**ENFJ Career Profile**

ENFJs are most likely to find interesting and satisfying those careers that make use of their breadth of interests, their grasp of possibilities, their warmth and sympathy (i.e., their emphasis on interpersonal values), and their ability to organize. ENFJs are very often found in careers that require organization, expressiveness, and an interest in people's emotional, intellectual and spiritual development. Their orientation to people, their desire for harmony, and their imagination often attract them to these careers, and these same qualities often lead to their developing excellent skills in understanding and working with others. Their energy, warmth and compassion suit them to work in any field in which they have contact with others, and they are often skilled in promoting fellowship and harmony. They are willing to see the points of view of others, they are tolerant of a variety of opinions, and their enthusiasm often gives them exceptional skills in working with groups. These qualities and skills, in conjunction with their focus on possibilities for people, often draw them to the religious professions, counseling, or teaching.

ENFJs are often excellent communicators; they may have a facility for languages, and may be natural public speakers. Energetic, creative, and naturally engaging, they can be quite persuasive, and they are often found in careers where they can and do influence others; they are often called on to be leaders. ENFJs can be quite charismatic, and they are also often found in the performing arts. They usually want and need contact with others in their careers, and they not only appreciate opportunities to help others develop, but also want opportunities to do so themselves. Decisive and organized themselves, ENFJs also appreciate work environments that are organized and where they can be planful in their work.

These characteristics of ENFJs are also relevant to the other careers in which they are often found. They tend to have a great curiosity for ideas, are comfortable with the abstract and symbolic, and are often drawn to careers where creative or artistic expression forms a part. This is particularly true when the ideas and symbols can be used to make a difference for people. They report being attracted to careers where they can establish relationships in a supportive environment, where they can help others grow and develop, and where they can work with groups. In addition they enjoy opportunities to be creative, and to feel challenged, and they like being able to make their own decisions. ENFJs report that they prefer to avoid work that requires too much attention to detail and factual accuracy.

For ENFJs the job search is a natural extension of their energetic, people-oriented and organized style. They are able to see a variety of job possibilities, develop a job search plan, and develop and rely on existing networks in gathering information and in marketing themselves. Their enthusiasm, their people and communication skills, and their creativity are usually communicated to others during the job search. Potential drawbacks for ENFJs in the job search may include a tendency to make decisions or evaluations of a situation too quickly, inattention the details or facts of jobs or of the job search, and a tendency to take rejection personally. Under stress, they may become excessively critical, not only of themselves, but of others. They may also begin seeing career problems in a black-and-white manner and have unrealistic expectations for advice from experts. They can benefit from allowing their intuition to provide a broader, more meaningful perspective on their situation, and from appreciating that harmony is not always necessary or possible in the job search.

Examples of careers often chosen by ENFJs include religious professions (in all denominations and areas of service, including religious education), teaching, counseling and psychology, acting, music, fine arts, writing and journalism, library work, and health care professions (including family practice medicine, nursing, and health education). Other careers in which ENFJs are often found are listed in the next section of this report.

ENFJs are found much less often in careers that require interests or skills in business or technical analysis, attention to detail, or hands-on precision trade work, as in engineering or computer operations. They are also found much less often in careers that involve a great deal of interpersonal conflict, administrative work (particularly if that work is not related to a people-oriented profession), or careers that have a low level of contact with people, as in police or corrections work or business management. Careers in which ENFJs are less often found are also listed in the next section of this report.

## • Careers in which ENFJs are most and least often found

In the previous type description you have read about some of the general career patterns that are often associated with being an ENFJ. The specific occupations listed below are occupations in the CAPT databank that have the highest and lowest percentages of ENFJs.

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All of the careers in the databank can be ranked from highest to lowest, based on the percentage of ENFJs found in that career. Careers at the top of the ranking are the careers in which there are a greater than average number of ENFJs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of ENFJs. It is important to remember that not all careers or classes of careers are represented in these lists. The careers listed are intended to suggest patterns of interest for ENFJs, and to provide you with specific career ideas you may not have yet considered. They are not intended to be a list of careers that would absolutely be "right" for you. In fact, a wide variety of types are found in all careers and in any given career.

## • Careers most often selected by ENFJs

The careers in this list are the careers in CAPT's databank that have the highest percentage of ENFJs. The list begins with the careers that have the highest percentages.

1. Director of Religious Education
2. Minister
3. Clergy
4. Home Management Advisor or Home Economist
5. Rabbi
6. Priest or Monk
7. Teacher: Health
8. Psychodrama Therapist
9. Actor
10. Teacher: Art, Drama, or Music
11. Suicide or Crisis Counselor
12. Fine Artist
13. Counselor: Runaway Youth
14. Counselor: School
15. Teacher: English
16. Consultant: General
17. Optometrist
18. Musician or Composer
19. Counselor: Vocational or Educational
20. Teacher: Foreign Language in Junior or Senior High School
21. Counselor: All Categories
22. Artist or Entertainer
23. Religious Worker: All Types and Denominations
24. Dental Hygienist
25. Library Attendant
26. Physician: Family Practice and General Practice
27. Designer
28. Child Care Worker
29. Nursing: Consultant
30. Physician: Psychiatry
31. Teacher: High School
32. Writer or journalist
33. Nursing: Educator
34. Marketing Professional
35. Administrator: Elementary or Secondary School
36. Pharmacist
37. Health Education Practitioner
38. Psychologist
39. Administrator: Education
40. Food Service Worker
41. Teacher: University
42. Teacher: Pre-School
43. Religious Order: Lay Member
44. Librarian
45. Public Relations Worker or Publicity Writer
46. Teacher: junior College
47. Administrator: Student Personnel
48. Teacher: Middle or Junior High School
49. Social Scientist
50. Physical Therapist

## • Careers least often selected by ENFJs

The careers in this list are the careers in CAPT's databank that have the lowest percentage of ENFJs. The list begins with the careers that have the lowest percentages.

1. Restaurant Worker

2. Factory or Site Supervisor

3. Computer Operations, Systems Researcher

 or Analyst

4. Farmer

5. Social Services Worker

6. School Bus Driver

7. Small Business Manager

8. City Works Technician

9. Manager: Retail Store

10. Coal Miner

11. Manager: Corporate Executive

12. Steelworker

13. Manager: Regional Utilities

14. Corrections or Probation Officer

15. Personnel or Labor Relations Worker

16. Police Officer

17. Purchasing Agent

18. Military Officer or Enlistee

19. Construction Worker

20. Medical Secretary

In looking at these lists and related data we find that ENFJs tend to be drawn to those careers that appear to make use of their natural preferences. That is, the careers on the "most often selected" list are the careers to which we would expect ENFJs to be drawn, based on what we know about their type. The careers on the "least often selected" list are also what we would expect based on what we know about ENFJs.

 ENFJs who work in careers that make use of their natural type preferences will more likely be satisfied and energized than ENFJs who work in careers that require them to make constant use of their nonpreferred functions. Working in a career that makes use of your natural preferences is more likely to be stimulating and enjoyable, and you are more likely to meet people of "like mind."

ENFJs who enter a career in which their type is more rarely found may find that they are less often working with people of "like mind." This may present you with some disadvantages as well as advantages. You may, for example, have difficulty understanding or being understood by your coworkers. In addition, ongoing use of your nonpreferred functions may lead you to feel stressed or fatigued. On the other hand, you may bring a unique and exceptionally valuable perspective to your work, one that your coworkers will not have considered. You may also carve out a path or choose a specialty within that career that is particularly suited to ENFJs. Alternatively, you may need to find a way outside of your career to satisfy your natural type preferences. As we noted earlier, there is much more to an individual than their type preferences, and all types tend to be found in all careers.

It is a fact that ENFJs are found in many of the careers on the "less often selected" list, but it is equally true that they are not found in very high numbers. If you are considering a career less often selected by ENFJs, you may also want to clarify the different factors influencing your career decisions. Is this a career that you feel a call to pursue? Are your family, friends, or environment pushing you to be in a particular career, one that may be less satisfying to ENFJs? Do you have an accurate picture of what is involved in that career? You may find it helpful to talk to a friend, per­ sons in those careers, or counselor about some of these issues, in order to make more informed decisions.

*Gathering Career Information, Making Decisions, Planning and Taking Action*

You now have some sense of the patterns of career choice among ENFJs. This section of the report will address how your type preferences may influence three activities often involved in career exploration: gathering information, making decisions, and taking action. As you read this section of the report, keep in mind the following question: What do you need to do to make use of your strengths and to minimize the potential blindspots of your type as you go about these activities?

## • Gathering information

An important step in career exploration is finding out more about yourself and the careers you are considering, and there are a variety of ways to do that. You can, for example, call and meet with people, read biographies or reference materials, talk with a counselor, take career instruments, or do volunteer work.

Gathering information about yourself and about careers is an ongoing process in career exploration. It is important not only to take advantage of your natural strengths, but to be sure you don't miss some forms of information-gathering that may be less preferred by ENFJs. For example:

As an extravert you may be more likely or more inclined to engage in information-gathering activities that involve interacting with others or gaining direct experience. Examples include networking, interviewing, volunteering, or interning. You may want to be sure that you also take time to gather information in ways that require alone-time and reflection. Examples include reading career materials, and working through self-assessment exercises. As an intuitive type you may be more inclined to look at patterns in the information that you have, in the careers to which you are attracted, and to look for the meaning in those patterns. You may also be more willing to trust your "hunches" in your career exploration. You may tend to pay attention to possibilities and become excited by distant future goals inherent in a career. You may want to be sure that you attend to factual material and information about careers (e.g., jobs available, salaries, location), and be sure to gather some first-hand experience.

As a feeling type you may be inclined to trust and make use of information gathered from others you respect and about whom you care. You may also be more inclined to make use of formal or informal counseling for career issues, particularly if you like and trust the counselor. In your pursuit of personal forms of information, you may overlook the wide range of information available elsewhere in more objective forms (e.g., job analyses and reference materials). You may also want to consider the importance of an objective analysis of your career situation, and the importance of attending to the long-range consequences of some of your decisions.

As a judging type you may be inclined to come to closure prematurely, and you may benefit from continuing to gather information, even if the information seems inconsistent with your initial direction.

## • Making decisions

Even though it may feel as though there must be one big decision in your career exploration, in fact you are making decisions all along the way. You have probably already made some tentative decisions about your type preferences, and you have probably already decided against some career options even as you have considered others.

The purpose of this section of the report is to help you see what may be the strengths and potential blindspots for your type as you go about making career decisions.

Effective decision-making depends on having both good information (using sensing or intuition) and a reliable method for weighing that information (using thinking or feeling). The two middle letters of your type formula tell you which information-gathering function and which decision-making function you prefer to use. As someone who prefers intuition, you may be most inclined to:

* trust the kind of career information that opens up new possibilities for your imagination.
* pay attention to meanings and/or patterns in the career information you have, and put it in the context of your life and future.
* be concerned with the potential for growth or change in a career, and be concerned with where you want to be several months or years down the road.
* consider a variety of career options, whether or not they fit with your past.

For a more thorough assessment of your career situation, it may be important for you to pay attention to pragmatic and factual kinds of career information as you assess yourself, such as education, skills, and work history. You may also benefit from attending to facts about jobs and the job market, such as job avail­ ability, location, and salaries available. As someone who prefers feeling, you may also be inclined to:

* approach your decision-making in a more personal manner, giving weight to the impact of decisions on yourself and others about whom you care.
* look at how much you care about the outcomes of the various choices you have available to you, and how the outcomes affect what is important to you.
* make decisions that are based on values that are of long-term importance to you.
* make personal decisions based on a sense of right and wrong, or good and bad, regardless of whether the choices are logical or not.

For a more thorough evaluation of your career situation, you may want to consider not only how much you care, but also what are the logical consequences, good and bad, of acting on each career option. You may also want to consider, objectively, how well you would fit in a career given what you know of yourself and that career option, regardless of how your decision might affect others.

There is another factor associated with your type that may have an effect on how quickly you make decisions, and how comfortable you are with those decisions.

Persons with your combination of extraversion and judging (E-J) are often described as decisive and action-oriented. EJ types often say that they decided early on a career or career area and tend to feel generally certain about their decisions. If this description fits for you, it may be important for you to allow yourself the freedom to simply gather career information without rushing to a decision-making mode. In this way you may find new and potentially useful career options.

## • Making plans and taking action

Once you have made some decisions, you need to make plans and take action. Planning may include such things as setting career goals and breaking those goals down into short term tasks to be accomplished. Career goals may include settling on a first career, planning to make changes within a career you already have, or changing careers entirely. Short term tasks may include plans for getting further training or education, making business contacts, going on information interviews, and/or (re-)writing your resume. Taking action means moving from the planning to the doing phase and acting on the goals and tasks you have set for yourself.

The purpose of this section of the report is to make you aware of some of the strengths and potential blindspots your type may bring to these planning and action steps. Your preference for extraversion may show in a tendency to:

* network naturally and already have access to a large network.
* be comfortable with information interviewing.
* move readily to the action phases.
* represent yourself well verbally in interviews.

Possible blindspots may be that you discuss the career exploration process too much with others, or that you interact for the sake of interacting and do not gather appropriate information. Another blindspot may be that you act too quickly without reflecting and may mistake activity for results. It is also possible that you may come on too strong by talking too much and not listening enough.

Your preference for intuition may show in a tendency to:

* be very good at setting up long term goals and envisioning steps for getting there.
* be good at seeing alternatives to traditional career search and development paths.
* represent yourself in an optimistic way in inter­ views and be very convincing (especially if extraverted as well).
* see possibilities for employment where others do not.

Possible blindspots may be that you see too many possibilities and have difficulty focusing or have difficulty acting on the possibilities. Other potential blind­ spots may be that you have difficulty following through once goals and plans are made, or that you underestimate or leave out important pragmatic steps in setting and achieving goals. It is also possible that you may not respond as well to interview questions asking for specific details. Your preference for feeling may show in a tendency to:

* be willing and able to make use of networks and relationships, and information interviews.
* communicate a warm, personable and pleasant image in interviews.
* be able to read the expectations and needs of the interviewer.
* communicate in an interview your sensitivity to people issues.

Possible blindspots may be that you expect personal contacts alone to win a job, or that you take tough interviews or job rejections personally. Other potential blindspots may be that you present in an interview as too warm and not as someone who is task­ oriented, or that you may give more personal information than is needed in interviews. Your preference for judging may show in a tendency to:

* be good at developing a series of steps for reaching goals and planning actions.
* be good at meeting deadlines and achieving goals set, and be more willing to act once a decision is made.
* communicate a task-orientation in interviews.
* communicate a willingness to take on responsibility.

Possible blindspots may be that you are impatient with the gathering of information and move to premature closure. You may also have difficulty staying open to new information as it presents itself if it does not fit your plan, or you may be rigid about career goals. Other potential blindspots may be that you appear inflexible in interviews, or that you mistake efficiency for effectiveness in planning and acting.