

# ENFP

*ENFPs give life an extra squeeze*



## EXTRAVERTED INTUITIVE FEELING PERCEIVING

In general, ENFPs are initiators of change who are keenly perceptive of possibilities, and who energize and stimulate others through their contagious enthusiasm. They prefer the start-up phase of a project or relationship, and are tireless in the pursuit of new-found interests. ENFPs are able to anticipate the needs of others and to offer them needed help and appreciation. They bring zest, joy, liveliness, and fun to all aspects of their lives. They are at their best in situations that are fluid and changing, and that allow them to express their creativity and use their charisma.

- ENFPs are full of enthusiasm and new ideas; they see significance in all things and prefer to keep lots of options open
- They are perceptive and keen observers who notice anything out of the ordinary
- ENFPs are creative, perceptive and imaginative; they prefer to understand rather than judge
- ENFPs have lots of initiative and find problems stimulating

### **Choosing a Major**

- May declare many majors until one captures their imagination
- Tend to be happy in majors or careers where they can initiate new ideas that others will implement
- Found frequently in counseling, teaching, the arts, journalism, advertising, sales

### **Learning Style**

- Material must stimulate their imagination
- Impulsive energy may lead them to get involved in one project after another, sometimes not finishing them
- Enjoy complexity and abstractions
- Express themselves well, especially spontaneously
- Like variety in classes, subjects, majors, and tests

### **Reading, Writing, Studying**

- Dislike uninspired routine and may avoid necessary details
- Like to study in groups but sometimes find that nothing gets done
- May read anything; tend to have piles of books and magazines around
- Write quickly when inspired, dashing off a first draft after “talking out” the paper
- Must push themselves to rewrite a second or later draft, and usually benefit from editing the first one for organization, missing logic and data

### **Playing**

- Usually involved in campus social life
- Like floor mates to gather together for impromptu games or discussions, even at exam time
- Report they have no trouble dating one a week or more
- Motto might be “Work must be fun”

### **Possible Causes of Stress**

- May like to test the limits of college rules – and sometimes push too far
- Among college females, tend to be the most assertive of the types
- May “burn out” or develop physical problems because of trying to do it all
- May not finish projects if they don’t care enough about the topic
- May say “yes” to anything interesting with little sense of priority

### **Dealing with Stress**

- Naturally good at getting things done at the last minute with a burst of energy
- Natural versatility and openness to change helps reduce stress
- Must find some time to be alone
- Learn to set priorities and say “no” to some requests
- Need to pay attention to physical needs

**Work Related Strengths:**

- Innovative thinkers, good problem solvers
- Can combine their talents with interests and abilities of others
- Can find success in whatever interests them
- Good at putting the right people into the right positions/tasks
- Motivate others with infectious enthusiasm and energy

**Work Related Weaknesses:**

- May not be well organized or good at setting priorities
- Have trouble following through on details of a project
- May become bored and easily sidetracked
- Don't usually enjoy anything repetitive or routine
- Usually less effective working alone

**CAREER SATISFACTION** means doing work that:

1. Lets me work with a diverse group of people on a variety of projects, motivated by creative inspiration
2. Lets me create new ideas, products, services, or solutions to problems that will help other people, and then see my projects become reality
3. Is fun, challenging, and always varied
4. Rarely requires me to handle the follow-through, routine details, or maintenance of a system or project
5. Lets me work at my own pace and schedule, with a minimum of rules or structure and the freedom to act spontaneously
6. Lets me meet new people, learn new skills, and continually satisfy my curiosity
7. Is consistent with my personal beliefs and values and lets me create opportunities that benefit others
8. Is done in a friendly and relaxed environment with humor, goodwill, and a minimum of interpersonal conflict
9. Allows me the freedom to follow my inspirations and participate in exciting and intriguing adventures
10. Is done in an environment that appreciates and rewards enthusiasm, ingenuity, and imagination

## Popular Occupations for ENFPs

In listing occupations that are popular among ENFPs, it is important to note that there are successful people of all types in all occupations. However, the following are careers ENFPs may find particularly satisfying and some of the reasons why. This is by no means a comprehensive listing but is included to suggest possibilities you may not have previously considered. Although all of these occupations offer the potential for career satisfaction, the future demand for some careers is anticipated to be greater than for others.

### Creative

Journalist	Screenwriter/playwright
Columnist	Character actor
Musician/composer	Newscaster
Interior decorator	Artist
Reporter/editor (magazines)	Informational-graphics designer
Desktop publisher	Editor/art director (Web sites)
Educational software developer	Creative director on a multimedia team
Multimedia producer	Director of regional/community theater
Documentary filmmaker	Costume and wardrobe designer
Television producer	Broadcast news analyst
Cartoonist and animator	Exhibit designer

The obvious appeal of these creative careers is the opportunity to continually develop new and original approaches. ENFPs enjoy the creative process, especially if it offers opportunity for collaboration and to be inspired by working with others. The more unconstrained and flexible working environment, the better ENFPs like it. They work well independently but need frequent, spontaneous interaction with others to keep their creative juices flowing and to keep their work fun.

### Marketing/Planning

Public relations specialist	Marketing consultant
Advertising account executive	Copy writer/publicity writer
Advertising creative director	Strategic planner
Publicist	Research assistant
Editor/art director (magazine)	

ENFPs usually are excellent long-range thinkers and can easily see the possible effects of an idea, program, or service on others. They take the needs and concerns of other people into consideration in their planning and often devise innovative and humane solutions to problems. They enjoy creative problem solving, especially as part of a lively and energetic team. Often clever and funny, many ENFPs find satisfaction in writing advertising copy for print or broadcast media. The fast pace and constantly changing face of advertising is also appealing. And they can be great spokespeople for organizations in the role of a public relations manager.

**Education/Counseling**

Teacher: special education	Child welfare counselor
Bilingual education teacher	Development director
Teacher: early childhood	Career counselor
Teacher: art/drama/music/English	Residential housing director
Substance abuse counselor	Ombudsperson
Pastoral counselor	Rehabilitation worker
Social scientist	Educational psychologist
Planned-giving officer	Social worker (elderly and child day care issues)
Philanthropic consultant	Social psychologist
Counseling psychologist	Anthropologist
High school guidance counselor	Parent instructor, child development course

Many ENFPs find work that has a positive impact on others to be intrinsically satisfying. They can be compassionate and supportive psychologists and creative and enthusiastic career counselors, helping their clients find new and original solutions to problems. Their focus is on possibilities, especially for others, and they have an infectious and energizing style that motivates their clients to try to make positive changes in their lives. They enjoy helping others develop their own spirituality and often are attracted to careers in some form of ministry. As ombudspersons, they are effective and innovative catalysts for change within organizations, helping individuals by serving as a guide to available resources.

**Health Care/Social Service**

Dietitian/nutritionist	Massage therapist
Physical therapist	Legal mediator
Chiropractor	Speech-language pathologist/audiologist
Urban regional planner	Holistic health practitioner (alternative medicine)
Public health educator	Employee assistance program counselor
Occupational therapist	

These fields in health care and social service are generally appealing to ENFPs, in part because of their helping nature an opportunity to use creative approaches but also because these tend to be careers one can self-manage while remaining independent and flexible. ENFPs in these careers are most satisfied when they are able to work outside of a rigid traditional structure, perhaps as consultants serving a variety of clients.

**Entrepreneurial/Business**

Consultant	Marketing executive: radio/TV/cable broadcast industry
Inventor	Advertising account manager or account executive
Sales: intangibles/ideas	Diversity manager – human resources
Human resources manager	Human resources development trainer
Conference planner	Environmental attorney
Personnel recruiter	Employment development specialist
Restaurateur	Labor relations specialist
Corporate/team trainer	Public relations specialist
Merchandise planner	Outplacement consultant
Management consultant: change management/team building/diversity	

ENFPs are born entrepreneurs! They enjoy working for themselves because it gives them the freedom, flexibility, and the opportunity to choose the projects they wish to work on and the people they want to work with. They usually have an abundance of ideas they want to see turned into reality, particularly those that will affect other people. Many ENFPs enjoy consulting in the areas of team building, conflict resolution, or increasing effectiveness in the workplace. They also enjoy being independent sales people, especially selling intangibles – ideas, rather than products.

The conventional business world is usually not appealing to ENFPs because they dislike excessive rules, regulations, or standard operating procedures. However, within traditional organizations, ENFPs flock to the human resources departments in the role of trainers and counselors. They find that a career as an employment development adviser uses their abilities to plan ahead and devise creative ways for people to do their work while keeping the organization's goals in mind.

Remember, these are only some areas that provide satisfying expressions for the unique natural talents of the ENFP.