxed? However, somewhat ironically, being resistant to stress and pressure may not translate into being more successful, even in romance. Despite being more prone to emotional swings and worrying, Turbulent individuals are also likely to be more reflective and organized, often pushing themselves harder than necessary. However, it is exactly that “must do better” attitude that makes them put more effort into the relationship. Depending on other traits, Assertive individuals may also be more likely to take risks – where a Turbulent person may hesitate and weigh their options, an Assertive one may trust themselves just a little too much and make careless mistakes.

Ultimately, though, everything boils down to each partner’s willingness to recognize and address both the individual weaknesses inherent in each trait, and the potential ways their respective traits may complement or clash with each other. It is also important to remember that many things depend on how strongly expressed the trait is – the higher the score, the starker the characteristics are likely to be.

Let’s now briefly discuss three potential combinations between Assertive and Turbulent partners.

Assertive + Assertive

This is probably the most straightforward combination. You are likely to be confident, relaxed optimists, quite happy with your relationship and where it is going. If you are both Extraverted and Assertive, you are also likely to be more satisfied with life in general. You may rarely experience strong positive emotions, but you will not have many negative ones either. You will also probably feel quite relaxed about your work or your social status, instead trusting yourself and paying more attention to what you want, not what others say you should do.

On the other hand, you need to beware of the tendency to assume that everything is OK. The ability to simply not be perturbed by occasional issues in your relationship can cause to miss crucial signs that

something is moving in the wrong direction or that you may potentially face bigger issues down the road. Too much confidence can be just as bad as too little confidence. Even if everything seems great and there is nothing that can upset you, finding some time for reflection and thinking about improvement can be a very healthy exercise.

Assertive + Turbulent

As with all other traits, if partners are on opposite sides of the scale, there is a lot of potential for both mutual growth and for various misunderstandings. With the Assertive partner being the decisive, calm and level-headed half, and the Turbulent partner being the cautious, sensitive and self-conscious one, it is easy to see that they can both help and hurt each other.

In such relationships, it is important to understand each other's strengths and weaknesses instead of assuming that there is something wrong with the other person's attitude.

If you are the Assertive individual in the relationship, you should recognize that your Turbulent partner is much more emotionally reactive and vulnerable to stressful situations. They may be more pessimistic, anxious and shy – however, the Turbulent trait also pushes such individuals to reflect on their decisions and try to improve themselves and their relationships as much as possible. As a side effect, Turbulent individuals are also likely to be more organized, driven and motivated. If they are able to master their emotions and use them as a driving force instead of simply giving in to the mood swings, this trait can actually be quite beneficial in a romantic relationship.

Similarly, if you are the Turbulent individual in your relationship, you should understand that your partner's calmness and relaxed attitude do not mean that they are unsupportive or disinterested in working on the relationship. Being less likely to feel nervous in challenging situations, Assertive individuals may seem somewhat detached or blasé, especially from the perspective of someone who is Turbulent – however, it is precisely that emotional stability that should be utilized wherever possible. While it is true that Assertive individuals may sometimes be too self-confident and not care much about achieving the best possible results where a good outcome is “good enough”, this level-headedness can also be invaluable in emotionally charged or unpredictable situations.

With this in mind, you and your partner should work on covering each other's weaknesses with your respective strengths instead of focusing on your differences and trying to "fix" each other. For instance, the Assertive individual could act as an emotional bedrock for their much more sensitive partner, showing that there is always a bright side, reassuring their other half that the matter at hand may not be worth stressing about, and encouraging them to put their perfectionism aside and take a bolder, riskier step every now and then.

Similarly, the Turbulent individual could bring more organization and goal-setting into the couple's life. Their hard work and success-driven attitude pushes both partners to grow and develop instead of remaining content with where they are. The presence of the Turbulent trait may also act as a safeguard against decisions whose potential consequences may be underestimated by the Assertive partner, who may not care too much about choosing the best possible option or worry about how their actions may be perceived by others.

Turbulent + Turbulent

This combination is likely to be the most tempestuous of all, with both partners leaning towards the emotional and anxious side of the scale. While the couple will probably experience very strong positive emotions, they will be accompanied by negative feelings as well – it is in those moments that both you and your partner must remember to take a couple of deep breaths and refocus your thoughts and emotions. Otherwise there is a risk that you will end up fuelling each other's anxiety, with minor frustrations boiling over and becoming a full-blown crises. Turbulent individuals are vulnerable to stress and you both may need to make a conscious effort to find mutually acceptable ways to fight it and relax instead of stressing each other out even further.

That said, the Turbulent trait can also work in your relationship's favor, if you are both able to recognize and address its accompanying weaknesses. Being reflective and self-conscious, you likely find the time to think about both the present and the future, readjusting your course as you go instead of blindly trusting yourselves. While this may lead to plenty of soul-searching conversations around the dinner table, focusing on all the stressors in your lives, the perfectionism and sensitivity shared by Turbulent partners also encourages you to address those issues and try to find good solutions instead of writing

them off as irrelevant and going on with your lives. Nearly any weakness can be turned into a strength, and this is an excellent example.

Friendships

ENFJ friends are known for their warmth and kindness. People with this personality type enjoy connecting with others and getting to know them well – most ENFJs find it easy to communicate even with individuals who do not share any of their traits or ideas. That being said, ENFJ personalities can be quite selective when it comes to picking their closest friends – they value authenticity and sincerity, and do not open up to each and every one of their acquaintances.



Despite belonging to the Feeling (F) group, ENFJ friends are also able to dish out criticism where necessary. This is not something that ENFJs enjoy, but they can be quite decisive and judgmental if the situation demands. Generally, though, ENFJ personalities tend to be very tactful and kind, even to the point of being too sweet. It is difficult not to enjoy being with an ENFJ friend – they may be a bit too inflexible sometimes, but their energy and sincerity are very disarming.

ENFJs are likely to be somewhat idealistic when it comes to making friends – they want to be the best friends imaginable. Such an approach is certainly commendable, but people with the ENFJ personality type need to make sure that their enthusiasm is not stifling the other person. ENFJ friends tend to be very supportive, cheerful and passionate – but not every personality type can cope with this. ENFJs should not take this personally.

ENFJs are not really interested in friendships which mostly revolve around practical or daily matters. They are passionate and determined idealists, brimming with desire to make the world a better place. Therefore, ENFJ personalities tend to seek friends who are willing to let a bit of idealism into their lives and engage in deep, meaningful discussions about things that go beyond the daily routines. Similarly, ENFJs are unlikely to be interested in events that center on physical activities, even though they tend to love nature.

ENFJ personalities are both able and willing to work on their friendships, placing them very high on their priority list. ENFJs take pleasure in helping people discover their strengths and passions, and then supporting them along the way. This is not entirely altruistic as the ENFJ will also likely expect their friend to return the favor when an opportunity presents itself – however, ENFJ friends will definitely be highly valued and respected.

ENFJ friends also tend to be relatively perfectionistic, which can be both a very positive and a very negative trait when it comes to relationships. On one hand, the ENFJ will seek to grow and develop together with their close friends, seeking out life-enriching experiences. On the other hand, this tendency to always reach for the ideal may exhaust people with different personality types, as they may not have the same stamina and determination that the ENFJ possesses. Consequently, the ENFJ may keep moving from one friend to another, hoping that the next one will be more similar to them than the last.

ENFJs should remember that they have a rare personality type and not get frustrated if their friends do not share 100% of their principles or goals. ENFJ personalities seek friends that they can trust, and who are both willing and able to understand their passions and ideas. Not many people can cope with the depth and richness of the ENFJ's imagination, and even fewer can support the ENFJ in the way that they need. ENFJs tend to be very loyal and supportive friends, and are sought out by many other personality types for their wisdom, but they need to learn how to meet potential new friends halfway. It is also important to point out that ENFJs loathe conflict and lack of harmony, especially in their circle of friends – this may make finding (and keeping) friends a challenging task in the younger years, e.g. at school. Despite being extroverts, many ENFJs would much rather be alone than get involved in stressful, emotionally charged situations.

ENFJs are most likely to surround themselves with other Diplomats as this gives them an excellent opportunity to discuss ideas that other personality types may deem too idealistic. However, ENFJs tend to be quite open-minded in this respect and will rarely have major difficulties relating to different types, as long as the other person does not criticize their principles.

We will now go through the main type groups, discussing the challenges and joyful moments that ENFJs are likely to face if they decide to become friends with someone belonging to that type group.

Analyst Friends

The best thing about having Analyst friends is that they are able to act as rational, impartial advisors to the ENFJ. Analysts pride themselves on being objective, even with their closest friends. Consequently, a friend belonging to this type group will have few qualms about criticizing the ENFJ's latest idea or a specific action. People with the ENFJ personality do not always appreciate such criticism, especially if it concerns topics that are dear to them, but having someone who is able and willing to keep them in check can be invaluable in many situations.

Analysts and Diplomats also share a fascination for ideas, concepts and mysteries. If the topic is right, an ENFJ may spend hours discussing all the possible nuances of an idea with their Analyst friend. Personality types belonging to these type groups are very intuitive and imaginative, so it is more than likely that an ENFJ will find it very easy to communicate with their Analyst friends. Their arguments may not necessarily focus on the same things, but this is also exactly why both the ENFJ and their Analyst conversation partner will both benefit from an opportunity to share their thoughts with each other.

On the other hand, Analysts and Diplomats also have a fair share of differences that may cause tension in their friendship. The most important such difference is the criteria these types use for decision making. Analysts can be ruthlessly efficiency-oriented, utilitarian and objective, while Diplomats pay more attention to morality, principles and cooperation. If both individuals are overly direct, careless, and feel strongly about a specific issue, there is certainly the possibility that they will hurt each other. ENFJs are quite vulnerable to criticism and tension in any relationship, and Analysts do not appreciate having their logical conclusions challenged. Consequently, both friends may want to avoid controversial or highly sensitive topics when it comes to serious discussions.

Unlike ENFJs and other Diplomats, Analyst types usually find it difficult to support their friends emotionally. Analysts can have very strong feelings, but they are neither comfortable with nor experienced in coping with other people's emotions. If the ENFJ is not familiar with such a trait, it may surprise or even hurt them. For instance, the ENFJ may grow accustomed to and enjoy having deep and meaningful discussions and understandings about concepts and ideas with their Analyst friend, developing a strong friendship – but then be surprised when the Analyst is unable to extend that

connection into the realm of emotional guidance and support. ENFJs should be careful not to put their friends on an imaginary pedestal and should not forget that not everyone shares the same set of strengths, principles and ideals.

On the other hand, the ENFJ's empathy and kindness can be invaluable to their Analyst friend, who will certainly appreciate having someone they can trust with their deeply held feelings. Few things are scarier to Analysts and make them feel more vulnerable than their own emotions – however, they also need to have someone they could discuss those matters with, if necessary. The ENFJ may be perplexed by this at first, as they see emotions as something that makes us who we are – but they will also cherish the fact that their Analyst friend trusts and values them enough to not put up their rationality shields while in their company.

Diplomat Friends

For an ENFJ, having a close Diplomat friend is a bit like looking into a mirror. All Diplomats are enthusiastic, passionate and imaginative individuals, so it is very unlikely that such friends are ever going to run out of topics to discuss or ideas to explore. Furthermore, Diplomats are quite rare compared to other personality types, so it is likely that two Diplomat friends will try hard to maintain their friendship regardless of the difficulties, often forging life-long bonds.

The key challenge for two Diplomat friends is likely to come from the same source that fuels their friendship – their similarity. Having a friend who thinks just like you can be very reassuring and inspiring, but it can also put you in a certain bubble, isolating you from criticism and different opinions. There is a risk that one Diplomat will convince another that their ideas are worth pursuing, even when objectively that is clearly not the case. The same applies to situations where their interests diverge. As both friends will know what makes the other tick, they may find it quite easy to manipulate each other, often unknowingly.

On the other hand, similarity does not mean that both Diplomat friends will be identical. There are important differences among all four Diplomat types and that can be both good and bad. For instance, an Introverted Diplomat will help their ENFJ friend develop better introspection skills and understand

the value of quiet reflection; a Prospecting Diplomat will make it easier for the ENFJ to relax and not be obsessive about their plans and ideas. However, an Introvert's tendency to isolate themselves may also puzzle the ENFJ; likewise, a Prospector's refusal to commit and settle down may exhaust the planning-oriented ENFJ.

Another issue that two Diplomat friends may face is that they both are likely to place more importance on imagination and mental exercises than practical, down-to-earth things. Consequently, it may be a good idea for both friends to encourage each other to remember that real things and activities can be fun too. This is easier if one of the friends belongs to the Prospecting type, bringing more spontaneity into the relationship; however, there is also no reason why two Judging Diplomat friends will not be able to, for instance, arrange a paintball session or come up with a plan to spend a day hiking.

Regardless of these hiccups, it is likely that two Diplomat friends will feel as if they have found a true soulmate. Diplomats' empathy, imagination and tendency to seek win-win situations make them kind and inspiring friends, and give them tools to resolve any conflicts that arise. The main challenge for the ENFJ, however, is probably going to be finding another Diplomat, especially one with similar principles and values – not keeping such a friendship alive.

Sentinel Friends

Sentinels are numerous and they will probably form a significant part of an ENFJ's social circle, unless the ENFJ is particularly selective. These personality types are likely to be loyal, practical and down-to-earth friends, always eager to advise and support. A Sentinel friend will be able to help the ENFJ stay focused and realistic when that is necessary – for instance, when the ENFJ gets so caught up in the pursuit of their ideas that they forget to attend to daily matters or social obligations. Sentinels' patience, stability and sense of loyalty can be invaluable in situations where the ENFJ feels particularly dejected or uncertain about their chosen path.

Both Sentinel and Diplomat types tend to be kind, supportive and altruistic. It may be that the ENFJ will often find it difficult to explain their fresh, unfocused ideas to their Sentinel friend, who is unlikely to allow themselves to be carried away by abstract concepts – however, it is precisely this ability to stay

focused on what makes the most practical sense that allows Sentinel friends to counterbalance ENFJ's dreamy, idealistic nature.

On the other hand, ENFJs and other Diplomats tend to be more open-minded and flexible compared to Sentinel types. ENFJs tend to see many things as exciting and worthy of attention, maybe even daring to experiment with them if that is in line with their morals and principles, whereas Sentinels care deeply about social norms, values and traditions, often actively resisting anything that challenges the established order of things. For example, an ENFJ may be very supportive of a protest movement (e.g., "Occupy Wall Street"), even if the issue in question does not really affect them or their social circle. In contrast, a Sentinel friend may see such protests as a threat to public order and established institutions, or even just to their own stability, and be quite vocal in defending their position. Such arguments probably pose the greatest risk to the stability of such a friendship.

This clash of idealism and practicality can be both very beneficial and very challenging, depending on how dedicated each friend is to understanding the other. If they are flexible enough, these differences can give them a great opportunity for personal growth. The ENFJ will help their Sentinel friend to see the benefits of occasionally letting go of daily concerns and engaging in "what if" discussions; similarly, the Sentinel will be able to lend a hand when the ENFJ starts to struggle with practical tasks or challenges.

However, if they do decide to stick to their guns, arguments will be inevitable. All Sentinels share the Judging trait, which means they prefer planning and clarity, and the same applies to ENFJs – consequently, both friends will likely find it very difficult to give way and accept a different opinion, regardless of the importance of a particular debate.

Explorer Friends

This is the most challenging combination, yet a very interesting one for many reasons. First of all, Explorers and ENFJs do not really have anything in common: unlike ENFJs, Explorers are more opportunistic than idealistic; they are also far more practical and in tune with the practical world; and they could not care less about plans and goals, which are quite important to ENFJs (although less so than to Analyst and Sentinel types). In all likelihood, the initial impression that the ENFJ will have of a

potential Explorer friend will revolve around the latter's spontaneity, unpredictability and complete focus on the present moment. Similarly, the Explorer will likely see the ENFJ as incurably idealistic, altruistic and impractical. So what could possibly bring these two types together?

The answer lies in their differences. Although challenging, such obstacles are by no means impossible to overcome – and if both individuals are dedicated enough, such a friendship will offer them plenty of opportunities for personal growth, exciting activities, and professional development. Being able to cover completely different aspects of intellectual, social and professional interaction, the ENFJ and their Explorer friend will ensure that no chance slips by, no avenue is left unexplored, and no weakness stays unaddressed. For instance, the Explorer will have little difficulty pulling their ENFJ friend from their world of big dreams and ideas, and helping them see the more sensual, relaxed side of life; similarly, the ENFJ will act as a stabilizing moral compass for their far more spontaneous and often relatively self-focused friend.

Furthermore, it is quite likely that the ENFJ and their Explorer friend will discover that some of their goals and values overlap, even if they see them differently. The most obvious example is the love of freedom shared by these types. ENFJs seek freedom in order to pursue their goals and ideals without being slowed down by naysayers telling them to stop being so dreamy; Explorers seek freedom because they simply want to enjoy life and cannot bear being constrained by rules, expectations and traditions. While their motivations are very different, this rebellious attitude can often help both friends overcome their individual differences and find some common ground.

The unlikely friendship between an ENFJ and someone belonging to one of the Explorer types is the epitome of “opposites attract” – if it works, it will likely be an amazing experience for both friends, despite the occasional clash, and it will leave other people wondering how both individuals can even get along. Such a friendship will certainly require a lot of mutual understanding, effort and probably time – but if the ENFJ and their Explorer friend are dedicated enough, their relationship will be anything but boring and unrewarding.

Parenthood

Like all Diplomat parents, ENFJs mostly focus on morality. They tend to be very principled, driven and compassionate, doing their best to ensure that their children are able to fight for causes they believe in and separate the good from the bad. This does not mean that ENFJ parents are likely to encourage their children to become fanatical about something. However, they will certainly stress the importance of



having a clear moral compass and noble goals. ENFJs want their children to be the best they can be, while also remembering to listen to their hearts.

ENFJs place a lot of importance on imagination and creativity. It is likely that parents with this personality type will encourage their children to explore various hobbies and activities, hoping that they will eventually find something that will truly inspire and motivate them. ENFJ parents want their children to be true to who they really are, regardless of how difficult it is to find the right path. They can often be rather demanding parents, but the tendency to cherish and adhere to one's principles and goals is clearly visible in the ENFJs themselves. An ENFJ parent will not even blink an eye if they need to do something for their children, no matter how difficult that might be; they will bear that burden with a smile on their face. This devotion and idealism that all ENFJ personalities share makes them very warm and dedicated parents.

People with the ENFJ personality type are very sensitive and empathic, especially when it comes to their family members. An ENFJ parent will always be ready to sit down with their child and discuss matters that are troubling them. It is very unlikely that an ENFJ's child will ever say that they did not have enough emotional support growing up. Furthermore, ENFJ parents will encourage their children to listen to their own emotions and not be afraid to be sensitive and kind wherever and whenever possible. Having their children grow up as empathic yet principled individuals is one of the key goals for any parent with the ENFJ personality type. ENFJs trust their instincts and their hearts, and they will likely

teach their children to do the same. People with this personality type surround their children with love, warmth, and encouragement, always doing their best to create a safe and conflict-free environment for them to grow in.

However, it is important that the ENFJ does not go overboard with this. In some cases, the emotional bond between the ENFJ parent and the child can be so strong that they both will have difficulties accepting the fact that the child has become an adult and needs to lead an independent life. ENFJs' intuition, energy, and sense of humor will help them a lot in such situations. People with the ENFJ personality type may be inflexible or even manipulative in some cases, but their genuine warmth and caring will certainly be remembered and appreciated by their children.

Having covered the ENFJ parents' goals, let us now talk about what is likely to keep them awake at night. ENFJs' sensitivity and focus on morality mean that things that other personality types would probably shrug off may hurt ENFJs deeply. This is especially true for Turbulent ENFJs, who get stressed more often than their Assertive siblings, but both variants tend to be quite sensitive. One of the biggest fears that ENFJ parents share is that their child may grow up to be cynical and irresponsible or, even worse, a criminal. Parents with this personality type do not worry too much about their child's achievements such as academic performance, instead often putting more emphasis on how the child feels or whether they are doing something that they truly enjoy.

However, few things could be more hurtful to an ENFJ than seeing their child go against something that they deeply believe in or something that they believe is noble and just. ENFJ parents will likely blame themselves for being unable to instill the right values in their children if the child follows a path that is inconsistent with their moral or idealistic compass. They may even try to fix that by resorting to emotional manipulation.

Parents with this personality type should be especially careful during their child's adolescent years. Teenagers often rebel against their parents' authority and ENFJs should not immediately assume that their child is actively fighting their beliefs or that all their teachings were ignored. Otherwise, there is a possibility that the ENFJ will feel deeply hurt and try to focus all their efforts on mitigating damage and strengthening their relationship with the child, which may provoke an even stronger pushback. ENFJs

should remember that they themselves probably craved freedom and independence when they were of that age, and try to control their anxiety and worries about their child's path forward. An ENFJ's child is likely to recognize and appreciate this, which should lead to a less turbulent adolescence.

As far as parent-child activities are concerned, ENFJ parents are likely to prioritize creativity and emotional bonding. People with this personality type tend to enjoy things that excite their imagination and poetic spirit, and they will rarely have difficulties coming up with creative ideas. Many ENFJs also love nature and everything it has to offer, believing in harmony and understanding among all living things – more likely than not, they will encourage their children to experience and enjoy nature as well. Such activities also give ENFJ parents an excellent opportunity to teach their children the importance of empathy, kindness and understanding.

ENFJ parents may also push their children to explore the arts – visual, performing or literary. People with this personality type like metaphors, hidden meanings and complex, intriguing concepts. If they believe their children are artistically minded, ENFJs will encourage them to nurture and develop such skills. For ENFJ parents, artistry and creative expression are far more important than, say, financial success associated with a specific profession. The same applies to spiritual or religious work – ENFJs' idealism and focus on morality mean that their children will likely be encouraged to pursue such paths, should they wish to. In most circumstances, ENFJs will push their children to think independently and take responsibility for their own decisions, instead of attempting to push them toward certain occupations or activities. ENFJ parents will, however, do their best to steer their children away from careers that are incompatible with their deeply held principles.

Regardless of their child's hobbies or interests, ENFJ parents usually assume an inspirational role. People with this personality type are dedicated and attentive, although their practical and administrative skills tend to be subpar compared to their creative and empathic abilities. Consequently, ENFJs often feel happiest when they are free to help their child develop their creative thinking skills or emotional intellect instead of worrying about bills, home improvement or other practical matters, which they would gladly leave to their partners. Similarly, ENFJs are much less interested in the intellectual exercises that usually

fascinate Analyst types. Parents with this personality type place more importance on emotional rather than intellectual bonding with their children.

Let us now take a look at how ENFJ parents are likely to interact with their children, depending on the child's personality type.

Analyst Child

Analyst children are likely to be intellectually minded, curious and very imaginative. Their creativity and open-mindedness are likely to delight the ENFJ parent, who will be intrigued by their child's rich inner world and willingness to explore the unknown. Diplomats and Analysts share an interest in things that excite their imagination, which is why it is unlikely that the ENFJ will have difficulties communicating with their child or coming up with interesting activities. Furthermore, some Analyst children (INTJs and ENTJs) tend to be very focused and driven once they find something that interests them. ENFJs share this trait as well, and they will probably be delighted to see that their child is as determined as they are. INTP and ENTP children are more relaxed and sporadic in their activities, but they will also seek to deepen their knowledge and understanding in areas that excite them – a passion that ENFJs will find it easy to relate to.

On the other hand, the same mind that makes Analysts imaginative and focused also makes them highly rational and critical thinkers. An Analyst child will not hesitate to question their ENFJ parent's beliefs or ideas, often simply because they are interested in why their parent thinks so, not necessarily because they do not trust them. However, such inquisitive and probing questions may also upset the ENFJ, who probably places more importance on the morality and nobility of their ideas – concepts that do not hold much weight in an Analyst's eyes. An Analyst child may not be persuaded by statements such as "because it is the right thing to do" or "because you should".

Analyst children also tend not to require much emotional support. They are more self-sufficient than Feeling types, which may also confuse and maybe even worry the ENFJ parent. As ENFJs value emotional bonding very highly, they are likely to try to maintain a strong emotional connection with their Analyst child regardless of their age, while the child may often be unwilling to open up emotionally,

choosing to hide and rationalize their feelings instead. Consequently, the ENFJ may (wrongly) assume that their child is not empathic or is even cynical. Parents with this personality type should bear in mind that unlike Diplomats, Analysts prioritize rationality and logic, and that their Analyst child's strengths and weaknesses are different from theirs.

Diplomat Child

Naturally, ENFJ parents will find it easiest to communicate with their child if he or she belongs to one of the Diplomat types. Diplomat children tend to be very imaginative and creative, often able to come up with very original ideas, as long as they are encouraged and given enough freedom to express themselves. ENFJ parents will likely be fascinated by their child's poetic nature, finding it easy to relate to and communicate with them. Furthermore, Diplomat children tend to be very empathic and kind, often falling in love with nature and feeling very much in tune with the natural world. Nature-related activities are therefore likely to form a large part of an ENFJ parent's repertoire.

Like ENFJs themselves, Diplomat children are also likely to place a lot of importance on harmony and understanding, often being very open about their feelings and eager to understand the difference between right and wrong. ENFJs will cherish the idea of being able to instill a clear understanding of what really matters in their Diplomat child. That being said, such sensitivity is a double-edged sword. Knowing that their child takes many things very personally, ENFJs may be reluctant to discipline them or be firm in telling their child that, for example, time for play is over and they should get back to studying. This will be particularly visible if their child is an INFP or an ENFP. These Diplomats are relaxed and spontaneous, often putting play before work – an attitude that can upset the often highly focused ENFJ. Judging Diplomat children will be more similar to their ENFJ parents in this respect.

Tangentially, ENFJ parents may also have difficulties teaching their Diplomat children that there are times to be firm and objective. ENFJs can be very strong-willed and decisive, but they often internalize their feelings and avoid conflict where possible. Consequently, they may have difficulties teaching their Diplomat child to recognize the difference between being confrontational every time someone disagrees with them and the importance of standing up for principles and values that are important to them.

As ENFJ parents focus more on emotional and intellectual matters, they tend to have difficulties with purely administrative and practical tasks. The Diplomat child will likely share this particular weakness, which is why parents with this personality type should make conscious efforts to teach their child the importance of being economical, being able to make fact-based decisions, and knowing how to combine idealism with practicality.

Sentinel Child

While ENFJ parents are unlikely to encounter major difficulties communicating with an Analyst or a Diplomat child, a Sentinel child will likely require a different approach. While there are some shared traits, Sentinels are far more practical and down-to-earth than Diplomats, and focus much more on structure and stability. Let us start with the positives.

A Sentinel child is likely to be very dutiful and obedient, trying very hard to meet their parents' expectations. They will respect family hierarchy and traditional roles, expecting their parents to set up a clearly structured environment with well-defined rules. This is rarely the main goal of freedom-minded ENFJs, although an ENFJ parent is likely to appreciate their child's willingness to cooperate and listen to what their parents have to say. Sentinel children usually seek a safe and stable atmosphere, which ties in nicely with the ENFJ's dislike of conflicts and tension. However, it is worth mentioning that each Sentinel type has their own approach when it comes to these matters: ISTJ children are quiet, obedient and methodical; ISFJs care deeply about being able to help their parents and make them happy; ESTJs and ESFJs are eager to take on a more active social role as soon as possible.

On the other hand, a Sentinel child may try too hard to be like their ENFJ parent, feeling as if they are underperforming and not sufficiently creative. Sentinels' strengths revolve around responsibility, duty and practical matters such as daily or routine tasks; unlike ENFJs, they are not fascinated by ideas, mysteries and hidden meanings. This different set of skills and attitudes can cause some misunderstandings between an ENFJ parent and a Sentinel child, with the parent hoping that their child will share their idealism or enjoy creative activities, and the child trying to play along, but without much joy.

ENFJs should recognize these differences and remember that their Sentinel child is likely to be far more interested in what they can see, touch and experience than what they can imagine. These topics can be quite challenging for an ENFJ parent, whose interests probably lie with more abstract ideas and activities; they may need to rely on their partner or consciously pay more attention to practical matters in order to find things that excite and interest their Sentinel child. For instance, an ENFJ parent could use their creativity to come up with trivia games and puzzles, and then ask their Sentinel child to find the facts or missing pieces, which would make good use of their practical and observational skills.

Similarly, a Sentinel is likely to place much more importance on their social status or the approval of their peers than an ENFJ, who is usually more focused on their own goals and principles. There is nothing wrong with such an attitude and ENFJ parents should not criticize their child for wanting to be popular among their friends or for trying to meet other people's expectations. Sentinels are very community-oriented, even from a young age, and ENFJ parents should not dismiss this trait. On the contrary, ENFJ parents can encourage it by shifting some of their natural (often unwanted) popularity towards their child in the form of play dates and other community activities. For a Sentinel child, feeling part of a group of friends will likely be far more important than it ever was for their ENFJ parent.

Explorer Child

Even though Diplomats and Explorers are complete opposites on many fronts, there is also some overlap among their traits. To begin with, an Explorer child is likely to be very inquisitive and comparatively restless, always looking for things to do and to experience. This inborn desire for freedom and the ability to experiment and improvise is likely to delight their ENFJ parents. Explorer children tend to have an excellent grasp of reality, impressive practical skills and the ability to focus completely on what is in front of them, immersing themselves fully in the present moment. ENFJs may have some difficulties recognizing and understanding such traits due to their detachment from the practical world.

It is likely that an Explorer child will always be able to find something to do, even without their parent's help. This is likely to delight the ENFJ, and it is their task to ensure that their child has enough freedom to engage in their favorite activities. The nature of such activities depends on the child's personality type: ISTP children are likely to enjoy tools and mechanical experiments; ISFPs tend to focus on creative,

artistic activities; ESTPs and ESFPs cherish social contact and group games. Explorers' love of freedom and independence is very much in tune with ENFJs' values, although Explorers tend to be more individualistic than ENFJs and other Diplomats. Explorer children are also likely to understand the importance of personal responsibility and the need to be able to make their own decisions. However, ENFJ parents should not confuse this with their own tendency to develop strong inner principles and pick noble, often too idealistic goals. An Explorer child is likely to focus more on clearly defined, realistic goals and rewards, placing more importance on practical benefits than values and principles.

This particular aspect is likely to be responsible for most of the tension between an ENFJ parent and an Explorer child. As Explorers tend to be very selective about what interests them and have little patience for things that do not fall into that category, even at a very young age, ENFJ parents are likely to have many difficulties if they try to pass their principles on to their child, or attempt to interest them in anything that promises few tangible rewards. At best, the Explorer child will pretend to be interested for a short period of time and then go back to more exciting activities; at worst, they will actively fight their ENFJ parent, quite possibly making them wonder why their child is refusing to understand and appreciate their noble intentions.

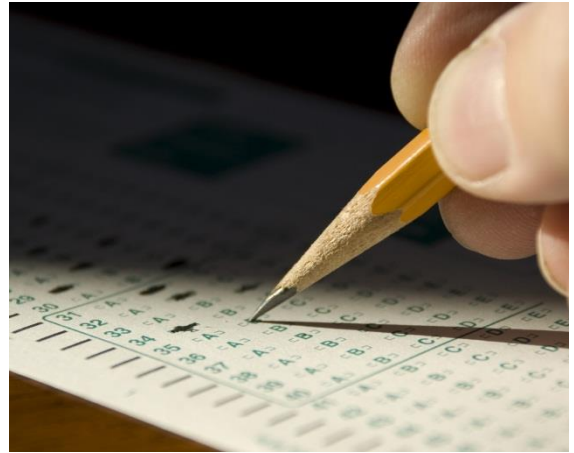
ENFJs should remember that Explorers have a completely different set of strengths and weaknesses compared to them and other Diplomats. Most importantly, their Explorer child will focus solely on the present moment and what it has to offer, refusing to worry about the past or the future; not surprisingly, this will often make them appear careless or self-centered. These traits are not necessarily negative as there are many areas where the Explorer's ability to tune in completely to what is in front of them can be incredibly valuable – but it is the ENFJ parent's challenge to direct their Explorer child's apparent carelessness, impatience and boldness toward productive activities.

ENFJ parents should bear in mind that their Explorer child requires a completely different approach compared to what is natural for them, and they should not attempt to "fix" their curious and inquisitive child's restless energy and desire to experience the world in every way they can. Rather, ENFJ parents should try to appreciate (and learn from) their child's enthusiasm, creativity and practical skills. Explorers' abilities are often underappreciated and underdeveloped as parents try to suppress their

child's penchant for experimentation and pure desire to have fun, pushing them toward more structured roles. Such issues are even more important during the child's teenage years. ENFJ parents should encourage their Explorer child to look for a way to utilize their skills and talents, and help them along the way instead of criticizing their habits or pushing them to look for career paths that reflect their own principles rather than those of their child.

Academic Path

Some people spend nearly one third of their lives studying. Some choose to enter the workforce earlier and don't spend as much time in classes or libraries. Regardless, most people spend at least some of their important formative years in school. No matter how long you remain in the academic world, your time there is important. These years can not only set a specific career path, but the school experience can also affect self-esteem and other aspects of psychology well into the future – in both positive and negative ways.



Knowing the challenges ENFJs face in the academic world can go a long way in helping them make the best use of their time and experience. To help ENFJs get positive results from any academic path they follow, let's explore some guidelines based on their traits.

How ENFJs Learn

ENFJs are intuitive thinkers. Some have described their style as absorbing details like a sponge, almost subconsciously, and then allowing their powerful intuition to combine the details into a rich tapestry of unique ideas. This subconscious process doesn't involve much deliberate thought or design. It just "happens" without steps or techniques.

A loose analogy for the way ENFJs learn is Georges Seurat's technique as an artist. This 19th Century French painter was the one most associated with an art technique called pointillism. Pointillist painters used dots of paint rather than sweeping brush strokes to create their masterpieces. The mind then assembles the thousands of dots to form a picture filled with human activity, landscape and emotion. Without much thought and in a microsecond, the dabs of paint merge and beautifully represent a day in a French park. Focusing just on the tiny dots, the painting has no story. Without the dots, there would be no painting. This is similar to how ENFJs approach the world and is important to understanding ENFJs' strengths in the classroom.

The pieces, while important, do not tell the story for ENFJs in and of themselves. ENFJs need to let the pieces organize themselves in their intuitive minds. The constellation of absorbed facts arranges itself in the ENFJ brain to create a deep and perhaps even awe-inspiring “big idea”. And ENFJs will focus on these abstractions well before they’ll focus on anything that seems arbitrarily assigned in the classroom – even from a quite young age.

To get to that big idea and to allow learning according to their unique style, the teacher, the topic and the classroom methods need to free ENFJs to run around in their mental playgrounds. Trying to pin them down and restrict the way they organize their thoughts is simply counterproductive. Their imaginations and creativity need room to explore. If the curriculum is too tight and too focused, ENFJs will not only be uncomfortable, they may check out entirely and only go through the motions just to get through it as quickly as possible. For example, if ENFJs are asked to turn in a paper with an outline, they will start with the essay and then organize the outline around their finished work in order to fulfill the requirement. Starting with an outline would be too restrictive for most ENFJs.

That isn’t to say ENFJs wouldn’t benefit from expanding their comfort zones some. They might become more complete students if they learn to cope with and even embrace some of what they consider minutiae. But both students and instructors need to recognize that detailed and rote information is not where ENFJs’ academic strengths lie.

Young ENFJs may respond to questions or situations with the first thing that pops into their heads. They will update this impression later as they sort out the information a little more thoroughly. However, an overly quick response can be trying for a teacher who is interested in teaching students analytical skills. In time, most ENFJs temper this and will learn to wait at least a few beats before responding.

ENFJ students are collaborators. They love group activities and they love learning with others. A team will energize them and enhance their educational experiences. However, that being said, they will feel most comfortable in a leadership role in that it allows them to take control which is very important for this personality type. However, the control they take will be that of a benign nature. It’s not about ego. It’s about vision. On top of that, their concern for the welfare of others will temper any excesses or potential tendency for abuse of their “followers”. Their approach as a study group leader will be

polished, and they will be seen as charismatic rather than abrasive. They will bring the gift of a clear and encompassing vision to such a group.

Finally, ENFJs relish topics that involve humanity. They like their studies to have soul. Any time a subject or topic involves the human condition, in any form, the ENFJs are quite attentive students. Exploiting this interest leads to satisfying courses of study, research and, finally, fulfilling careers for ENFJs.

ENFJs in High School

In the classroom: ENFJs start high school from a great place just because of the way they approach the world. ENFJs, especially Turbulent ones, tend to be perfectionists and do whatever it takes to embrace high standards – usually ones of their own creation. They dedicate a great amount of time and effort to meet challenges or perform difficult tasks that they find engaging. As far as earning good grades goes, this comes naturally to ENFJs – though they may falter if the subject is too mundane or too repetitive. The subject has to be viewed as having value in a larger sense. They need to feel involved and will not warm up to anything that feels like passive learning. They show their extraverted colors as students who participate a great deal in class. This helps them feel connected to those in the class and give them a sense of control by way of contributing to the lesson. ENFJs curiosity puts them well above the ordinary student when it comes to the amount of energy they apply to studying..

Other students can memorize cold, hard facts without much fuss, but ENFJs need to have symbols and metaphors to play with if they are to perform at their full potential. Developmentally speaking, conceptualization is still a rather novel tool in the philosophical backpacks of ENFJs entering high school. Like a new toy, abstract thoughts feel quite invigorating to young ENFJs as they begin to enjoy a fuller experience within their intuitive selves.

The courses that speak to them most are the humanities and social sciences, since they appeal to the world of ideas in which they prefer to live. Literature, language, history, political science – ENFJs enjoy any subject that allows them to play around with concepts, especially if they include an overtly human element. Empathizing with a character from a novel or a historical epoch feels like home and gets the most attention from ENFJs in high school. .

Science and technology, usually more concrete and lacking in as rich a sense of humanity, typically engages them less. They connect far more with something like Hamlet's existential crisis than with building models of atoms. However, discuss the story of Marie Curie's trailblazing efforts as a woman, and it may make even chemistry or physics a bit more interesting. Generally speaking though, they favor philosophy over physics when given the choice.

Even with all of their natural academic strengths though, ENFJs' high school years aren't without certain challenges. In fact, these advanced academic abilities and loftier interests can be exactly what holds them back. Much of learning in school involves attention to small details, repetition and memorization, and anything with that sort of routine focus is a trial for ENFJs' sensibilities.

When the subject matter is too centered on minutiae and concrete details, they may become bored and impatient – ENFJs need a meaningful context and like to complete their learning with some kind of experience. Learning a language to capture its syntax perfectly might feel too much like a meaningless exercise for ENFJs. Learning a language as a tool to better immerse oneself in another culture, however, gets a greater commitment from them especially if it ends in a trip abroad. There's a larger meaning in the latter, not simply the technical act of putting the right words in the right place. Teachers or curricula that insist on the first approach seem like they are just getting in the way of what's important.

The ENFJs' ability to pick up concepts quickly sometimes leave them restless as other students work to catch up with them. They have to be careful not to let this impatience be too obvious so as not to insult their classmates or irritate their teachers. Fortunately, ENFJs are clearly in touch with the feelings of others and handle this perhaps better than any of the other Diplomats with their charisma. They see it as their mission to help the other students grow and may offer outstanding peer support. The negative side is that this may turn overwhelming for ENFJs. They have a tendency to empathize too deeply at times. The failure of classmates they try to help may start to feel like their own failure.

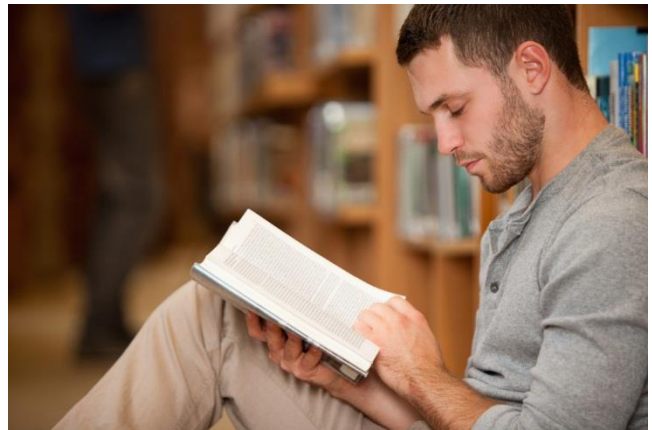
ENFJs may not apply a great deal of work to certain subjects when they see how easily things come to them. They may take it for granted that they will do well and not put as much effort into acing tests and papers, especially if the subject doesn't excite them. They are typically not as bound by conventional rules and structure in their inner lives. ENFJs don't necessarily see this neglect as "being lazy" or not

attending to their work. The bigger picture always takes priority, and putting a lot of labor into what they see as mundane or unimportant seems like a senseless act. If there's no challenge, what's the point?

This may not be wise on their part, as even the smallest details have value. Learning to be disciplined regardless of how one feels can be a valuable life lesson. In order to get by in life, we all have to do things we don't like. Nonetheless, not applying themselves fully to all their work doesn't cause ENFJs to lose sleep at night. They will probably do just as well anyway, whether they put in the time and attention or not.

Outside the classroom: If you've been to high school, you don't have to watch a single one of the thousands of films about teenage angst to know that there's more to it than just classes. And most would agree that there are as many lessons in a school's yards and hallways as there are in the classroom. So, let's take a moment to consider high school as a place where some important social lessons unfold.

While ENFJs are affable and charismatic, they are always more intuitive than most of their classmates, perhaps only with the exception of other Diplomat or Analyst types. They "get" their peers, but their peers probably won't be able to return the favor.



In the best case scenario, they may be seen as mysterious and interesting. In the worst, they may be seen as odd and without any practical value for those seeking positions in popular cliques. Feeling apart and misunderstood can be quite depressing for some ENFJs.

Regardless of how they are treated, ENFJs maintain an underlying desire to help others feel good about themselves, approaching others with sensitivity and their unique insight. While all teens want to be liked though, being genuine is more important to ENFJs than receiving the approval of others. Popularity being the overbearing force that it is in high school, ENFJs' sense of authenticity may make life difficult, as they put little effort into building social status. They usually ignore peer pressure, much to the irritation of those more concerned with conformity.

Extra-curricular activities often pigeon-hole the modern teen into stereotypical niches – cheerleaders are seen as the popular kids and Audio-Visual Club is for the nerds. Considering ENFJs' desire to be genuine, how others see them isn't as much of a concern for them when they choose to sign up for a group as it may be for others. They choose what seems important, meaningful and interesting over what elevates their social or academic status. While others may consider how choosing an extra-curricular activity will look on a college application, ENFJs assess the value of the group in its own right.

Generally speaking, ENFJs feel more comfortable in a service group than a social, sports, or even an academic one. Social justice and charity groups are very attractive to them. They may embrace the Model U.N., applying themselves to learning the plight and points of view of people in other countries, or to the debate team, with their love of words and ideas, so long as it focuses more on what is being debated and less on the "Rules of Debate" (though these rules can be a healthy counterbalance to their usual intuitive methods). They may even be those brave students who start their school's gay/straight alliance, regardless of their own sexual orientations.

Food drives and serving dinner to the homeless during the holidays are also attractive options, and ENFJs may enjoy organizing such activities through a Bible Study or other community-oriented group. Drama and the arts may also catch their attention, but to be truly attractive, it must focus more on getting across meaningful messages than on dictating technique and style.

ENFJs enjoy a leadership position in any organization that they join. The characteristics that impress are ENFJs vision, charisma and passion rather than any organizational skills they might happen to have. They need some very practical people around to support their leadership.

Work or College?

While there are many other reasons for deciding whether to go college than just personality types, they can play a role in the equation. Not long ago, most thought of college or university as the quickest path to success and security. Now some of those same people are vigorously arguing against higher education for everyone, having seen college dropouts succeed on a grand scale in our technological age. Steve Jobs

and Bill Gates are two famous examples. There's a niche for everyone and college is just one possible path to finding it. So, what might ENFJs consider when thinking about college?

There are two questions ENFJs should ask when deciding whether to hit the books or enter the workforce:

- *Will a degree be necessary in the work I want to aim for?* When deciding on a profession, it sometimes matters whether one has a degree. The “helping” professions which tend to draw ENFJs, such as teaching, psychotherapy, and social work, often require certification. If certification is not necessary or, like many who are leaving high school, they simply haven't decided yet, deferring higher education may be an appropriate decision. It pains ENFJs to be somewhere they shouldn't be, doing something they consider irrelevant. If there isn't a sense of purpose or meaning in college, or they're doing it to meet someone else's expectations, it's likely to just be a bad experience.
- *Will I be able to gain something intangible and yet valuable from going to college?* For many there is more to a higher education than just getting a good job. It's a life passage and an opportunity to grow and take steps toward becoming an independent young adult. For ENFJs, who are naturally growth-oriented, college can be an exciting place to blossom. There's no better place than college to explore ideals and play with the theoretical. Depending on the courses chosen, there is wide opportunity to look at the big ideas in life that ENFJs are so fond of. Of course, these things can be explored outside of a university setting while working, but the guidance, structure and time available at college can be most beneficial for young ENFJs who are discovering their place in the world. A liberal arts education is seemingly made for ENFJs.

When ENFJs go to College

ENFJs who choose to go to a college or university feel right at home. College can cater to ENFJs' creative tendencies, and no matter what high school experiences they had, they have a real opportunity to shine in this more mature environment. Unlike the typical high school, the right colleges can give ENFJs an opening to free their powerful imaginations.

College is a time for ENFJs to begin to consider and utilize their strengths and talents in a real way. One of these strengths is their formidable skill with words – they may find college is the place where they begin to grow into brilliant orators or writers. Some even develop a slight but natural poetic style when they speak or write. Between their writing skills, their open-mindedness and their curiosity, ENFJs are highly represented among journalists.

ENFJs' course choices will be similar to the subjects they connected with in high school. The humanities will always be a primary interest for the ENFJ college student. The arts may also be a direction that ENFJs consider but only if they focus on art course as a means of communicating a message. The philosophy of the art will be more important than the mastery of the craft. Hopefully, the technique will become part of the message for the ENFJ artist, integrating the methods with the messages. (Andy Warhol was a master of this.) Science and technology are much less attractive to ENFJs although should they find a reason to follow these disciplines, their strength of will and their perfectionism will pull them through.

The question for ENFJ is not whether they can do something – they have the fundamental intelligence and dedication to do well in any niche they choose. However, they are more committed to a course of study if it leaves them feeling fulfilled and “real”. Nothing is as painful or distasteful to ENFJs as the sense that they are doing the wrong thing for the wrong reason.

Some feel that higher education is only about getting the tools needed to make a good living. Most ENFJs reject this as the primary reason to get a degree. A few ENFJs can be found in MBA programs, but they are likely there to figure out how to make the economy more equitable for all, rather than their own financial success. Becoming wealthy captains of industry holds no interest for them.

For ENFJs, college is about exploring ways to gain more insights and to help others become better people. Of course, healthy ENFJs understand one must make a living to survive. In consideration of their financial needs, they try to find ways to combine making a living with doing that which benefits society and supports their own internal growth, and this is reflected in their choice of courses. Their graduate work is often an extension of this, focusing on education or counseling.

Like most young people, ENFJs delight in the autonomy that going away to college offers. For most students, this is the first significant taste of life away from their families and their families' rules. Some even choose their universities based on their distance from the family home. It's no different for ENFJs, who are just as interested in coming into their own. If their intuitive nature has been the subject of criticism at home or in high school, leaving may even relieve some of the anxiety caused by that. However, they are generally too serious to see the "party life" as something that fits who they are, and certainly too much so to base their decision of which school to attend based on some ranking of the nation's best "party schools". It's hard to have discussions about important life issues when you can't hear over the music.

They may make an excursion into the party life if they feel they need a break from the usual stressors. Parties, alcohol, drugs and casual sex are not out of the question with such a reaction. ENFJs may even try to legitimize a "walk on the wild side" by painting it as a healthy expression of bohemian freedom. However, trying to make it appear as though they are making a philosophical statement won't last long. More often than not, ENFJs, in their constant search for their true selves, will begin to see through their own charade. This leads them to look for avenues for dealing with their stressors that are more in line with their inherent traits. More likely than not, such adventures will be short-lived phases for ENFJs – it's unlikely they will have the endurance to spend three or four years like this.

One area of difficulty for ENFJs in colleges is the necessity of taking those courses nobody really wants to – the foundational prerequisites. Into every college career a little mundane must fall. Required courses can be too rudimentary for ENFJs, and they might find them exceedingly dull – or worse – irrelevant. However, learning to cope with this may also be good disciplinary practice for them, and other Diplomats as well – it won't be the last time they run into necessary tasks that feel meaningless and boring. While they would rather spend their time in their ivory towers, in the real productive world the mundane constantly invades our lives. College can help those ENFJs willing to work for it to gain a degree of tolerance for such things, and can prepare them to approach the adult world in a more realistic manner.

Career and Professional Development

When talking about typical ENFJ careers, many things come to mind. This section will cover the traits that make people with this personality type successful in the workplace – hopefully this will give you a better idea as to where your ideal career path could be.

To begin with, best careers for ENFJ personalities make use of their intuitive skills. ENFJs tend to have a very strong intuition, which allows them to accurately judge events, situations and other people. Furthermore, people with this personality type are



idealists, and there is nothing more important than their values and principles. For these reasons, typical ENFJ careers often include teaching, counselling, psychology or creative writing.

Next, ENFJs are natural leaders, even though they do not actively seek nor worship positions of authority, unlike certain other personality types. They accept leadership roles and are eager to work on making their vision and ideas become reality, but approach them from the standpoint of sensitivity and understanding rather than authority and power. Consequently, ENFJs tend to do best in careers that involve a certain degree of personal touch and sensitivity – for instance, one of the typical ENFJ career paths could lead to a religious institution. ENFJs also tend to be excellent HR administrators, psychiatrists or doctors.

ENFJs dislike routine tasks, strictly impersonal work or analyzing small details. They are also very vulnerable to conflict and criticism. These traits mean that ENFJs should avoid careers that typically focus on data rather than people or are prone to pressure and conflict, e.g. finance, audit, programming, data analysis etc. On the other hands, people with this personality type are very insightful and creative – they tend to be excellent architects, musicians, artists, photographers, designers etc. Best ENFJ career paths revolve around these traits.

Regardless of the career path, ENFJs always need to feel that their contribution is meaningful. They need something more than just money or recognition – it is very important that the ENFJ does not give in to pressure to go into fields like accountancy, law or finance just because those jobs are well-paid. People with this personality type feel happiest when they believe that their career is very much in line with their personal values and principles, and financial rewards are not going to be enough to keep the ENFJ going. In order to achieve their goals, ENFJs would often need to take leadership roles, but they can also perform really well in non-managerial roles during their career, as long as the values of their managers' match their own.

The ENFJs' desire to do something meaningful can also be a very powerful driving force behind their professional development. While many other types feel satisfied if they have achieved a certain goal in their careers, often of a materialistic or egoistic nature – a certain salary band, an impressive title, number of subordinates etc. This is not good enough for ENFJs. Even if they try to convince themselves that this is what they are supposed to aim for, deep down they will always know that they can do better. This makes it difficult for ENFJs to get stuck in a rut – and that is great news for everyone. People with this personality type have the capacity to achieve amazing things and they need to put their idealism to work as opposed to being stuck in a role that does not suit them.

ENFJs should also be aware of their tendency to pick career goals that are way too humble. People with this personality type tend to do well in supporting roles, but they should seek something more – choosing a role that requires independent thinking is often the only way to further professional goals. Best ENFJ careers combine the need for insightfulness with a relatively high degree of independence – this forces the ENFJ to improve themselves and consequently increase their contribution to the well-being of humanity. Ultimately, this makes them much happier as well.

ENFJs thrive in fields where they can combine their creativity, insightfulness and desire to seek personal growth. They are usually fascinated by ethical matters, hidden meanings and diplomacy, and try to reach harmony and consensus wherever they go. More often than not, ENFJs also have many grand dreams and ambitions. In contrast, ENFJs cannot stand dealing with mundane, administrative tasks, which they often see as pointless and distracting them from the actual work. In those cases, ENFJs are likely to have

difficulties focusing and stopping their mind from wandering – people with this personality type are not meant to be handling vast collections of facts or dealing with paperwork. ENFJs' strengths lie elsewhere – guiding, mentoring and helping other people realize their potential.

Regardless of the area they are working in, ENFJs are counselors and mentors at heart. Their strong will and desire to be cooperative make them perfect candidates for positions of moral authority – ENFJs tend to be very devoted and passionate, able to spend an extraordinary amount of time and effort working for a cause they believe in. Furthermore, people with this personality type are unmatched when it comes to reading between the lines, which gives them a distinct advantage over other personality types when it comes to communicating with other people and detecting the undercurrents.

Despite preferring Judging to Prospecting when it comes to tactics, ENFJs also need their role to be relatively flexible – people with this personality type do not necessarily seek independence at all costs, but they value authenticity very highly. Having enough freedom to choose their own methods is important for ENFJs, especially if they are working with other people and not machines or data. ENFJs have no difficulties following instructions or adhering to the existing rules, provided they do not contradict their personal values and principles – however, they will resist being micro-managed or pigeon-holed into a highly constrained job.

Unfortunately, despite being strong-willed and extraordinarily insightful, ENFJs are likely to face many difficulties in their careers if they choose the wrong path. People with this personality type are rare and their idealistic nature does not help either – consequently, they usually have difficulties finding inspiring role models or getting good advice when it comes to career planning. Jobs that are perfectly suitable for 80%+ of the population would likely frustrate and exhaust most ENFJs very quickly.

Getting on the Career Ladder

The best thing about being an ENFJ is that they tend to have excellent people skills. These skills are not going to be as clearly visible as those of chattier, real-world focused personality types – rather, ENFJs exert their influence by connecting to other people at much deeper level, by understanding their concerns and sharing their insights and ideas. This results in strong, vast yet often invisible networks of

acquaintances. ENFJ personalities tend to have a strong desire (and ability) to relate to and understand others, often getting a reputation of clairvoyants and mystics. Like other Diplomats, ENFJs are unstoppable when they get a chance to combine their insightfulness with their quest for harmony – but getting such an opportunity can be a challenge.

Whatever their hobbies or aspirations, ENFJs do best when they embrace humanities rather than technology and science. It does not really matter whether a particular ENFJ wants or is able to get into a field that revolves around other communicating with other people – sometimes their chosen profession has nothing to do with this. What matters is the ENFJ's ability to find the hidden meanings, to see the connections between seemingly unrelated things and use that knowledge to help other people grow and develop. Even more importantly, this is how ENFJs seek their true self and establish their own identity.

ENFJs should embrace these strengths in the job-hunting stage as well. The good news is that they are likely to be quite well rounded, able to both rely on their network of friends and acquaintances, and be quite convincing in the interview. ENFJs are at their strongest when they are doing something that requires good diplomatic skills – furthermore, their passion and dedication are usually clearly visible, provided that they are trying to get a job in a field they are truly passionate about. People with this personality type get even more diplomatic and persuasive as time goes by, so they should not really have any difficulties when it comes to building connections and influencing people.

The main problem that ENFJs are likely to encounter is that, in all likelihood, their first few roles will involve a fair amount of mundane, uninspiring work. People with this personality type are deeply interested in ideas, cues and meanings, and self-realization is very important for them – unfortunately, it is unlikely that ENFJs will get a chance to explore such concepts at the beginning of their careers. It is important to recognize that all good things come to those who wait, and not get too stressed if your career path does not offer much in terms of self-realization at first.

Thanks to their innate ability to connect with and influence people, ENFJs usually have a good idea of how to approach a prospective employer in the right way. And this is what they should focus on – mapping out the potential channels, crafting the introductory e-mail and presenting the arguments – these things come naturally to ENFJs and they should not hesitate to focus on such strengths. ENFJs can

be very convincing when they want to be – furthermore, not many people have the willpower or imagination necessary to come up with a highly targeted approach. One good e-mail sent to the right person is often much better than 100+ random applications.

Of course, you need to be able to present your skills in the right way in order to distinguish yourself among other candidates. ENFJs shine in areas where they can focus on dealing with people rather than systems, data or tools – their main strengths lie in personnel-related work. It does not necessarily have to be customer- or colleague-facing positions, but the buzzword “excellent people skills” has become such an inseparable part of job requirements that stressing such skills in an interview is a must-do.

ENFJs should also think about what hobbies could be attractive in a specific field and then find a way to turn those ideas into real-life projects. There are plenty of opportunities out there – they can participate in competitions or volunteer projects, build an online presence (e.g. a small blog), write a couple of articles and try to get them published in the print media etc. It does not really matter what they do, as long as it is something they can put on the CV – not only this will make the ENFJ a more attractive and versatile candidate, but will also give them a lot of breathing space in the interview. Answering a question like “describe the situation where you used your problem-solving skills” is much, much easier when you have got 5+ projects listed on your CV. ENFJs should not be afraid to use their imagination to a full extent – after all, your skills are not worth much if you are the only person who knows about them.

People with the ENFJ personality type also tend to be amazing writers, so they should definitely try to make the job hunt easier by establishing an online presence – employers are no longer reluctant to “google” prospective candidates or check out the links included in the CV. You will definitely get some bonus points if your CV states that your hobbies include running a blog about that specific field. Just be careful what you write about!

Finally, ENFJs should spend some time improving their presentation skills. If you have an interview coming up, great – but do not make a mistake of thinking that your enthusiasm alone will put you above everybody else. No matter how cliché that sounds, you need to be aware of the most common interview techniques and questions so that you are not caught off-guard by something like “what is your biggest weakness?” – answering “perfectionism” or “I work too hard” is not going to result in bonus points,

quite the contrary. Try to highlight your achievements and things you are passionate about, but also be prepared to get many template questions, especially in early stages. In some cases, the recruiter will not know much about the role and will simply be going through a checklist regardless of your eloquence – expect that and do not let your confidence cloud your judgment when it comes to preparation. ENFJs tend to be very good candidates in many fields, but they sometimes find it difficult to get that message across and “sell” themselves in the right way, consequently losing out to less outspoken but better prepared candidates.

Professional Development

Let us take a look at what makes ENFJs good at what they are doing, and then move on to discussing what traits are behind most of their problems.

ENFJs tend to feel happiest when they are doing something that allows them to combine creativity and empathy. Teaching, psychology and social work are obvious examples, but there are many other areas the ENFJs can shine in. Regardless of the circumstances, people with this personality type should always try to move in that direction, even if that takes time – ENFJs are unlikely to feel happy in the roles that are strictly impersonal or subject to extensive rules and regulations. It is true that with freedom comes responsibility, but ENFJs should not be afraid to explore all the choices, as opposed to limiting themselves to just one specific role. It is unlikely that someone with this type will have difficulties coping with responsibilities – the ENFJs’ tactical preference for Judging tends to keep them on track no matter how difficult that is.

If you have an opportunity, you should also try finding a hobby that you could potentially turn into a source of income later on – this approach is quite common among ENFJs, especially those in well-paid but not very intellectually challenging positions. The actual earnings do not really matter that much in the beginning – what matters is the chance to do something that truly excites and inspires you, without the constraints of the employer-employee relationship. If you create value – and it is hard not to, if you are truly enjoying what you are doing – other people will quickly notice it and reward you accordingly. This would also tick another very important checkbox in the ENFJ’s happiness checklist – the desire for authenticity and recognition. It could be anything – a website about your favorite charity, a local

neighborhood initiative, a small consulting company etc. Some ENFJs want to change the world in some way; others focus on local or personal matters. The main principle is that you should try to do what you truly enjoy, while retaining the safety net of the regular employment – and who knows, maybe your idea will be the next “big thing”. If you are also in a position where you can divert some financial resources to your hobby, then all the better. ENFJs tend to be good planners, so you should not have any difficulties managing this parallel “career”.

It is also important to remember that your mind and imagination can be both a gift and a curse at the same time. ENFJs sometimes tend to overthink things and get bogged down on trying to determine which path is best for them. Try to find time to think and reflect, but do not obsess over details – ironically, ENFJs are usually at their best when they are truly relaxed and confident in their skills. If there is one thing you take away from this section, let it be this – it does not really matter which path you are going to take, if there is something about it that you know will keep you going. That path will always be the right one. As an ENFJ, you are highly likely to be more imaginative and resourceful than the majority of the population – you will be fine. Even if you do not know something, your intuition will allow you to improvise and your empathy will attract people able to help you. Think about what you truly are and what you want to achieve in life – and be confident that your skills and knowledge will take you far. Consider self-employment as an example – there are many failed businessmen, but try asking any one of them if they have ever regretted trying. You will be surprised.

In all likelihood, you will only be satisfied with your career path if you feel confident that it gives you enough intellectual stimulation. ENFJs like to set goals for themselves and their thirst for authenticity, regardless of the circumstances, is unquenchable. Consequently, following a career path that does not really excite you is likely to make you restless and frustrated. Unlike some other personality types, ENFJs need far more than just money, stability or fancy titles. Ultimately, everything depends on how flexible your chosen organization is – there are few career paths that are unsuitable for ENFJs, but there are plenty of roles that your primary skills will be underutilized. So explore, learn and try to find a way to use your skills in that specific field – and do not ever think that the gnawing feeling that you are in the wrong place will pass, if all arguments point to the fact that a particular role is unsuitable for you. ENFJs aspire

to be sages – wise, empathic and philosophical individuals, able to understand the struggle of other people and show them the right path. Stability, sensuality or technical prowess are not their domains.

There are some other things worth mentioning in this section. The first is that ENFJs do not fare well in situations where they need to do unfamiliar work under time pressures. People with this personality type are decisive and able to keep a cool head in critical situations, but they feel far more comfortable when they have enough time to assess the situation and make an informed decision. ENFJs have an excellent set of leadership skills, but being in the “emergency mode” can exhaust them very quickly. Unlike Explorers, Diplomats in general are more suited to be negotiators or planners than frontline executors – stressful environments are not for them.

Second, it is crucial that ENFJs dare to follow their instincts and choose paths they believe are right for them, as opposed to listening to other people and doing what they think is best for the ENFJ. Things that are suitable for 98%+ of the population may well make you unhappy simply because you are not like that 98%. You belong to one of the rarest personality types – embrace your dreams and follow your own path instead of trying to live up to someone else’s expectations. This is a wise advice for everyone, but especially so for ENFJs – while people with different personality types may be motivated by money and how they are perceived by others, ENFJs need to focus on personal fulfilment and knowledge that they are doing something good and worthwhile. Trust your gut, not advice from mass media or someone who does not really know what you truly care about.

We have included some comments from other ENFJs at the end of this document – and it would be fair to say that some of their career choices would really surprise and bewilder people belonging to other personality types. Many respondents have also stated that following other people’s examples was the biggest mistake they have ever made, and if there is one thing that they would change if they were able to go back, it would be being bolder and spending more time figuring out what makes them happy as opposed to making other people (parents, friends, teachers etc.) happy.

Finally, do not be afraid to experiment and try different career paths. Do not allow yourself to settle, to get comfortable doing something that does not really satisfy you. ENFJs tend to have many talents, but they often shy away from actually attempting to turn them into viable career paths – remember that even

if something does not work out the way you expect, it will still boost your self-confidence and give you invaluable experience. Eventually, you will find what you seek – but do not expect to get there on your first try. At the very least, you will find yourself a hobby. For instance, ENFJs are likely to have excellent writing skills, so why not try your hand as a freelance journalist or start your own website?

Communication between Types

It's useful to have something in common when you begin to talk with someone. It can make the rest of the conversation much more productive if you start with a resounding “yes” rather than stubborn “no”. This section will cover four possible pairings of type groups, including brief overviews of potential synergies and obstacles, as well as some tips that may help you navigate these tricky waters.

Diplomat – Diplomat Communication

COMMON GROUND

Two Diplomats will have the advantage of speaking the same language. Diplomats are visionaries who focus on growth and humanity. When they sit down to talk to each other, their discussions sometimes wander into areas that may not seem practical if other types are listening in. While facts are of course essential, they play a secondary and supporting role to the grander ideas so important to Diplomats. They can focus on details, but only when it helps them make a point about a larger principle or ideal.

Diplomats find ready conversation partners in other Diplomats, who enjoy discussing these more abstract matters. Others may talk about the nuts and bolts of an organization, but Diplomats talk to one another about creating harmony and growth within the company. While they appear overly idealistic to other types, Diplomats agree among themselves that there is always a better way and a better world possible. Their values are important to them, and they don't just leave them at home.

Conversations between two Diplomats leans towards the lofty, as small talk interests neither of them. In fact, they may find one another a relief from the tedium they experience at the water cooler with some other personality types. Any time they respond to small talk, it is more a courtesy than a preference. Among themselves, Diplomats discuss work as something purposeful and relevant. Metaphors and

symbolic language serve as shorthand for Diplomats, and they appreciate other Diplomats' understanding of their power and ability to use them as well.

Two Diplomats quickly target any injustice or unfairness in a business, and may form strong alliances around such matters. They are cause-driven, and understand each other when such problems arise. Diplomats agree that a cold and calculating business that is willing to sacrifice or mistreat people to meet its goals needs fixing.

POTENTIAL PROBLEMS

The problems two Diplomats may have when talking to one another have nothing to do with understanding. However, they may have trouble if they become stuck in their own style of thinking without the benefit of insight from those who think differently. In business and in life, it's good to have varied personality types around to provide balance.

For example, too many Diplomats brainstorming in one room may produce too many guiding principles and too few tactics. They do well when it comes to mission statements or cobbling together other visionary materials, but carrying out the vision may not be their strong point. While many consider inspirational goals an important launching pad toward the future, without a concrete "how-to" strategy, these become meaningless. However, since the Diplomat group contains many of the rarest personality types, there are usually some Sentinels and Explorers around to counterbalance their idealism. If there aren't, inviting the more practical types to join in the discussion is something worth considering.

An unpleasant fact is that sometimes personnel decisions need to be made ruthlessly. Diplomats may not accept that they can't save everybody. They favor a utopian shop where everyone gets along, works together and wins. However, in most workplaces, there are conflicts ranging from office politics to people not carrying their weight. Diplomats may have difficulty dealing with unreasonable employees. If it's their responsibility to "lower the ax" on someone, they may have trouble judging an employee irredeemable. Their natural tendency is to advocate for the worker rather than to do what's best for the business. They believe there is great potential in everybody and may spend too much time trying to find it.

In such circumstances, Diplomats have to be careful not let inertia set in when the job calls action. Sometimes endless discussions about such matters can do more harm than good, and sometimes a company evolves beyond its need for an individual or a group. These may be difficult points for Diplomats to reach a consensus on among themselves. They may need to talk to those from other personality groups to help bring a dose of reality to the situation.

TIPS FOR COMMUNICATING

- Tap into their imagination and creativity and bounce your thoughts off of them. In this sense, you're in the same playground. Why not take advantage of it? They will most likely get you when others might not.
- Give other Diplomats space to process material on their own. Don't be quick to insist on a conclusion to material the other Diplomat has not had time to mull over.
- The Introverted types within the Diplomat group may need some encouragement to share ideas even with other Diplomats. Encourage them to do so while not demanding it.
- Express appreciation. Diplomats like to know they have been helpful and other Diplomats know this perhaps better than anybody. Encouragers need encouragement just like anyone else.

Diplomat – Analyst Communication

COMMON GROUND

Neither Analysts nor Diplomats like many details, both preferring to deal with the “big picture” instead. Both can absorb knowledge almost subconsciously like sponges and then incorporate it into a larger constellation of intuitive understanding. They are both imaginative and creative as they connect the dots, often in deep ways. This likeness of styles and love for the more abstract should give them plenty of common ground and opportunities to combine their talents.

HOW THEY COMPLEMENT ONE ANOTHER

Diplomats live in a world of values and empathy. Analysts are more comfortable with systems and puzzles. Diplomats add to the Analysts' offerings by bringing humanity to their systems. An Analyst working even with a human system like, for example, psychoanalysis will likely allow efficiency to

trump empathy every time. A Diplomat can typically provide “soul” to any system that Analysts devise or innovate.

On the other hand, an organization which is only about love, peace and harmony can get a little mushy around the edges. Rational analysis of an organization is an important ingredient needed for it to grow and prosper. This is where Analysts contribute.

Diplomats and Analysts both like to work with ideas. Their imaginations manipulate these ideas into models. They differ in that Diplomats create ideal designs for a perfect society (or the perfect workforce) and Analysts create ideal schemes for a perfect system. Simply put, Analysts show interest in things while Diplomats show interest in people. While their targets are different, if they can recognize and accept the other’s focus while being able to freely share their own contributions to an organization, they may get along well.

POTENTIAL PROBLEMS

While Diplomats and Analysts can certainly use their different focus in complementary ways, this same focus can create points of contention. An Analyst may be critical of a Diplomat’s point of view and consider it too soft while a Diplomat may regard an Analyst point of view as without concern for higher values.

As an illustration, let’s suppose we have a Diplomat and Analyst trying to decide about an action in a wildlife organization. As a solution to overpopulation, an Analyst might consider thinning a wildebeest population through hunting. Overpopulation of any one species wreaks havoc in an ecosystem. A Diplomat, on the other hand, may value all life as sacred and be reluctant to release hunters on the wildebeest, instead proposing trapping and relocation efforts, redistributing the population without harming the wildebeest themselves. The conflict between efficiency and empathy is obvious, but is either wrong? While you have limited resources to preserve balance in a wildlife community, you don’t necessarily want to be inhumane about it.

Diplomats and Analysts working together spend a significant amount of time debating these different approaches in the workplace, though usually in less dramatic ways. An Analyst manager might argue

that it would be more efficient to replace the receptionist at the front desk with a touch screen computer. Computers are cheaper than a continuing salaried employee and can do essentially the same job. A Diplomat manager in the same office will wonder about the welfare of the current receptionist and the lack of human warmth involved in greeting a visitor with a machine. One would highlight the time and money saved while the other would bemoan the sterile approach and the disregard for the employee. It may take some negotiating to resolve such a difference. However, it's hard to say that either perspective is invalid.

Analysts can be brusque and impatient with people who don't see things their way. (Diplomats can feel frustrated and disappointed for the same reason.) The Diplomats' aversion to conflict may cause them to disengage if Analysts come on too strong and if they appear too condescending. However, they might not let it go if they see the Analysts' attitude as an "injustice". If both are aware of these sensitivities, it can go a long way to maintaining harmony in the workplace.

TIPS FOR COMMUNICATING

Advice for Diplomats concerning Analysts:

- If you want an honest response, ask Analysts questions that begin with "why". Be willing to explore their view of your organization and what they think it will take to make it run well.
- If you find that you are having trouble communicating with Analysts, don't be afraid to ask them why they think that's the case. They most likely won't be offended and will probably take some time to dissect the interpersonal dynamic between the two of you. It may give you clues as to how to approach them in the future.
- As intelligent as Analysts often are, they are also notorious for lacking emotional intelligence. Be aware of this and try not to take any unfriendly responses or comments too seriously or personally.

Advice for Analysts concerning Diplomats:

- If you want a heartfelt response, ask Diplomats questions that combine with both "who" and "why" inquiries.

- Try to discover what values are important to the Diplomat. When you discover this, you'll discover what motivates them and that can be helpful in communicating with them.
- Be aware that Diplomats can be acutely sensitive to criticism or harsh words. This can shut them down, at least temporarily.
- Try to compliment or show appreciation, at least occasionally, to Diplomats with whom you work. They respond well to positive regard.

Diplomat – Sentinel Communication

COMMON GROUND

Both Sentinels and Diplomats like to take care of other people and have much to talk about when it comes to the human side of work. While Diplomats focus more on ideological matters involving compassion, Sentinels' interests lie more in taking care of others on a more practical level. For example, Sentinels might want to make sure they complete the payroll so everyone receives their pay. Meanwhile, Diplomats might focus on making sure that everyone receives fair treatment and that they genuinely benefit from professional development. Both find energy and self-respect in helping others, and there is plenty of common ground on which to bond in that area.

HOW THEY COMPLEMENT ONE ANOTHER

Sentinels and Diplomats complement each other by providing different kinds of support for the organization. For Diplomats, it's the larger picture and the big ideas that are important. They are interested in growth for themselves and others. Anything that comes across as "picky" may feel unimportant to Diplomats, so they sometimes miss small but essential details. Sentinels do not and organizations need their diligence to run smoothly.

On the other hand, Sentinels can become so involved in making sure they do every little thing correctly that they can "miss the forest for the trees". They can get so caught up in the details and procedures that they lose the larger purpose of what they're doing. Partnering with a Diplomat can help them hold onto the greater vision of an organization, especially around issues about human capital.

POTENTIAL PROBLEMS

Conflict arises between Diplomats and Sentinels when there is an opinion that one is too controlling (Sentinels) or the other is too lax (Diplomats). If one arrives 10 minutes early for work and another arrives 10 minutes late, you can almost guess which one is the Sentinel and which is the Diplomat. It won't be because Diplomats thumb their noses at the rules or time clocks. It's just that those 10 minutes are not as important to them on their mental list of priorities. To them, as long as they get their job done, what does it matter? However, that might be hard to explain to a Sentinel supervisor who finds comfort in enforcing the rules. It can become difficult to bridge this gap in attitudes.

Diplomats are often able to understand things intuitively. Their view of the world comes from an almost subconscious linking of information and feelings. They are always imagining something better. Sentinels protect efficiency and order using proven standards and methods. In a way, they try to connect something that has worked in the past with the future hoping that will bring guarantee the same results.

Similarly, Diplomats often accurately size up other employees simply by using their instincts. Sentinels will prefer a proven established employee evaluation check list to do the same thing. While these two styles may not necessarily conflict, they can. Sentinels have to be careful not to judge Diplomats as "flaky", having their "heads in the clouds", or too future-oriented. Diplomats have to be careful not to judge Sentinels as too pedestrian or lacking imagination.

The two personality types can resolve these potential problems by understanding that both world views have something to offer. Practicing patience in the middle of pronounced differences is always good advice and always helps communication.

TIPS FOR COMMUNICATING

Advice for Diplomats concerning Sentinels:

- Be careful not to judge Sentinels as too unimaginative, work-a-day or rigid. Try to remember that the efficiency and stability they offer is a necessary part of any organization, and to try to communicate in those terms. Share abstract thoughts or imaginative ideas with them sparingly.

While they might not have any trouble grasping your vision, they will probably have little interest in it.

- Don't spend too much time talking to Sentinels about feelings. While they can be warm and friendly at work, getting the job done and preserving order is more important to them than how an individual feels. They will most likely view any necessary sacrifice of someone's feelings as something "for the greater good."
- Show appreciation for what Sentinels do. While they may not actively seek recognition, it energizes them when they receive it, and they gain self-confidence from it.

Advice for Sentinels concerning Diplomats:

- When talking about procedures with a Diplomat, couch the discussion in terms of how these specific standards might affect larger considerations in the workplace. Connect these rules to values and fairness. You have a better chance of connecting with them if you appeal to their sense of morals and empathy rather than a set of rules which may feel arbitrary to them.
- Diplomats don't respond well to "that's the way we've always done it" or "that's what you're supposed to do." Take care not to offer that style of argument. Growth and development motivate Diplomats, and they always assume there is potential for something different and better. A company rule book usually says little about evolving, and so it probably won't carry much weight in a discussion with a Diplomat.
- Diplomats like to encourage others, but also remember that feeling traits are strong for Diplomats and sometimes they need encouragement themselves. Take a moment to recognize their efforts out loud even if you don't always agree with their methods.

Diplomat – Explorer Communication

COMMON GROUND

The common ground between Diplomats and Explorers is somewhat intangible but they do share a similar attitude. They both enjoy a sense of moving forward and finding something better. For the Explorer, it's about finding novel and interesting solutions to practical and specific problems. Explorers

can look at a tangled mess of a program and figure out how to make it work – often in unique and interesting ways.

For Diplomats it's more broadly about personal growth, moral development and well-being. They can flip a fixed idea on its head creating a whole new perspective. Despite the different emphasis, both types respect flexibility; rules and traditions do not bind either type too tightly. While the Explorer is much more practical and utilitarian compared to the Diplomats' idealistic pursuit of values, it's not hard to imagine them sharing a common appreciation for innovation and change.

HOW THEY COMPLEMENT ONE ANOTHER

If an Observant type and an Intuitive type are open to each other's differences, a partnership between the two can offer a lot. Explorers excel at hands-on activity. They relish mastery of objects within their physical environment. Diplomats are great at grasping, creating and transforming ideas, but they are more theoretical and thought-based and not as strong at seeing things through. Details bore them whereas Explorers are fascinated by them. They want to know how they can manipulate each little piece and use it to create something new and better – especially if it meets a need or solves a problem. If you want a "vision", call on a Diplomat. If you want the Diplomat's vision realized in a down-to-earth, innovative way, call on an Explorer.

Let's say, as an illustration, a Diplomat realizes that an organization's problem is that it needs to create a greater sense of community. Communication is poor and the Diplomat senses a lack of connection among their clients and co-workers. An Explorer might answer that realization by creating an email newsletter, a phone chain, a podcast, monthly coffees or any of the multiple practical methods for building a community. They would create a brand around the organization that says, "Community" and, in doing so, also create a team effort between the Diplomat and the Explorer.

POTENTIAL PROBLEMS

While established standards do not bind either the Explorer or Diplomat as tightly as they might a Sentinel, Diplomats do have their own code by which they live. Their values, usually connected to their

senses of empathy and compassion, are strong forces in Diplomats' lives. While Explorers are not amoral as a rule, values are not always as prominent in the way Explorers handle business.

For instance, Extraverted Explorers like people and are often friendly, outgoing and fun. However, on occasion, they may see solving a problem as more important than taking care of a colleague or a client. They may take risks, cut corners or cavalierly develop plans that might have a negative impact on others. Similarly, Introverted Explorers may trust their instincts a little too much, going and doing something on their own without taking other people's opinions into account. Such occasions might create conflict between an Explorer and a Diplomat. There will be a negative response when one does anything that crosses a Diplomat's values.

Diplomats may see Explorers as shallow, while Explorers may regard of Diplomats as impractical dreamers. The answer to this difference is always to express appreciation for what the other brings to the table. While Explorers bring practical solutions the workplace, Diplomats strengthen an organization's overall vision.

Explorers live in the here and now while Diplomats live in the infinite time of imagination and thought. It's the classic conflict between long-term and immediate results. Let's use a hospital metaphor here. Diplomats would be case managers equipped to handle the long-term well-being and treatment of the patients in a holistic way. Meanwhile, Explorers would be down in the emergency room doing triage and reattaching limbs while thinking on their feet. These two views can create difficulties communicating because they actually require pronounced differences of opinions and plans of action. However, if you are running a hospital, you want both types around for their own particular missions.

TIPS FOR COMMUNICATING

Advice for Explorers concerning Diplomats:

- If you want to find out what motivates Diplomats, find out what their values are. They extend their values and ideals into their work life as much as they can.
- Don't bog them down in too many discussions about details or specific techniques. These things will be of little interest to the Diplomat.

If you're on a team with a Diplomat, explore your common ground by asking questions that begin with "what if".

Advice for Diplomats concerning Explorers:

- Avoid lofty intellectual discussions that include theoretical ideas. While Explorers will probably understand what you're trying to say, they most likely just want to hear how it can be done.
- Approach issues with Explorers by discussing problem-solving and doing things.
- If you're on a team with an Explorer, explore the common ground by asking questions that begin with "how".

Career Progression

You got that job, settled in and have been an exemplary employee ever since. What now? How can ENFJs progress in their careers and what difficulties are they likely to have?

Answers to these questions depend heavily on the field that the ENFJ is in. People with this personality type tend to do better in managerial roles, leading and inspiring dozens of subordinates as opposed to becoming self-contained subject matter experts. This means that ENFJs should have no difficulties utilizing the well-established career progression paths, especially in large organizations, where they have plenty of opportunities to utilize their leadership and diplomatic skills. Multi-national corporations are naturally better at this, so if you are able to get a job there, it is likely that you will be able to secure promotions relatively easily. However, this relies on you being able to manage projects that are more than just straight forward implementations of pre-defined processes. ENFJs want to be recognized, to be seen as authentic – titles and monetary awards do not have the same significance for them. If it is not possible to do things your way and utilize the full spectrum of your skills, you may not be able to showcase the true extent of your abilities.

ENFJs are very good at bringing people together – they instinctively know how to facilitate and motivate, defusing any conflicts in the workplace. People with this personality type care deeply about the feelings of their subordinates and they usually try to get to know everyone, seeking to understand what drives

and inspires them. On the other hand, ENFJs are prone to getting emotionally overwhelmed – as they find it difficult to be impersonal and detached, the emotional troubles of their subordinates affect them deeply as well. It is also important to note that despite being excellent mind readers most of the time, ENFJs can still slip up and misinterpret the messages someone else is sending – people with this personality type should keep their desire for action in check, especially in uncertain situations.

ENFJs focus on human relationships and harmony, and usually strongly dislike the impersonal results-oriented approach. They also share aversion to conflicts, controversies and disputes, believing that there is always a way to keep all parties happy. Nevertheless, people with this personality type are quick to show their displeasure and are likely to adopt a “black and white” approach to things they are really passionate about. If the field they are working in rewards these traits, ENFJs should have no difficulties progressing in their career.

It is also important to remember that a better position does not necessarily come with more freedom. If anything, it can mean more red tape and more supervision. ENFJs excel in roles where they are able to help other people grow and develop, both within and outside of their organization, and they also want to stay true to their principles and be recognized. Ironically, getting promoted can often hinder rather than ease such efforts – sometimes, you may be better off staying in the same role for longer, using the time to learn something new and then looking for a better paid job at a different company. Depending on the company, corporate jockeying may not be fruitful for ENFJs.

There may be times when getting a promotion is simply unrealistic, either because of the organizational culture that sees little value in the skills that the ENFJ can offer, or simply because of the lack of room for growth. Here are some ideas of what ENFJs could do – changing the employer is an obvious option, but is it the only one?

Alternative Options

However radical this may seem, you do not need to be employed to live comfortably. We live in the age of possibilities and selling your time to a corporation is not the only way to generate income. ENFJs are imaginative, bold individuals, and their ability to make connections between seemingly unrelated things

and ideas can be very valuable. So why not try putting some of those ideas into practice and turning them into your own business?

Many people find the notion of self-employment quite scary – however, the times when someone could spend 20+ years working at the same company and not worrying about the future are over. Job security and guaranteed prospects are a thing of the past, with the exception of several fields such as military or medicine. Consequently, working for yourself may actually be a more secure and viable option, which also comes with a range of other benefits such as ability to plan your time, see tangible results of your work and, obviously, be your own boss. ENFJs value freedom, control and independence, and being self-employed would give them an excellent opportunity to enjoy these things.

Furthermore, self-employment solves one of the major hurdles that ENFJs are likely to encounter in the corporate environment – resistance by individuals who are more concerned about security or stability than causes or ideals. As a self-employed individual, you are free to choose which tasks you want to perform and which ones you want to delegate or outsource – no more following orders, doing tedious administrative work or dealing with people who are unable or unwilling to improve. Self-employment offers many major benefits to ENFJs, especially in today's global and always-connected environment, and people with this personality type are highly likely to be successful in this area. For instance, you could manage multiple teams of outsourced contractors, all working together in pursuit of a specific goal.

However, there is no point in trying to start a business without a good idea. This is where the ENFJs' ability to come up with unusual connections starts to shine. Anyone could think of a product that could be shipped from the East and sold in the West – but it takes a very imaginative mind to come up with an idea, product or solution that could grow into an innovative business venture. Think of an interesting way to fulfill an existing need (or create one) and do not be afraid to experiment. ENFJs can be excellent entrepreneurs, having the imagination necessary to develop a good business model, the ability to convince other people, and the willpower to keep going in difficult times.

Suitable Careers

Let's look at some specific jobs that ENFJs may find fit them the best. We do not try to offer a full list of professions. That would be impossible and the list would grow daily. We offer a sampling of jobs that are consistent with ENFJ personality traits with added explanations of why they are. Use this to create guidelines when thinking about your own career goals.

For those of you already employed, this may serve as a confirmation or an explanation for why you might be happy or unhappy where you are. We do not presume this to be a firm prescription of what you must do to be successful or happy. Rather, we hope it will provide you with some insight as you make your personal decisions.

Below, each category represents a strength of the ENFJ personality type, and a series of careers that capitalize most fully on that strength. Deciding on a career makes a big difference in job satisfaction, so we've separated these career opportunities into broad but uniquely appropriate interests.

Counseling, Psychology, and Medicine

We lump these three categories together because they speak to two of ENFJs' main motivators: empathy toward others and a sense of purpose. ENFJs gravitate toward that which promotes growth and self-discovery and that is the hallmark of these jobs. ENFJs have a gift for listening to others and reading people. They enjoy helping others gain insight about and control over their lives. These jobs have the additional benefit of allowing this Introverted type to work with their clients or patients and then step away to ponder.

Exposed to these professions mainly through television and movies, people are not aware these jobs are about more than the time spent with the patient. There is a great amount of time researching, writing notes and filling in charts which allows these professionals time to reflect in solitude. The balance between the personal touch of the visit and later thinking about the visit alone can be satisfying for ENFJs. ENFJs may do well in related administrative jobs as long as it's more about a vision and less about the "nuts and bolts". Specific potential jobs include:

- Alcohol and Drug Addiction Counselor

- Marriage Counselor
- Psychiatrist (as long as psychotherapy is involved and not just pharmaceuticals)
- Psychologist
- Social Worker
- Physician
- Nurse Practitioner
- Physician's Assistant
- Career Counselor
- Religious Worker
- Healthcare Administrator (if allowed to pursue a vision)

Education

The work of teaching and working with students suits ENFJs well. With younger students, they are imaginative and connect with them using their intuition and empathy. With older students, they present their subject with passion and creativity, especially if they teach something in the humanities. With adult learners, they are simply inspirational. They are keen on treating their students as individuals with their own specific traits and needs. While the more strongly Introverted ENFJs may find the constant contact with students and colleagues throughout the day taxing, they will nevertheless enjoy the sense that they are changing lives for the better.

ENFJs may regard standardized tests as interesting tools, but they will more interest in the uniqueness of their students as people. They may do well as administrators, but they usually do not seek leadership roles. Nonetheless, ENFJs often find themselves in such roles and do well in them. As with healthcare, they do better as visionary, creative leaders rather than strictly practical ones. Such jobs include:

- Pre-School, Elementary or High School Teacher
- College Lecturer (especially with topics like religion, philosophy or literature)
- Adult Education Teacher
- School Principal (but mostly as a visionary)

- Guidance Counselor
- School Psychologist
- Religious Educator

Business

People with this personality type tend to embrace anything involving personnel management. ENFJs are primarily interested in the human side of business. Their reliance on intuition will give them helpful insights in their capacities as human resource workers. Some jobs for an ENFJ to consider:

- Human Resources Manager
- Recruiter
- Trainer
- Career Guidance Counselor
- Conflict Mediator

Causes

ENFJs thrive on values-based causes and bringing about justice. They are at their best when they feel they are telling some larger truth. As an example, there are many reasons others might pursue a career in law: the excitement and challenge of winning, the thrill of finding solutions, the rush of making a great argument, the drama, the power, the fame and fortune... These attributes of the profession do not seduce ENFJs as they might other personality types. ENFJs more than likely pursue law to ensure that justice is served and values are upheld. . The same thinking can be applied to the following jobs:

- Lawyer
- Diplomat
- Politician
- Journalist
- Writer

What Makes a Job Unsuitable for ENFJs?

In modern society, we not only spend a great deal of time at work, but we also tend to need our work to give us meaning. We must be careful not to get stuck in a situation that doesn't suit us, as it can cause us to risk all manner of difficulties. Following are some characteristics of the types of jobs that may not be suitable for ENFJs.

Work That Is Cold or Data-Driven

ENFJs need their work to have a personal touch and prefer to focus on the human side of things. Factory or a data-entry jobs, where they have limited contact with other people, are probably not a good fit. Work revolving around *something* rather than *someone* just leaves ENFJs unfulfilled. They need work that has "soul". It's essential that their work feels purposeful and creative, so repetitious tasks are very unlikely to appeal to ENFJs.

Work With Loose Principles or Unclear Values

ENFJs struggle in any industry that does not have clear social responsibilities, and even more so if they sense the work might be doing harm to others. Businesses revolving around vices, such as nightclubs or casinos, leave ENFJs feeling guilty. Seemingly neutral work like investing or money management may feel shady to them if they perceive the business somehow takes advantage of others or is in any way detrimental.

Even in ideal roles like human resources, ENFJs feel uncomfortable if the company they work for has earned a bad reputation with its behavior, such as by the pollution of the environment. ENFJs need to feel management's values align with their own. They need a company culture that values integrity and reliability before they can settle into a job.

Workplace Habits

Most of us will spend a huge percentage of our life at work. This is why we believe that discussing how different personality types behave in the workplace is important. What drives them or makes them

miserable? How can you create a mutually beneficial and productive relationship with a specific personality type? How should you handle conflicts with them?

ENFJ Colleagues

- Cooperative, always eager to assist
- Very tolerant and open-minded
- Sensitive and intuitive
- Willing to express their opinion
- Find it easy to relate to other colleagues
- Seek win-win situations
- May be prone to taking on their colleagues' problems
- Loathe conflict and tension
- Highly idealistic, but also very insightful, able to sense somebody's motives nearly instantly
- Popular, friendly and altruistic (however, ENFJs need to make sure that their generosity is not being abused)
- Very serious about their duties and responsibilities, especially if they are strongly aligned with the ENFJ's principles
- Prioritize values and good atmosphere rather than cold facts or ruthless efficiency

ENFJ Managers

- Very charismatic
- Pay a lot of attention to their subordinates' needs
- Great communicators
- Able to easily inspire other people
- Good at recognizing other people's motives
- May be manipulative in some situations
- Have very high standards and expectations when it comes to competence and professionalism
- Able to accurately judge situations and subordinates
- Very principled and just

- Sensitive and understanding
- Cannot stand unreliable individuals
- Excel at coordinating and supervising people – not so good at managing systems

ENFJ Subordinates

- May get overworked if they receive too many requests for assistance
- Can cope with multiple tasks and responsibilities
- May underestimate their own capabilities
- Very reliable, loyal and hard-working
- Quick learners
- Vulnerable to conflicts and criticism at work
- Value personal touch and sensitivity rather than strict directives
- Dislike routine tasks
- Want their work to be meaningful
- Need to feel that their values are more or less in line with their manager's
- Are very hardworking and trustworthy, but may need occasional encouragement
- Value independence and informal relationships

What Do Other ENFJs Say?

It is one thing to read the description of your type – it is quite another to get tips and advice from fellow ENFJs. This is what other ENFJs say about their chosen career paths:

"I am currently a student majoring in Sanskrit and Latin literature, with the intention of getting a Ph.D. in Religious Studies. This seems right to me because I want to think about higher level, more philosophical problems about the meaning of life and how to live it and whatnot, but at the same time it utilizes the more structure-seeking and ambitious aspects of my personality as well."

"I have owned three businesses, starting from age 19. All have become at least 3 million dollar companies. The company I own now is a 10 million dollar company. I took plenty

of calculated risks and was not afraid to at least try. I get the most satisfaction when I have made other people successful. "

"I work as a fundraiser. This would definitely be considered one of my dream jobs. I get to connect with new people on a daily basis, and help other people and solve problems in the process."

"I am a sales manager leading a team of seasoned treasury management sales professionals in the banking industry. Of all of the positions that I have held within this organization I do love this one as it give me the opportunity to work with both clients and internal partners, present to groups and be involved in the strategic process and leadership within my division."

"Currently just finished an Early Childhood Studies degree. Will go on to do a Primary PGCE course (teacher training). Want to teach special needs children and have worked in this field as well as nursery work. I consider working with children with special needs my dream job as I love the challenge and the children – you get very attached to them and it's very rewarding seeing them make even a bit of progress."

"I work in a PR agency as a project manager. This is pretty much my dream job – though I would rather be on the client's side than the agency's."

"I have been in Interior Design, Art Direction, Production Design, Copywriting and Marketing. I have loved all my jobs, I was successful at each one. I would do them all if I could. I embrace change."

"I currently work in the hospitality industry as a manager at a hotel. My dream job would be to own my own company or guest house where I could still enjoy interaction with guests and staff but would ideally love to work for myself."

"I am a Real Estate Agent/Broker, more specifically Commercial Property Broker. I work on my own, not employed by any company – this leaves me free to broker any type of property if I so wish. I consider this as fulfilling work because it is mainly goal orientated and allows me to be inventive i.e. making the impossible possible, like taking a conventional dead loss property and re-inventing its worth, then selling it or renting it out as the perfect solution to the client's needs. I enjoy such

challenges immensely and I enjoy offering a solution to my client's needs. However, I do often become frustrated as people generally are not bold or bright enough to see the opportunity I have just created for them out of thin air. I enjoy interacting with my clients and finding out about their individual/company circumstances and how I can help materialize their dreams/ideas through my services. Sometimes I am able to help unconventionally if I discover they have an underlying desire, i.e. a company representative may be looking for office space for their company, but in taking the time to talk to the person I discover he/she has a personal desire to speculate with property... in which case I would find the company their office space quickly then move on to finding the person his first speculation property, leaving both of us feeling just great. Working on my own as a broker as opposed to being employed by a real estate company gives me the freedom to do my own thing and to create my own individual path to success without the confines of an employer cramping my style."

"I do sales and relationship management for a financial services firm. This is close to my dream job because I can help individuals and influence important people."

"I am a secondary education teacher. My current job is being a 7th grade history teacher. I love my job! Working with teenagers is something I love. I love how young people can give back what you give to them in positive energy. I show them what I value in them and they give back 100%!"

"I am a student right now, but I want to and will be a politician fighting for the women rights, to do it better for us around the world and be a leader many look up to."

"I have been working in marketing and innovation for the last 8 years. To some extent, understanding consumer needs and actually developing a product to suit this need is very exciting and rewarding. I do not enjoy the mundane analysis that goes with it."

"I am a contract specialist for the US government. I love contracts – to me, they are signed wish lists, formed via negotiations. When the situation changes, contracts can be modified. I am the type to put up rather than speak up, so working on contracts is a way for me to check in with the other party and make sure everyone is being treated fairly. My dream job would be to work or found a non-profit organization that improves life for children. They need our care and protection to turn out right. I would like to hold essay contests (video contests, these days, I suppose), and award prizes and treats for those who need a little looking over to turn out right. I think I would work night and day and love it."

"I am a freelance writer, thus self-employed. It is definitely, definitely my dream job. After over twenty years of teaching at a university, I was finally able to let go of the safety net of that salary and become a full-time writer who lives the risky feast-or-famine life. My work has won over 100 awards and honors (chiefly in poetry). Except for my two novels (mysteries), all of my chapbooks and my two pending books of poetry have won their respective competitions. I am finally doing what it took years of independent study and work to achieve. Any dream job is surely one you are excited to resume the next day – and that is what I have."

"I am an academic (professor and senior manager). It is my dream job – teaching and making a difference!"

As you can see, ENFJs can be found in a variety of jobs, ranging from teaching to real estate management. It is not the role itself that matters, but the ENFJ's ability to use their imagination and diplomatic skills. There are fields that are more ENFJ-friendly than others (e.g. humanities, arts or personnel), but people with this personality type can carve out their niche anywhere, if circumstances are right and they are willing to put in the effort.

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