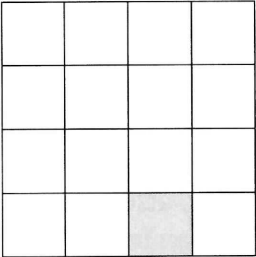


ENFJ

Dominant Extraverted Feeling Auxiliary Introverted Intuition



ENFJs are warm and outgoing, including others and facilitating interactions. They are perceptive about people, and their great strength is seeing and supporting the positive potential in others.

Change is exciting to ENFJs. They readily find possibilities in new situations. Their understanding of others and their enthusiasm can make them inspiring leaders and catalysts. They are fiercely loyal to those whose values and commitment they respect. Change can also present difficulties for ENFJs, however. They have a hard time dealing with conflicts and real differences between people. Their most important commitment is to people, not institutions; they can be very upset if their values are not considered and supported during change.

When They Have to Deal with Losses

ENFJs contribute by:

- Processing feelings, talking things out
- Supporting those who are feeling losses
- Appreciating and thanking others
- Verbalizing how to take care of the people issues
- Celebrating what was positive about the past

ENFJs have difficulty with:

- Loss of relationships
- Making tough decisions that may hurt others
- Suppressing their own negative feelings
- The temptation to cut off possibilities in order to have things clear
- Sensitivity to stress in their environment and to others' negative feelings

During the Transition Period

ENFJs report the following reactions:

- Feel frustration—want to get it over with
- Need more support and positive feedback than usual
- Are extremely uncomfortable with things being undecided
- Support others

ENFJs tend to focus on:

- Trying to structure the situation
- Possibilities—what can be achieved for people
- Trying to keep harmony
- Supporting and motivating others

During the Startup Phase

ENFJs report the following as obstacles to starting:

- Plans that do not take account of people
- Not having been able to process and sort out their losses
- Others' negative emotions about the change
- Not having been included in the planning process

ENFJs contribute by:

- Being enthusiastic, supporting the changes
- Making sure everyone is involved
- Dependably fulfilling their responsibilities
- Generating ideas and possibilities to make things better for others
- Supporting everyone

What ENFJs need during a time of change:

- Lots of support and positive feedback
- Time to support others and appreciation for playing that role
- Reassurance about continuing relationships
- Having their insights and values listened to and validated

What ENFJs report when not supported in a time of change:

- Worry excessively and obsessively
- Try hard to suppress negative emotions, can get stuck there
- Have trouble acknowledging conflicts, difficulties with people they care about
- Aggressively organize everything, including everyone around them