**ENFP Career Profile**

ENFPs 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 adaptability. ENFPs are very often found in careers that are characterized by interests and abilities in working with people and fostering their growth, or that require skills in communication and expression, whether in oral or written form. Their interest in symbols, meaning, and human relationships often attracts them to careers where they can be active, involved with others, and/or pursue new horizons. These same qualities can also lead to their developing particular skills in understanding others and drawing out the possibilities in them. Their imagination and enthusiasm lead them to be innovative in whatever they have chosen as a career, and they are almost driven to think of new projects and new ways of doing things. Their inspirations provide them with the energy to initiate a variety of new activities, and finding solutions to problems energizes them. They do not sit still for long, if ever, due to their active involvement with the world.

Their spontaneity, warmth, optimism, and keen interpersonal perceptions can make them exception­ ally skillful in working with people, whether they have chosen to encounter others through sales, teaching, counseling, or any other people-oriented career. ENFPs may be remarkably skilled at motivating others, and usually feel at home working with groups of people. Their adaptability allows them to work with others, or in any career setting, from inspiration rather than from a plan, and they typically prefer to have relatively few rules or structures in their work environments. ENFPs can often develop skills in any field that truly interests them. Their facility with symbols and their interest in meaning and the abstract often lead them to the arts as a mode of self-expression, but their skills and interests may lead them into the sciences as well.

These characteristics of ENFPs are also relevant to the other careers in which they are often found, careers that provide opportunities to be creative, such as careers in the expressive or fine arts. ENFPs report being attracted to careers that allow for challenge and variety, and where they can work with ideas and continue to learn. They want work that they can care about, where they can work with and help people, and where self-expression and creativity are possible. They would also rather be involved in the beginning or start-up phases of a project than be responsible for detail work and follow-through.

For ENFPs the job search can be an opportunity to use their energy, creativity, and adaptability. They can imagine a variety of job possibilities, make use of their wide variety of relationships to gather information about job opportunities, and market themselves with confidence. Their ingenuity, enthusiasm and people skills will usually be communicated to others during the job search. Potential drawbacks for the ENFP in the job search include unrealistic expectations about jobs or the job search, a tendency to let opportunities pass by for lack of decision-making, and failure to be organized or to follow through on important details. Under stress, ENFPs may become withdrawn and listless, or they may become inappropriately concerned with the details of the job search. They may find it helpful to reconsider what their values are and what is important to them as they attend to the realities of the job search, and to appreciate the necessity of taking a measured approach to the job search process.

Examples of careers often chosen by ENFPs include counseling, teaching (particularly at the high school and university level), psychology, journalism/writing, social science, fine arts, acting and entertainment, music, the ministry and religious education, food service, and public relations. Other careers in which ENFPs are often found are listed in the next section of this report.

ENFPs are found much less often in careers that require a great deal of precision and logical analysis, or careers that are highly structured or routinized, such as careers in management or in the hard sciences. ENFPs are also found less often in careers that require a great deal of hands-on work or work in isolation. Careers in which ENFPs are less often found are also listed in the next section of this report.

## • Careers in which ENFPs 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 ENFP. The specific occupations listed below are occupations in the CAPT databank that have the highest and lowest percentages of ENFPs. All of the careers in the databank can be ranked from highest to lowest, based on the percentage of ENFPs found in that career. Careers at the top of the ranking are the careers in which there are a greater than average number of ENFPs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of ENFPs. It is important to remember that not all careers or classes of careers are represented in these lists.

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The careers listed are intended to suggest patterns of interest for ENFPs, 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 ENFPs

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

1. Psychodrama Therapist
2. Journalist
3. Counselor: Rehabilitation
4. Teacher: Art, Drama, or Music
5. Counselor: Runaway Youth
6. Research Assistant
7. School Counselor
8. Psychologist
9. Director of Religious Education
10. Counselor: All Specialties
11. Clergy
12. Suicide or Crisis Counselor
13. Writer
14. Musician or Composer
15. Vocational or Educational Counselor
16. Social Scientist
17. Computer Operator
18. Actor
19. Public Relations Worker or Publicity Writer
20. Restaurant Worker, Waiter or Waitress
21. Administrator: Student Personnel
22. Social Worker
23. Artist or Entertainer
24. Receptionist
25. Dental Hygienist
26. Engineer: Aeronautical
27. Consultant: Education
28. Surveyor
29. Speech Pathologist
30. Fine Artist
31. Insurance Agent, Broker, or Underwriter
32. Office Manager
33. Minister
34. Teacher: junior College
35. Teacher: Health
36. Teacher: Special Education
37. Religious Order: Lay Member
38. Cashier
39. Food Service Worker
40. Priest or Monk
41. Nursing Aide
42. Religious Educator: All Denominations
43. Medical Assistant
44. Editor
45. Consultant: Management Analyst
46. Teacher: English
47. Occupational Therapist
48. Human Resources Planner
49. Teacher: Pre-School
50. Lawyer

## • Careers least often selected by ENFPs

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

1. Scientist: Chemistry
2. Farmer
3. School Bus Driver
4. Manager: Retail Store
5. Manager: Corporate Executive
6. Steelworker
7. Administrator: Social Services
8. Computer Systems Analyst or Support

Representative

1. Sales Manager
2. City Works Technician
3. Management Consultant
4. Coal Miner
5. Physician: Pathology
6. Engineer: Chemical
7. Manager: City, County, or State Government
8. Small Business Manager
9. Transportation Operator
10. School Principal
11. Corrections Officer
12. Guard or Watch Keeper

In looking at these lists and related data we find that ENFPs 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 ENFPs 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 ENFPs.

ENFPs who work in careers that make use of their natural type preferences will more likely be satisfied and energized than ENFPs 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."

ENFPs 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 ENFPs. 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 ENFPs 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 ENFPs, 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 ENFPs? Do you have an accurate picture of what is involved in that career? You may find it helpful to talk to a friend, persons 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 ENFPs. 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 ENFPs. 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 perceiving type you may be inclined to believe that you continually need more information, and you may benefit from making some judgments about the wealth of information you have already collected.

## • 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 blind spots 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 informatio11-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 perceiving (E-P) are often described as adaptable and always seeking new experiences. EP types often say that they feel pulled in many directions and don't want to miss options by settling on a career too soon. If this description fits for you, it may be important for you to ask yourself to make some tentative decisions so that directed action can be taken, and for you to realize that you are not closing off your options forever in doing so.

## • 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 perceiving may show in a tendency to:

* be able to adjust plans and redefine goals as you go along.
* be able to see options that others do not.
* be open to seize opportunities as they come along.
* appear flexible, spontaneous, and adaptable in interviews.

Possible blindspots may be that you spend too much time gathering information, and you may have difficulty acting or committing. Other potential blindspots may be that you do not set realistic time frames or deadlines for achieving goals. You may also be in danger of appearing too flexible and not goal­ directed enough in interviews.