



PERSONALITY  
CENTRAL



# ENFP

## CAREER REPORT

Discover your Ideal Career Path  
with Personality Type

ETHAN LIN

3rd Edition

# ENFP CAREER REPORT

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## MESSAGE FROM THE AUTHOR

Choosing a career can be a daunting thing for people of any age.

How are we supposed to choose a career anyway?

The way society looks at careers feels so.... Final.

As if once the career is chosen, your life path is forever set and you'll either be happy or sad for the rest of life.

Feels like the same pressure you have to marry the right person!

The truth, as with most things, is somewhere in the middle.

There are indeed people who have resigned from finding a life of passion, fulfilment and joy that comes from choosing the right career.

They've given up.

Just settling for a routine life that pays the bills.

And yet there are those who chose the wrong career at the start, but yet eventually found the right one through exploration and research.

I was the latter.

I (INFP) studied accounts in university because I happen to be good in Math, only to find out midway that I HATED numbers.

I wanted to quit halfway, but because I was on scholarship, I persisted through but vowed never do to accounts in my life.

I went on to pursue my passion for understanding Type.

So here I am today.

The journey took several years, but I think I'm beginning to find my way.

Personality Type does not explain everything in life but knowing it is a big plus. Knowing it early, because you even choose your first field of study or job is even better.

I wished I learned this earlier in my life.

I wrote this because I know it will help you make a better decision in your professional life and I hope it will bless you tremendously and give you insights into yourself.

To your success!

Best Regards,

A handwritten signature in dark grey ink that reads "Ethan Lin". The script is fluid and cursive, with the first name "Ethan" and last name "Lin" clearly distinguishable.

Ethan Lin  
Founder,  
Personality-Central.Com

# OVERVIEW



We will begin an overview of the ENFP personality with their natural strengths:

## STRENGTHS

- **Sensitive and Caring**

ENFPs are sensitive and caring people who are concerned about the well-being of their family and peers.

- **Idealistic and Values-driven**

ENFPs have deeply held values that they want to see displayed in their world.

As a result, they may come across as idealistic.

- **Creative**

ENFPs often think outside the box and are not being bound by the status quo.

This makes them innovative people.

- **Great focus when engaged in a project**

ENFPs are focused and single-minded when they are engaged in a project they are passionate about.

They will become perfectionists and demand excellence from themselves.

## BLIND SPOTS

- **May overlook other points of views**

ENFPs may be too focused and rigid in their thinking that they overlook other legitimate points of view.

- **Take criticism personally**

ENFPs may sometimes take criticism of their work or performance personally, taking offence where none was intended.

- **Difficulty in going against popular opinion**

ENFPs value harmony in their relationships and when harbouring strong feelings against popular opinion, they may find it hard to oppose it.

- **May become overly emotional**

When dealing with matters that are close to their hearts, ENFPs may become emotional and illogical, even in the face of contradicting evidence or facts.

## CAREER SUGGESTIONS



I must stress that all personality types exist in all occupations.

Due to other factors involved such as interests, geography, salary and working hours, most people do not end up in occupations that ideally fit their personality.

However, if you are in a job or career that is not ideal for your type:

- You may experience difficulty communicating or agreeing with your co-workers. Because everyone else speaks a different language from you, you may find communication issues arising in the course of your work.



- What you deem to be important in a job may not be in sync with your colleagues; hence, the use of your personalities' strengths in the course of your work may not lead to promotion or reward.
- Because you do not feel your work is valued, you may experience stress, dissatisfaction, burnout and lack of productivity.

It doesn't mean you have to quit your job right now.

As you will learn later on in this guide, you can find satisfaction in your current job with some simple strategies.

With that, let's look at some possible careers for the ENFP:

## **CREATIVE ARTS, WRITING AND DESIGN**

ENFPs enjoy the creative arts.

They appreciate the arts, music, dance, and literature; they may even be talented in it.

They will enjoy a career that allows them to either display these talents or do it for a living.

Some careers include:

- Artist
- Architecture
- Musician
- Author (Fiction/Non-fiction)
- Journalist
- Interior Designer
- Comedian
- Actor
- Editor
- Graphics designer
- Director
- Producer

## EDUCATION AND COUNSELLING

ENFPs see potential in the people they meet, and they enjoy bringing out this potential through education.

They desire to empower others to become the best they can be, and so any role that involves that will appeal to them.

Additionally, ENFPs are insightful about people's needs and motivations, making them excellent counsellors.

These are some careers that will appeal to them:

- Teacher
- Early childhood educator
- College professor
- Counsellor
- Researcher
- Social worker
- Librarian
- Educational consultant
- Translator/interpreter
- Career counsellor
- Curator
- Educational software developer
- Curriculum developer
- Personal Coach

## RELIGION AND SPIRITUALITY

As mentioned above, ENFPs see potential in people and seek to bring out the best in them.

A career in the religious service will appeal to ENFPs as their role is to help people become better individuals through the deeper understanding of their faith.

They will be attracted to the following roles:

- Minister/priest
- Pastor
- Religious educator

- Missionary
- Church worker
- Pastoral counsellor

## HEALTH CARE

The natural compassion of the ENFP will make them good health care workers as well.

It will be ideal if they are also passionate to help others realise their potential through healthy living.

The traditional roles of doctor and nurse may not be as ideal due to the need for the ENFP to know the details of their patients all the time.

The following roles may appeal to them more:

- Dietitian/Nutritionist
- Physiotherapist
- Speech-language pathologist
- Holistic health practitioner
- Massage therapist
- Geneticist
- Athletics Coach

## HUMAN RESOURCE AND ORGANISATIONAL DEVELOPMENT

In the organisational setting, ENFPs find themselves most comfortable in the human resources and organisational development department, where their role is primarily to aid employees' growth and development.

Any role that involves training and coaching will appeal to the ENFP.

Some roles they could consider are:

- Employment development specialist
- Human resources development trainer
- Social scientist
- Strategic Consultant
- Management Consultant

- Industrial-organisational psychologist
- Staff advocate
- Executive Coach
- Project manager
- Customer relations manager
- Corporate communications executive
- Human resource recruiter
- Sales Trainer
- Staff welfare officer
- Corporate social responsibility officer

Remember that this list only seeks to be a guide for what you can do and is not exhaustive.

There are hundreds of career choices out there that you can consider.

What you should take away from this section is to understand why certain jobs appeal to you and apply it to possible career paths in your consideration.

# ORGANISATIONAL CULTURE



Even though you're in the right job, it is the culture or environment of the organisation that will ultimately determine your job satisfaction.

There are work environments that will support your development, and there are those that simply frustrate and stress you out.

When you are applying or considering a new job, consider looking for organisations that are known to have:

- **In line with your values**

ENFPs enjoy being part of organisations that share the same values and belief system as them.

Whether it is a social, environmental or a spiritual cause, ENFPs will perform at their best if they deeply believe in the organisational vision.

Consider joining organisations with a noteworthy purpose and mission which you can align yourself with; looking at the organisation's mission statement over the internet should give you a clear enough picture of this.

- **Emphasize relationships over results**

ENFPs like organisations that emphasise the importance of relationships over results, especially those that focus on encouraging and building unity and the individual rather than achieving top results.

This may include organisations that are family friendly with childcare services or moderate working hours.

Consider speaking to someone already working within the organisation to obtain a better idea of whether the organisational culture is to your liking.

- **Focuses on learning and development**

ENFPs see potential in others and see potential in themselves; they are growth-oriented individuals.

They like organisations which also see the importance of growth and development in their employees.

ENFPs see the need for continual learning and growth as they perform their jobs, if not, they will feel stagnant and frustrated as a result.

During your interview, ask about these learning opportunities in your role.

An organisation that focuses on it will be able to answer you readily.

## STRESSORS

However, watch out for these potential stressors:

- **Rigid manager**

ENFPs respect managers that are creative, adaptable and flexible to changes.

However, if their manager is rigid in sticking to organisational procedures and practices, ENFPs may feel stifled and frustrated.

- **Too much social interaction**

ENFPs are very comfortable working alone for long periods of time because it helps them to focus.

If they are required to socialise all the time, they will lose their effectiveness in their work as they become drained by the social interaction.

Look at your potential workspace; is an open work area or a closed one?

A closed work area will give less social interaction in the course of your work.

- **Clash with deeply held values**

ENFPs find it extremely hard to do work that is contrary to their most deeply held values.

This could range from issues such as ethical selling or work that could cause environmental harm.

If they observe such practices on their job, they may choose to withdraw or even choose to quit.



# JOB SEEKING



The job search process is unique to each personality.

In this section, you will learn about strengths and weaknesses inherent to the ENFP's personality during the job search process.

This includes exploring careers, choosing one, and the interview process.

## STEP 1: THE CAREER EXPLORATION PROCESS

The ENFP's career exploration process usually consists of:

- **Having multiple long-term idealistic goals**  
ENFPs are idealistic individuals who possess several big goals and dreams they want to achieve at any time.



- **Taking advantage of unexpected opportunities**  
ENFPs are flexible and adaptable individuals and will always notice and take advantage of unexpected opportunities that come along the way in their job search.
- **Search for environments for growth and learning**  
ENFPs will always look for organisations or environments where there is potential for them to learn and develop as individuals, both personally and professionally.

ENFPs may have blind spots in these areas:

- **May be overwhelmed by possibilities**  
Because ENFPs have so many idealistic goals, they may be overwhelmed by all the possibilities that they are considering.

They may even consider scenarios that they could do two jobs or pursue two goals at the same time, but as a result, end up overcommitting.

You should list down all your possible choices so that you have a better perspective of what is available for you.

## STEP 2: CHOOSING A CAREER

After looking at all your options, you will decide your choice.

Here are some things ENFPs will usually do when it comes to making the decision:

- **Considering values**  
ENFPs consider what is important to them when they are choosing careers.

Their values and beliefs system will determine what job they will ultimately choose.

- **People-centred approach**  
ENFPs also consider their relationships when they make big decisions.

This could vary from considering the effect on family time to the ease of interaction with their potential employer.

If the ENFP knows their employer personally, it is very likely they will end up choosing the job.

However, ENFPs should also consider these:

- **Systematically considering alternatives**  
Before they make a decision, ENFPs should look at the logical consequences of each of their choices.

By systematically looking at the pros and cons of each decision and talking to your peers about it, you will often see more factors that you did not consider in the first place.

- **Set deadlines for decision**  
Because of all the possibilities they are considering, ENFPs may be reluctant to decide their career choice.

Set deadlines for your decision and ensure that you stick to them and ideally find someone you can be accountable to.

### STEP 3: GETTING THE JOB

After you choose a few possible alternatives and sending your resume, the next step is to ace the interview.

In this section, you will understand your strengths in the interview process and some blind spots you have to watch out for.

- **Emphasize your ability to learn quickly**  
One of your greatest strengths is your ability to learn quickly.

You can observe how things are done and catch on extremely fast.

This ability will ensure you get into your role seamlessly.

During your interview, give your prospective employers some past examples of how you have achieved this.

- **Come across as a team player**

ENFPs are excellent team players.

They value relationships and harmony in the team and at the same time bringing original, unique insights.

They are sensitive to human interactions and can sieve out people's needs and motivations instinctively.

Talk about this with your interviewers and impress them with your past experiences in teams.

- **Emphasize your immediate contributions**

Because of your idealistic nature, you may talk about the big picture.

For example, you can share with the interviewers where you see the organisation and yourself in 5-10 years' time.

However, you should also emphasise on how you can make an immediate impact on the organisation and how your skills, experiences and abilities will add value to them instantly.

- **Speak up during interviews**

ENFPs tend to be a little shy and soft-spoken, and this could work against them during the interviews.

Because of their demeanour, interviewers may under-rate their abilities and skills, impressive as it may be.

Learn to be vocal and sell yourself confidently during the interview; employers do value an individual who is willing to speak up.

## WORK RELATED STRENGTHS AND WEAKNESSES



Getting the job is only the beginning of your journey.

Along the way, you will still face challenges in your workplace.

Ultimately, the way to excel in your workplace is to take up roles that take advantage of your personality strengths and minimise the use of your weaknesses.

In this section, I have included your personality strengths, weaknesses, and some tips for professional development.

## STRENGTHS

- Thinking outside the box**  
 ENFPs are excellent at creative thinking, coming up with innovative solutions and new-fangled methods that challenge the status quo.
- Deep commitment to work they believe in**  
 Deeply invested in work they believe in, ENFPs are very committed to producing work of the best quality, often bordering even on perfectionism.
- Ability to work well with people**  
 ENFPs are great with people, and know how to rally people behind a single cause to get things done.
- Adaptable to uncertain situations**  
 They are adaptable when the situation is uncertain and flexible enough to adjust themselves whenever the situation calls for it.
- Insightful into people's motivations**  
 ENFPs are very insightful about people's needs and motivations and can understand the gist of what is being communicated quickly as well as read the subtle non-verbal hints.
- Able to see the big picture**  
 ENFPs are conceptual people and can grasp the big picture easily during moments like vision sharing or goal setting.

Having understood the big picture, they can align themselves quickly and easily.

## WEAKNESSES

- Disorganisation and difficulty setting priorities**

ENFPs, unless well-trained, are likely to be disorganised in their administration work and are generally not very good at prioritizing their tasks.

They prefer to work on tasks that interest them the most at the moment, thereby neglecting some more important ones.

- **Discomfort with traditional organisational processes**

ENFPs feel restricted by traditional organisational processes and more often than not will try to work around them.

Hence, they are more likely to break standard operating procedures or other organisational processes.

- **Difficulty working in competitive environments**

ENFPs prefer a friendly, cordial and cooperative environment where all individuals are working together for the same goal.

They find it difficult to work in environments where competition is used as a motivator for performance.

- **Lack of follow through**

ENFPs are full of bright, innovative ideas.

However, they may lack the ability to follow through on what they have started out and instead might find themselves being distracted by another novelty.

- **May be unrealistic in projections**

ENFPs are idealists and often think of the best outcome for their ideas or vision.

However, this may make them unrealistic in projecting the future.

They should also consider worse case and probable scenarios in their thought process.

## PROFESSIONAL DEVELOPMENT

- **Set clear priorities for yourself**

As mentioned, ENFPs may have a challenge when it comes to prioritising their tasks.

Set aside time to think about which tasks reflect your values and are the most important – rather than doing something that others want you to do.

Follow through on your tasks until it is complete and stay away from distraction.

- **Generate alternatives when making decisions**

When making important decisions, do not be impulsive to choose the one which you feel most passionate about at the moment.

Learn to generate logical alternatives and consider their consequences before coming to a decision.

Consider talking to more people and asking yourself what reflects your values before you come to one.

- **Develop systems to help yourself with schedules, deadlines and commitments**

ENFPs are not good with details and keeping up with schedules, deadlines and commitments.

Find a mobile application or software that is able to help you keep track of them.

Managing your tasks well will project a more professional, dependable image to those around you.



## FINDING JOB SATISFACTION



You may not always get the job you want, or even if you do, you might find that the things you do on a daily basis do not use your personality strengths.

This is just reality; most people do not get perfect fits for their jobs.

However, by altering your job scope, you can put yourself in a position where your strengths are used, and you become a recognised and valued individual in the organisation.

Here are some tips for altering your job scope to your personality:

- **Draft a mission statement for your department or organisation**

It is important for you to see meaning and purpose in your tasks and it helps you do them far better.



Volunteer to head a committee to draft a mission statement so that everyone can see the meaning in their tasks.

- **Consider becoming a trainer or coach in your field of expertise**

You are a natural coach and inspirer to people around you.

If you possess a specialised set of skills, consider going into training and development to teaching others these particular set of skills.

- **Arrange more flexible working hours**

Flexibility on the job is important for you; ENFPs do not see a need for fixed working hours as they believe they should leave as and when the task is complete.

Consider speaking to your manager about some flexible work arrangements.

- **Delegate routine or detail work**

ENFPs can be extremely impatient and careless with detail or routine work.

Consider delegating these tasks so that you can focus on work that involves strategising or conceptualising.

## REFLECTION EXERCISE

Describe what you want from your ideal job.

Don't list out the type of jobs that you want, but rather the nature of activities you prefer to be involved in.

e.g. Instead of writing that you would like to be a manager, write out that you would enjoy people management, organising and strategising.

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List out at least three occupations or careers that will allow you to use your preferred skills as stated above.

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Write out some weaknesses or blind spots you can start developing today to help you succeed in your chosen career.

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## LAST WORDS



Finding an ideal career is a challenging task, and even with the guidelines and advice given in this report, you still may not end up in your ideal career.

The truth is we live in a world where many other factors come into consideration: salary required to support our families, working hours, travelling time, personal interests, economic conditions, availability of jobs.

Nonetheless, this report will help you to understand more about yourself and which jobs will appeal to you.

Whichever career you are in, you can take these insights with you and use them to your advantage.

Most importantly, understand that your personality is unique.

Sometimes, we can be very discouraged and second guess ourselves on the job, especially when we are in a career that does not support our personality preferences.

Granted, to be successful in certain careers require you to act and behave in some ways, but you must come to a point where you understand the difference between who you are and what you do.

While you can adapt what you do and how you behave in certain situations, you must always live with the understanding of who you are and not be apologetic about it.

When you fully accept yourself, you will find happiness, confidence and courage to be the best you can be.

Here at Personality Central, we hope to bring out the best in you through the insights with personality type.

For more information, please visit [www.personality-central.com](http://www.personality-central.com).