

ENFJ Overview

| Order of Preferences | Type Dynamics |
|--|---|
| <ul style="list-style-type: none"> ❖ 1st Feeling: Dominant ❖ 2nd Intuition: Auxiliary ❖ 3rd Sensing: Tertiary ❖ 4th Thinking: Inferior | <ul style="list-style-type: none"> ❖ Extraverted Feeling: Outwardly decisive, collaborative, and considerate ❖ Introverted Intuition: Inwardly focused on possibilities for people ❖ Sensing: As you mature, consider more practicalities ❖ Introverted Thinking: Developmental challenge is assessing situations objectively |

ENFJ Brief Description:

- ❖ Leads by facilitating, helping others plan and cooperate to meet goals
- ❖ Influences by clarifying processes by which goals can be met
- ❖ Focus is on encouraging others in building consensus

ENFJ Characteristics Frequently Associated:

- ❖ Warm, empathetic, responsive and responsible
- ❖ Attuned to the emotions, needs, motivations and see potential in all
- ❖ Want to help, loyal, sociable, responds to praise

Managing Stress:

Appreciate your stress triggers and figure out ways to minimize them: Stress triggers for ENFJs may include people not open to change, routine, disorganization, conflict, confrontation, criticism, competitive situations and sudden change of plans.

Understand how your type displays stress: Under stress, ENFJs may become sarcastic, cranky, short-tempered, impatient, rigid, self-critical, and become distant and overlook details.

| Situations that are stressful for ENFJs: | |
|--|---|
| <p>E = Typical Work Stressors for Extraverts</p> <ul style="list-style-type: none"> ❖ Working alone ❖ Having to communicate mainly by email ❖ Lengthy work periods with no interruptions ❖ Having to reflect before taking action ❖ Having to focus in depth on one thing ❖ Getting feedback in writing only | <p>N = Typical Work Stressors for Intuitive Types</p> <ul style="list-style-type: none"> ❖ Having to attend to realities ❖ Having to do things the proven way ❖ Having to attend to details ❖ Checking the accuracy of facts ❖ Needing to focus on past experience ❖ Being required to be practical |
| <p>F = Typical Work Stressors for Feeling Types</p> <ul style="list-style-type: none"> ❖ Analyzing situations objectively ❖ Setting criteria and standards ❖ Critiquing and focusing on flaws ❖ Focusing on tasks only ❖ Being expected to use logic alone to make decisions ❖ Asking questions that are divisive | <p>J = Typical Work Stressors for Judging</p> <ul style="list-style-type: none"> ❖ Waiting for structure to emerge from process ❖ Being expected to use “inner timing” ❖ Too much flexibility around time frames and deadlines ❖ Having to marshal energy at the last minute ❖ Staying open to re-evaluation of tasks ❖ Dealing with surprises |

Managing Stress Tips for ENFJs:

- ❖ In your dominant, you enjoy starting new projects, changing your routine, and confiding in an understanding friend or to self through journaling.
 - **TIP:** Think about how you perform at your best. Try to proactively create more situations like these. Recognize when you're working on tasks that you prefer not to do over an extended period of time. Ask for help, take breaks, spend time alone, write in a journal or talk it through with an uninvolved person.
- ❖ When you are under stress, you may become overly critical and domineering, sidetracked by poor logic, and begin compulsively searching for answers through books or unusual philosophies.
 - **TIP:** Learn to recognize when you are becoming stressed, so you can pause and reflect. Be open with others about being stressed and build in time for solitude and rest.
- ❖ Your desire to help others and achieve goals can lead you to become overcommitted and overwhelmed with projects.
 - **TIP:** Learn to balance idealism with practicality and create realistic expectations of yourself and others.
- ❖ Be careful not to interpret corrective feedback as personal criticism.
 - **TIP:** Acknowledge and reflect on the feedback. Consider it a helpful tool for your growth and development.
- ❖ To maintain a balance, regularly explore your personal values and commitments.
 - **TIP:** Embark on a new project, take breaks, nurture yourself through solitude and rest. Proactively build in times for breaks on busy days to help you recharge and be happy. Before major events spend time talking it through with someone not involved or writing to yourself in a journal.
- ❖ Document actions to help you adapt and flex outside your preferences to manage stress triggers.
 - **TIP:** Conduct a continue, start, and stop exercise that can help you simplify ways to implement actions on a regular basis. For example:

| Continue | Start | Stop |
|--|--|---|
| <ul style="list-style-type: none"> ❖ <i>Focusing on what is positive, harmonious, and uplifting</i> ❖ <i>Radiating goodwill and enthusiasm</i> | <ul style="list-style-type: none"> ❖ <i>Using logical analysis by understanding cause and effect when making decisions</i> ❖ <i>Transforming a stressful situation into a rewarding experience</i> | <ul style="list-style-type: none"> ❖ <i>Taking feedback as criticism</i> ❖ <i>Becoming rigid or negative in your thinking</i> |