



Myers – Briggs Type Indicator® Career Report

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ENFJ
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Introduction

This report is prepared to help you understand your results on the **Myers-Briggs Type Indicator®** (MBTI®) instrument and how they can be applied in the organizational settings.

The MBTI assessment is a self-awareness tool based on the theories of Swiss psychologist **Carl Gustav Jung** and the work of an American mother-and-daughter team, **Katherine Briggs** and **Isabel Myers**. With more than sixty years of research and development supporting its reliability and validity, the MBTI tool has helped millions worldwide develop a deeper understanding of themselves and others.

The MBTI Assessment is nonjudgmental and helps people learn about themselves through an investigation of what they prefer, or their preferences. The MBTI assessment sorts individuals in terms of four pairs of preferences, or dichotomies, that reflect

Source of Energy

Mode of Taking in Information

Mode of Evaluating Information

Lifestyle

Extraversion-Introversion (E-I)

Sensing – intuition (S-N)

Thinking – Feeling (T-F)

Judging – Perceiving (J-P)

In understanding your MBTI results, remember that the MBTI tool

- Describes rather than prescribes, and therefore is used to open possibilities, not to limit options
- Identifies preferences, not skills, abilities, or competencies
- Assumes that all preferences are equally important and can be used by every person
- Is well documented with thousands of scientific studies conducted during a sixty-year period
- Is supported by ongoing research

How Your MBTI® Career Report for Students is Organized

- **Summary of your MBTI® Results**
- **Overview**
- **Learning**
- **Writing**
- **Procrastination**
- **Work Related Strengths**
- **Work Related Weaknesses**
- **Career Satisfaction**
- **Career Exploration**
- **Job Search**
- **Conclusion**

Summary of Your MBTI® Results

This report is based on your results (best fit type) you have mentioned in the self scorable MBTI answer sheets after type verification process during the feedback session.

Best Fit Type				
Where you focus their attention	E	Extraversion Preferences for drawing energy from the outside world of people, activities, and things	I	Introversion Preferences for drawing energy from one's inner world of ideas, emotions, and impressions
The way you take in information	S	Sensing Preferences for taking in information through the five senses and noticing what is actual	N	Intuition Preferences for taking in information through a "sixth sense" and noticing what might be
The way you make decisions	T	Thinking Preferences for organizing and structuring information to decide in a logical, objective	F	Feeling Preferences for organizing and structuring information to decide in a personal, values-based way
How you deal with the outer world	J	Judging Preferences for living a planned and organized life	P	Perceiving Preferences for living a spontaneous and flexible life

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

ENFJ Snapshot

ENFJs are interpersonally focused, understanding, tolerant, appreciative, and facilitators of good communication. They enjoy working with others on a variety of tasks focused on the development of people. Although the descriptors below generally describe ENFJs, some may not fit you exactly due to individual differences within each type.

Appreciative	Expressive	Personable
Enthusiastic	Organized	Energetic
Congenial	Diplomatic	Supportive
Responsible	Idealistic	Loyal

ENFJ Overview

ENFJs are generally outgoing, enthusiastic, warm, empathetic, and supportive. They typically get their energy from being around people and enjoy social situations and building individual relationships. They tend to have a good sense of humor and enjoy telling jokes or funny stories. The ENFJ is often confident, honest, and adheres to their values. They tend to deal with situations and make decisions by consulting their feelings and considering their values. ENFJs are often effective communicators. They are open to hearing the opinions of others and are comfortable discussing their thoughts and views. They are also able to generate interest and gain support for their ideas.

The ENFJ often possess exceptional people skills. They tend to excel at interacting with all people and drawing out those who are typically reserved. They are also able to encourage, influence, or manipulate people based on the information that they relay and approach that they use. An ENFJ typically sees the capabilities of people and wants to help them realize their potential. They tend to have an insight into the needs of others and their greatest satisfaction often comes from serving and assisting people. In their pursuit of helping others, they should be cautious not to neglect their own needs. ENFJs place an importance on relationships and are focused on maintaining harmony. They tend to make judgments about people and should consider all relevant details to ensure that their perceptions are realistic.

ENFJs tend to focus on possibilities, generate ideas, and see the big picture. Although they can handle details, their preference is to work with broad ideas. They typically use their insight to identify new possibilities for people, ways to create positive change, or methods for overcoming problems. The ENFJ is often enthusiastic about projects of interest and will work hard and persevere to complete their tasks. They desire to finish projects and make quick decisions in order to create a sense of closure. They often enjoy variety and being faced with a challenge. They also tend to value teamwork and can organize people or resources to achieve a goal or complete a task. The ENFJ will often structure their days to involve working with people. However, they generally need to spend an adequate amount of time on their own to facilitate their identification and reflection of new ideas or possibilities.

LEARNING

The ENFJ student will often...

- Prefer material to be planned and organized
- Be interested in information that results in positive changes for people or communities
- Enjoy opportunities for interaction and discussion
- Formulate their thoughts by talking through their ideas
- Require positive encouragement
- Desire instructors to effectively and clearly communicate information
- Prefer to study with others

WRITING

The ENFJ tends to use figurative or conversational language to write on topics that impact their life or the lives of others. They may also be interested in topics that use their insight and creativity to explore areas for change or discuss their values. Overall, they prefer subjects with a personal nature and may struggle with writing on impersonal issues. ENFJs often have a good understanding of the time required to complete their writing and they likely enjoy taking the lead on a group project. Their writing inspirations often result from interacting with people. They are also generally able to overcome or prevent writers block by communicating with others throughout their writing. However, they may need to be cautious that they do not spend too much time talking through their ideas and avoid spending time on their own to do their writing.

In the writing process, the ENFJ will often...

- Generate numerous writing ideas
- Persuasively present their thoughts
- Limit the amount of time spent reflecting
- Clearly present complex information
- Need to monitor the amount that they use "I"
- Benefit from revising work to be more objective and incorporate a greater use of logic

PROCRASTINATION

ENFJs are often motivated to complete their work on time and may not experience significant procrastination. They tend to limit their procrastination to a specific situation that likely involves a relationship component. These situations may result from a fear of rejection, concern over meeting someone's expectations, or a conflict with a friend. Procrastination may also result from disagreeing with an instructor or a discriminatory and unwelcoming classroom environment. The most effective way for ENFJs to overcome procrastination is to address the underlying relational issue. They may find it helpful to gain insight into the situation by discussing their concerns and feelings with an outside source.

WORK RELATED STRENGTHS

- Excellent communication and presentation skills
- Charismatic leadership and ability to build consensus
- Enthusiasm and ability to enlist cooperation from others
- Decisiveness and organizational skills
- Eager to “think outside the box” and consider new possibilities
- Empathy and ability to anticipate others’ needs; a genuine concern for people
- Varied interests and being a quick study
- Ability to see the big picture and the implications of actions and ideas
- Drive to be productive and reach your goals
- Deep commitment to perform work you really believe in

WORK RELATED WEAKNESSES

- Reluctance to work on projects that conflict with your values
- Tendency to idealize people and relationships
- Difficulty working in competitive or tension filled environments
- Impatient with structures and people who are inefficient or uncooperative
- Avoids conflict and has a tendency to ignore unpleasantness
- Tendency to make decisions too quickly, before gathering adequate information
- Reluctance to discipline subordinates
- Tendency to make errors when hurried
- Tendency to micromanage and resist relinquishing control

CAREER SATISFACTION FOR ENFJ

Doing work that

- Lets me establish and maintain warm and supportive interpersonal relationships with coworkers, clients, customers, etc.
- Lets me develop creative solutions to problems on projects that I believe in and where I can see the positive results of my efforts for other people
- Is done in an environment where expectations are clear, contributions are appreciated, and personal and professional growth and development are encouraged.
- Lets me be a part of a team of other creative people I trust as well as being busy and productive
- Allows me time to develop creative solutions to problems and then share them with other supportive and caring people
- Is done in an active and challenging environment where I am able to juggle several projects at once
- Lets me use my organizational and decision making skills and have control and responsibility for my own projects
- Gives me a variety of activities but allows me to work in a relatively orderly and well planned manner
- Is done in an environment that is free from interpersonal conflicts and ongoing tension
- Exposes me to new ideas and lets me explore new approaches, especially those that will improve the lives of other people

CAREER EXPLORATION

An ENFJ tends to find career satisfaction with careers that have the following characteristics:

- Requires multi-tasking, organizing, and making decisions
- Involves working with others and developing relationships with a variety of people
- Requires creative problem solving that benefits others
- Promotes individual responsibility and freedom to complete interesting tasks
- Provides specific and clear expectations
- Recognizes and appreciates individual contributions
- Promotes personal and professional development
- Fosters a warm, supportive, and appreciative environment with minimal conflict

When exploring career options, an ENFJ will often...

- Set optimistic, long-term goals with corresponding action plans
- Gather career information through discussions with others
- Need to ensure they have gathered adequate career related details
- Benefit from realistically evaluating what is involved in a career
- Make a decision quickly and should ensure they consider all information
- Base their decisions on what they value and should be cautious not to be overly influenced by others

JOB SEARCH

During their job search, an ENFJ will often...

- Organize and follow a comprehensive job search plan
- Need to ensure they have considered all the details
- Create new job possibilities and opportunities
- Network with a large group of individuals
- Commit the same time and energy into their search as working a job
- Need to be cautious not to personalize rejection or criticism
- Make quick decisions and benefit from considering all their options
- Base decisions on their feelings and should logically and realistically consider their options

During an interview, an ENFJ will often...

- Create a feeling of rapport with the interviewers
- Confidently and enthusiastically discuss their skills and experience
- Need to ensure they refrain from talking too much
- Benefit from being able to discuss how their people skills can financially benefit the company
- Discuss their future potential for the company and should include their current contributions to the organization

For more than 60 years, the MBTI tool has helped millions of people throughout the world gain a deeper understanding of themselves and how they interact with others, helping them improve how they communicate, work, and learn.

REFERENCES

Tieger, P. D., & Barron, B. (2007). *Do What You Are "Discover the Perfect Career for You Through the Secrets of Personality Type"* (4th ed.). Park Avenue, New York: Hachete Book Group, USA.

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POPULAR OCCUPATIONS FOR ENFJ'S

People with ENFJ preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

- Religiously Oriented Occupations
- Home Economist
- Optometrist
- Musician and Composer
- Counselor
- Arts and Entertainer
- Dental Hygienist
- Physician: Family and General Practices
- Designer
- Child Care Worker

[\(ALLEN L. HAMMER - INTRODUCTION TO TYPE AND CAREERS\)](#)

- Arts and Entertainment: Actor, Musician and Composer
- Child Care
- Community services and social work
- Counseling: Mental Health, School, Career
- Dental Hygiene
- Fine Arts and Crafts artist
- Health Education and Home Health
- Interior design
- Lodging and hospitality
- Management and Administration: Education and Personal Services
- Marketing, Public Relations and Sales/Advertising
- Medicine: Family, General Practices
- Optometry
- Photography
- Writing and Journalism
- Religious Professions
- Social and political sciences
- Teaching: All levels
- Teaching: Arts, drama, music
- Psychology: Clinical, Counseling , Physical Therapist

[\(CHARLES R. MARTIN, PHD - LOOKING AT YOUR TYPE "YOUR CAREER"\)](#)

- Actor
- Advertising
- Artist
- Communication Director
- Composer
- Consultant: General, Management
- Designer
- Entertainer
- Home Economist
- Interpreter
- Journalist
- Librarian
- Musician
- Nursing Consultant
- Occupational Therapist
- Psychiatrist
- psychologist
- Sales Management
- Social Scientist
- Teacher
- Writer

[\(DONNA DUNNING - WHAT'S YOUR TYPE OF CAREER\)](#)

- Adult Day Care Coordinator
- Advertising Account Executive
- Broad Cast Industry
- Career Counselor
- Corporate Outplacement Counselor
- Coach
- College Professor
- Communication Director
- Copy Writer
- Child Welfare Worker
- Dean o f Students
- Dental Hygiene
- Guidance Counselor
- Early Education Teacher
- Eco - Tourism Specialist
- Program Designer
- Engagement Manager
- Entertainer
- Executive: Small Business
- Facilitator
- Fund Raiser
- Director of Assisted Care Living Facility
- Holistic health practitioner
- Hotel and Restaurant Manager
- Psychologist
- Human Resource Recruiter
- Informational Graphic Designer
- Interpreter
- Labour Relations manager
- librarian
- Managing editor
- Marketing Executive
- Marketing Manager
- Ministry
- Music Director
- News Caster
- Writer/ Journalist
- Nutritionist
- Occupational Therapist
- Personal Counselor
- Personnel Recruiter
- Planned giving officer
- Politician
- Employee Assistance Counselor
- Project Manager
- Nonprofit Organization Director
- Public Health Educator
- Public Relations Specialist
- Vocational Rehabilitation Counselor
- Recruiter
- Sales Manager
- Sales Trainer
- Set Designer
- Social Worker
- Sociologist
- Special Education Teacher
- Special Events Planner
- Substance Abuse Counselor
- Talent Director
- Teacher: Art/Drama
- Transport Coordinator
- Travel Agent
- TV producer
- Urban and Regional Planner
- Recreational Director
- Human Resource Development Trainer

[\(PAUL D. TIEGER AND BARBARA BARRON - DO WHAT YOU ARE\)](#)

However, there are successful people of all types in all occupations. The key to getting where one wants to go involves firstly identifying what one really wants, something that comes from a more individual place than type. Individuals with ENFJ preferences then need to use knowledge of their type to gain insight into how they might approach the different activities in planning a career. In other words, ENFJs need to build on the strengths of their type and address potential obstacles that may come along with their style as they explore options, connect with others, make decisions, and manage their careers.

LESS POPULAR CAREERS FOR ENFJ

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with ENFJ preferences are, however, less often attracted to careers and occupations characterized by a great deal of technical or tough-minded analysis and attention to detail, as in engineering or computer operations. They are also found much less often in careers that involve a great deal of interpersonal conflict (as in police or corrections work), business management (particularly if that work is not related to a people-oriented or service profession), or careers that have a low level of contact with people and/or a significant amount of hands-on precision work, as in many out-of-doors jobs, production/construction, and repair and maintenance jobs.