

 TypeCoach *Verifier*

CREATIVE
EMPATHETIC
SENSITIVE **PLANFUL** **TALKATIVE**
IDEALISTIC **VISIONARY** **VALUES-DRIVEN**
ENFJ
CHARISMATIC **AFFECTIONATE**

Presented in Partnership With

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LEADERSHIP DEVELOPMENT

HIGHLY ENERGETIC, MAGNANIMOUS, SENSITIVE

Empathetic, high energy, charismatic, and humorous, ENFJs are “people” people who tend to develop instant rapport with others. ENFJs are usually comfortable sharing personal information about themselves early in a relationship, and often drawing the same out of others. Their exceptional social skills, genuine warmth, passion, and high positive energy attract others to them. ENFJs spend a great deal of time connecting on a “personal level” in their work relationships and maintaining a large professional network, and become drained by long stretches of time working alone.

CREATIVE PROBLEM SOLVERS, IDEA GENERATORS

ENFJs are much more “idea generators” than they are “detail people,” and they love to discover “win-win” solutions that have a long-term positive impact on people. There are two phases of most projects or meetings: 1) the initial “big picture,” “vision setting” stage; and 2) the logistics or “action items” stage. ENFJs often shine during the former, and gain much more energy from creating, rather than from executing. They typically enjoy those “blank page” assignments with maximum creative license to design the vision from scratch and find an original, “out-of-the-box” approach to a complex problem.

ENFJs Thrive Most in Roles That Provide

- Maximum creative license
- New challenges and opportunities to grow
- A highly social and collaborative environment
- Finding the solutions that most positively impact people
- Minimal negative energy and tension

DIPLOMATIC, EMPATHETIC

Highly emotionally intelligent, ENFJs are great at “reading” the emotional state of others, and excel at delivering difficult messages with compassion and diplomacy. They thrive in collaborative environments, and have a gift for persuasion and building consensus. ENFJs are happiest when they are inspiring others, helping them gain a new perspective and reach their maximum potential in life. Naturally empathetic and sensitive, ENFJs tend to “wear their hearts on their sleeves,” and often feel things more deeply than others. They sometimes have immediate emotional reactions that are often visible, and they are quick to address others’ emotions.



PERFECTIONISTIC, FOCUSED, CLOSURE-ORIENTED

“Good enough” is not typically part of the vocabulary for an ENFJ. Blessed with tremendous focus, will power, and perseverance, ENFJs constantly push themselves to reach any goal they have set out to achieve. Not big fans of “winging it” or surprises, ENFJs find lack of closure to be anxiety producing. As a result, they typically prefer to plan way ahead, and over prepare whenever possible.

INSPIRATIONAL CATALYSTS

ENFJs quickly see the positive potential in other people and constantly seek to inspire others to reach their maximum potential. Colleagues feel encouraged to aim big, and just being around an ENFJ can provide them with the boost of confidence needed to accomplish their goals. Careers advance and projects get done – all much faster due to the presence and efforts of the ENFJ.

NATURAL CONNECTORS

ENFJs have minds built to immediately connect concepts and ideas, as well as people. They easily remember immense amounts of information about each person in their often large network, and have a knack for connecting people who have shared interests. Gracious and warm, ENFJs are also the type most naturally gifted at hosting parties, and have a way of making others feel like the most important person in the room.

ENFJs are the personality type MOST likely to:

1. Heavily weigh their first impression of someone
2. Feel strongly about people quickly (positively or negatively)
3. Be seen as both highly empathetic and highly self confident
4. Be a great networker who enjoys making connections for others
5. Constantly seek to improve themselves in every way (perfectionist)
6. Inspire and gain support from large numbers of people very quickly
7. Be seen as highly diplomatic, eloquent, an excellent public speaker
8. Confidently follow their hunches especially about people
9. Be seen as any of these: charismatic, gracious, generous, articulate
10. Make a fantastic first impression

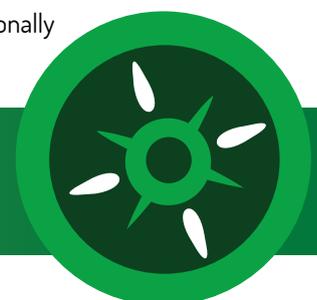


TOP 5 POTENTIAL ENFJ STRENGTHS

Pursuit of Excellence	ENFJs are constantly in pursuit of the best in themselves, while expecting the same from those around them. The key is to assess whether the effort pays off, focusing energy on tasks and projects that will yield the best investment of your time.
Connecting with People	ENFJs are “connectors” in every sense of the word, quickly building rapport and connecting people in their network who have common interests. ENFJs go out of their way to add value to the lives of almost everyone with whom they interact. Ensure you are making the most of your exceptional people skills in your role.
Idea Generation	ENFJs are blessed with a creative spark that allows them to continually generate creative ideas, especially when brainstorming with others. To keep you most engaged and passionate, find ways to increase your percentage of time spent generating ideas.
Inspirational Leadership Style	People often feel inspired to perform their best when around ENFJs, who are naturally great at expressing appreciation, collaborating, building consensus, and providing just the right support for each situation and individual.
Diplomacy	Articulate, empathetic, and persuasive, ENFJs are perhaps the most diplomatic type. An ENFJ can quickly read between the lines and adjust their style to each person or situation. Find ways to bring this skill to your role, such as: delivering tough messages or feedback, resolving conflict, negotiating, or building consensus.

TOP 5 POTENTIAL ENFJ CHALLENGE AREAS

Prioritizing Your Needs	Highly aware of others’ needs and deeply empathetic, ENFJs need to ensure that they also prioritize meeting their own needs with the same energy and drive that they put into taking care of others. Learning to say “no” or to solicit help when overwhelmed, and scheduling regular “you” time in the calendar can be greatly beneficial for ENFJs.
Building Trust Carefully	ENFJs see the best in others, often giving those who make a great first impression the benefit of the doubt for a very long time (the “halo effect”). Artful deceivers may get an ENFJ to embrace a person or idea on a false premise – at the ENFJ’s expense. Practice building trust more slowly, and paying attention when others don’t see a person or idea in the same rosy light that you do.
Balanced Decision Making	ENFJs are naturally in tune with how both they and others feel about things, which can result in a tendency to make decisions that are based heavily on emotions. Pausing to gain perspective, weighing the pros and cons, or talking through an important decision with an objective outsider can help an ENFJ make more balanced decisions.
Revisiting Initial Impressions	Just as ENFJs are prone to the halo effect, the reverse holds true as well; if not careful, ENFJs can base too much weight on their initial negative impressions of people or ideas. Awareness of this potential can help you give others a second chance, especially introverted types who tend not to make great first impressions.
Managing Conflict	ENFJs are passionate, especially about their values. They care deeply about their ideas and beliefs, and can have strong emotional reactions. Working to take things less personally and to react less intensely in the moment is worthwhile.



Top 10 Actions ENFJs Can Take to Become Balanced

1. Take extra time to consider facts and evidence
2. Schedule “you” time to take care of just your own needs
3. Say “no” when you are maxed out
4. Wait 24 hours before responding if you are having a strong emotional reaction
5. As often as possible, let your fantastic sense of humor shine through
6. Carefully revisit your first impression of people or ideas when it differs greatly from others’ perspective
7. Consult a “thinker (T)” confidante who can help provide an objective analysis when you are making a big decision, or are taking something personally
8. Build trust slowly with those who make a great first impression, to avoid the “halo effect”
9. When taking something personally, ask yourself how someone you know who is less sensitive would react to the exact situation
10. Instead of avoiding conflict, use your charm and diplomacy to let others know what is bothering you (in a timely manner)

Stress Triggers for ENFJs

- Criticism without positive reinforcement
- Conflict and negativity
- Lack of recognition or appreciation from others
- Being undermined or taken for granted
- Impersonal treatment or feedback

ENFJs Experiencing EXTREME Stress

- Take criticism especially personally
- May over-extend themselves
- Feel victimized or play the “martyr”

Stress Solutions for ENFJs

- Schedule down time to relax completely
- Get a change of scenery
- Exercise can be particularly helpful for ENFJs
- Humor and light entertainment
- Talking with a reassuring, complimentary friend



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