

### ENFJ: (Extraverted-iNtuitive-Feeling-Judging)

- Friendly and empathic.
- Are very alert and responsive to the needs of others. They want to make sure that everyone is taken care of and see the potential in almost everyone.
- Naturally organized. This quality, combined with their natural sensitivity to how others are feeling translates into exceptional social-emotional group leaders, teachers, and counselors.
- Usually pleasant, conflict-averse and blessed with a solid code of ethics
- Wired to excel in leadership roles in a manner that does not tend to trigger resentments in others over their accomplishments.
- Drive to excel comes more from an internal standard they are wired to hold themselves to than from a desire to directly outperform others.
- Are usually ideal employees. ENFJs feel responsible for the outcome of any project in which they are involved, no matter how small their actual role. If someone is not doing his or her part, and it does not seem he or she can or will do it, ENFJs will find a way to make sure it gets done right. This characteristic of ENFJs often translates into working overtime and getting promotions that place them in a central quality control role. The down side of this natural upward cycle of promotions is the development of chronic physical conditions including headaches, neck and shoulder tension as well as maladies of the stomach and intestinal track. This can ultimately lead to burnout if ENFJs are unable to separate some of their sense of self from their job performance.
- Friends and loved ones can tell ENFJs to ease up and stop feeling so responsible for how everyone is doing, but this is not likely to happen. Like all NF personality types ENFJs do not choose to feel this level of responsibility, it is in their wiring. It is as if they are 'Chief of the Tower' at a busy airport

and if they 'ease up,' a plane will crash, and it will be their fault. Nothing you say will make them feel any different.

- If, for some reason, they are unable to accomplish what they set out to do, ENFJs can become so upset that they lose their ability to focus effectively. They may have difficulty stepping back and analyzing what appears to be going wrong. They will just work harder and harder at what they are already doing, getting increasingly upset, sometimes to the point of burning out and having to quit what they are doing.<sup>1</sup>
- ENFJs naturally take/feel responsible for the upkeep of their home and the raising of their children. They are comprehensively attentive, wanting to make sure that the individual needs of their loved ones are consistently met. Tend to be very consistent, unassuming, modest and nurturing.
- Are conflict averse and may take on a life partner's share of family responsibilities rather than risk confrontation. Consequently it is important that ENFJs have affirming individuals in their lives.
- Need to include relaxing activities in their lives (if they can!).

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<sup>1</sup>This may explain what happened to ENFJ tennis professional Jim Courier. On February 20, 1992 he was the number one ranked player in the world, winning grand slam titles at the Australian and French Opens. He won two more grand slam titles in 1993 but by the end of that year his overall performance started to decrease. Already known as one of the hardest working/training players on tour, Courier's solution to his declining performance outcomes was to train even harder. His success rate, however, just got worse. Courier never recovered the form that carried him to such great heights in 1991-1993. By 2000 his ranking had dropped to 290 and he retired. The most likely explanation for what happened is that the effort Courier put in from 1990- 1993 that led to such outstanding results had left him mentally, physically and emotionally drained and in need of a break to recover. ENFJs, however, are not wired to consider a break as a solution thus the natural vulnerability to burn out.