**ENFJ Overview**

For ENFJs the dominant quality in their lives is an active and intense caring about people and a strong desire to bring harmony into their relationships. ENFJs are openly expressive and empathic people who bring an aura of warmth to all that they do. Intuition orients their Feeling to the new and to the possible, thus ENFJs often enjoy working to manifest a humanitarian vision, or helping others develop their potential. ENFJs naturally and conscientiously move into action to care for others, to organize the world around them, and to get things done.

ENFJs love opportunities to talk with and learn from others, and derive great joy and energy from diving right into the sea of relationships that make up our world. To ENFJs, people are what the world is about. ENFJs are warm, enthusiastic, and optimistic people who have a wide range of friends and an active social life. Their sociability is not quiet, but very expressive and fun-loving, and ENFJs wear their hearts on their sleeves.

ENFJs tend also to have exceptional people skills. At their best, they are compassionate and exquisitely sensitive to the feelings and needs of others, and they energetically respond to those needs. ENFJs strive to establish harmony in their relation­ ships, one expression of which is their bias toward cooperation. They are not only cooperative themselves, but win cooperation from others through their empathy and warm caring. Their concern with harmony may at times, however, manifest itself as an avoidance of conflict.

ENFJs make decisions based on personal values and on their very clear sense of right and wrong, which they usually share openly. Conclusions about people are often drawn quickly and with certainty. When an ENFJ decides a person is trustworthy and good, it is a difficult conclusion to dispel; ENFJs prize and embody loyalty. However, it is equally difficult for them to dispel negative conclusions they may draw. ENFJs can at times be frustrated by those who are not as quick to decide and to act as are they.

Intuition orients ENFJs to the future, to possibilities, and to patterns, thus their style is both caring and imaginative. They are creative folks who enjoy planning, and they are especially excited by "possibilities for people." Their preference for Intuition also gives them a more conceptual and global approach to life. Intuition provides support to dominant Feeling by keeping ENFJs open to new information, but the dominant force for ENFJs is still their desire to actively bring the outer world into harmony with their intensely felt people-values.

As a rule, ENFJs are responsible people who like to get things settled and who are conscientious in following through on commitments. ENFJs like to be involved in many things at once and often pull it off because they are organized. They can be particularly skillful in energizing people and orchestrating activities to achieve a vision. ENFJs are most deeply moved by causes that feed, nurture, and support people, and they have endless energy for work that fulfills their humanitarian values.

ENFJs are skilled communicators; they are often masters of the spoken word, but they may be quite skilled writers as well. Their thought is symbolic and metaphorical, and they look for meaning in everything. They revel in accounts of human events and relationships, as found in the theater, in cinema, and in writing, perhaps enjoying the active forms more so than the written. In their curiosity about ideas, ENFJs often enjoy school, particularly the humanities and arts. Since ENFJs value creativity, and they often have strong needs for freedom of expression, they are commonly found in careers in the performing and fine arts.

ENFJs are idealists who want and need active people contact in their careers. They orient naturally to the positive in people, and they want to help others manifest their potential. Often deeply concerned with the emotional and spiritual life, ENFJs are frequently found in careers where they can attend to issues of growth and human development. Since they look for meanings in words, actions, and events, ENFJs can have acute insight into people. They are often group catalysts and may be inspiring and persuasive healers, teachers, motivators, and leaders. ENFJs issue directives naturally, which they see as a way of facilitating group · process; with business interests and with their orientation to the future, ENFJs can be insightful marketers and natural planners.

In relationships, ENFJs are friendly, energetic, and emotionally expressive. They exude charm, but may also over­ whelm others through too much enthusiasm. ENFJs are typically generous and hospitable folks who value genuineness in their relationships. Though ENFJs can be very tactful, they may at times be experienced as manipulative. They certainly do not intend to be, but their clear perception of "the good" can lead them to make decisions for others and to push others toward what the ENFJ perceives to be the best for that person.

Another danger for ENFJs is that they may inadvertently take on the concerns and responsibilities of others, and in their desire for harmony their own needs may not get met. ENFJs express appreciation naturally, and they thrive on both recognition and appreciation; as a result ENFJs tend to be hurt by indifference. EJ\,lfl, are very much turned off by criticism and cool logic.

For ENFJs, there is often a certainty in their conclusions about what is the good and right action. Development of intro­ verted Intuition will help them stay open to new information, particularly about people, and also help them avoid some of the pitfalls of this certainty. With their idealism, ENFJs can have unrealistic expectations about relationships, and they may have too many "shoulds." Development of Intuition will keep them open to others' ideas, and help them listen to what others have to say. Development of Sensing will help ENFJs to see things as they are, and ways to work out their dreams in the practical world. ENFJs can also grow from learning to acknowledge unpleasant facts about themselves and others, and from learning to solve rather than ignore problems, a skill that will come with development of their Thinking.

Under stress, ENFJs can become rigidly narrow in their perceptions, and become extremely emotional and generally irritable. They may doubt themselves and their abilities, and indiscriminately seek help or advice from others. Under great stress, ENFJs can become exceptionally critical of themselves and in contrast to their usual concern for appreciation and harmony, they can become decidedly critical of others.