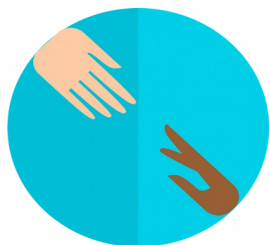


TypeFinder® Personality Assessment

RESULTS FOR: ABLAIR
MAY 4, 2020 - 6:59PM



You're an ENFJ

You are an **idealist organizer**, driven to implement your vision of what is best for humanity. You often act as a catalyst for human growth because of your ability to see potential in other people and your charisma in persuading others to your ideas. You are focused on values and vision, and are passionate about the possibilities for people.

E

Extraversion

Your energy style is Extraversion (in contrast with Introversion). This dimension describes how you *manage your energy*.

Your Energy Style:

- Outgoing
- Energetic
- Communicative
- Warm

N

Intuition

Your cognitive style is Intuition (in contrast with Sensing). This dimension describes how you *process information*.

Your Cognitive Style:

- Idealistic
- Imaginative
- Forward-Thinking
- Visionary

F

Feeling

Your values style is Feeling (in contrast with Thinking). This dimension describes your orientation to *personal values*.

Your Values Style:

- Ethical
- Compassionate
- Sympathetic
- Humanitarian

J

Judging

Your life style is Judging (in contrast with Perceiving). This dimension describes how you *organize your life*.

Your Life Style:

- Organized
- Authoritative
- Dedicated
- Ambitious

The Elements of Your Personality

Your personality type code is made up of four letters that represent key aspects of how you think, relate to others, and approach the world around you. Let's look now at how each of those four letters can help you to understand who you are and how you navigate your environment.

In the next section, you'll learn about the significance of each of the four letters in your personality type. You'll discover the four dimensions of personality, and see how you scored on each dimension.

Introversion vs. Extraversion

This dimension describes how you **manage your energy**. Your preference for Introversion or Extraversion relates to how readily you express yourself, how easily you warm up to new people, and the extent to which you engage with the world around you. But most fundamentally, this dimension relates to whether you are energized by time alone, or time with other people.

Introverts are energized by being quiet, reflective, and calm. They maintain a distance from the outside world and prefer to conserve their energy.

Introverts enjoy:

- Contemplating ideas and experiences
- Being in calm surroundings
- Exploring a subject in depth
- Reflecting on thoughts or feelings
- Maintaining distance and privacy
- Quiet and solitude

Extraverts are energized by engaging with other people. They approach the world enthusiastically and want to experience the excitement of life.

Extraverts enjoy:

- Interacting with people
- Being in busy surroundings
- Engaging with the outside world
- Expressing thoughts and feelings
- Being noticed by others
- Stimulation and activity

Your dominant energy style is Extraversion.

Your responses were 36% consistent with a preference for Introversion, and 64% consistent with a preference for Extraversion.



INTROVERTED 36% **EXTRAVERTED 64%**

As an Extravert, you are primarily focused outward, on the world around you. You seek stimulation and activity and enjoy busy environments. You are energized by activity and by interacting with other people. You tend to be talkative and express yourself easily.

The 6 Facets of Your Energy Style

Now that you understand your preference for Extraversion, it's time to explore the details of who you really are. How exactly do you relate to yourself, to others, and to the world around you? What makes you different and unique among other Extraverts? Your scores on the 6 facets of Extraversion/Introversion can help you to understand how, where, and why you connect with yourself and the world the way you do.

You'll also find out which of your personality traits are typically Extraverted, and discover any surprising traits you may have in common with Introverts.

PLACID 40% **ENERGETIC 60%**

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you're in a **Placid** mode, you shy away from being busy just for the sake of being busy, and you prefer to take a mellow approach to life. You may find you have less energy than other people around you, and you like to conserve it for what matters most to you.

This trait is usually associated with *Introversion* and, to a lesser extent, with *Perceiving*.

When you are feeling more **Energetic**, you have a high energy level and like to keep busy. You may even leap out of bed in the morning, ready to take on the day. You have a lot of things you want to get done and often find that other people can't keep up.

This trait is usually associated with *Extraversion* and, to a lesser extent, with *Judging*.

RESERVED 15% **EXPRESSIVE 85%**

As an **Expressive** person, when you have a thought, a feeling, an idea or an observation, the people around you know it. You're not one to keep things to yourself, and most people would say you're an open book.

This trait is usually associated with *Extraversion* and, to a lesser extent, with *Thinking*.

The Other Half: Reserved people tend to keep their thoughts, feelings, and observations to themselves. Other people may have difficulty reading them, and even people close to them may not know how they really feel about things.

PRIVATE 55% **PROMINENT 45%**

When you are feeling **Private**, you're selective about how you socialize, preferring small groups (or no group at all). You tend to shy away from large parties, and big social events may leave you feeling drained. You like to pick and choose when and how you interact with others.

This trait is usually associated with *Introversion*.

In a **Prominent** mode, you love being around people, in the center of the action. You like to feel that you're an important part of the group and that your friends, family, and acquaintance seek your company. You make an effort to entertain others and enjoy their attention.

The Prominent trait is usually associated with *Extraversion*.

CALM 9% **JOYFUL 91%**

As a **Joyful** person, you feel the high points in life fully and completely. You're capable of tremendous joy and enthusiasm and you make the most of opportunities for positive emotional experiences.

This trait is usually associated with *Extraversion*.

The Other Half: Calm people don't tend to make a big deal out of positive moments. While others may cry tears of joy or jump up and down with excitement, they respond more quietly. The experience happiness as a pleasant sense of contentment.

ALOOF 26% **FRIENDLY 74%**

As a **Friendly** person, you love meeting new people, and you're far from shy when it comes to approaching someone. You're a master of

The Other Half: Aloof people prefer to let others come to them. They're reluctant to approach people, so when they do build new relationships,

small talk and finding things in common, and you like having a large circle of friends and acquaintances.

This trait is usually associated with *Extraversion*.

it's usually because the other person took the lead.

SOLITARY 57% **ENGAGED 43%**

When you are in a **Solitary** mode, you're sensitive to sights, sounds, and other stimuli from the world around you, and find busy environments overwhelming. In this mode, you prefer quiet and solitude. Where others may seek to be in the middle of the action, you'd rather find a tranquil corner where you can reflect.

This trait is usually associated with *Introversion*.

When you are feeling more **Engaged**, you enjoy being in the middle of the action, and busy, noisy, and otherwise stimulating environments appeal to you. You are drawn to boisterous environments such as crowded events, loud concerts, and big parties.

This trait is usually associated with *Extraversion*.

Sensing vs. Intuition

This dimension describes how you process information. Your preference for Sensing or Intuition indicates whether your style of thinking is straightforward, factual, and concrete, or creative, interpretive, and abstract. Sensors and Intuitives tend to be interested in different kinds of information, with Sensors more interested in facts and details, and Intuitives more interested in ideas.

Sensors process information in a concrete, realistic way. They focus on observing and recalling facts and details.

Sensors focus on:

- Observing sights, sounds, sensations
- Noticing details
- Experiencing the present moment
- Concrete, provable facts
- Realism and practicality
- Knowledge from past experience

Intuitives process information in an abstract, imaginative way. They focus on ideas and concepts that cannot be directly observed.

Intuitives focus on:

- Observing patterns and connections
- Interpreting meaning
- Imagining potential
- Ideas and concepts
- Innovation and creativity
- Possibilities for the future

Your dominant cognitive style is Intuition.

Your responses were 20% consistent with a preference for Sensing, and 80% consistent with a preference for Intuition.

SENSING 20% **INTUITION 80%**

As an Intuitive, you are primarily interested in ideas and possibilities. You tend to be bored by mundane details, preferring instead to look at the big picture and understand how everything fits together. You are drawn to interesting ideas and theories, and enjoy imagining the future. You naturally see patterns and connections and often have a "sixth sense" about things.

The 6 Facets of Your Cognitive Style

Now that you understand your preference for Intuition, let's look at your cognitive style in more detail. How do you process the information you take in? What makes your thought process unique? Your scores on the 6 facets of Sensing/Intuition can help you to understand exactly how your mind works and how you make sense of ideas, facts, and details.

You'll also find out which of your personality traits are typically Intuitive, and discover any surprising traits you may have in common with Sensors.

REALISTIC 23% **IMAGINATION 77%**

As an **Imaginative** person, you have an abstract way of thinking and tend to focus on ideas, concepts, and theories rather than concrete things. Your imagination is a fertile place, and you have no trouble envisioning things you've never seen in real life.

This trait is usually associated with *Intuition*.

The Other Half: Realistic people have a concrete way of thinking and tend to focus on things you can see and touch rather than abstract ideas, concepts, and theories. They don't tend to spend much time in the world of the imagination, preferring to focus on real life.

CONCRETE 16% **CONCEPTUAL 84%**

As a **Conceptual** person, you're interested in discovering the larger principles behind what you see, and enjoy learning about scientific, mathematical, and philosophical theories that can give you more insight into the events you observe in your daily life.

This trait is usually associated with *Intuition*.

The Other Half: Concrete people learn by doing. To really understand something, they want to experience it with their own hands. They tend not to believe in things they can't see for themselves.

TRADITIONAL 30% **PROGRESSIVE 70%**

As a **Progressive** person, you love new ideas and you feel that innovation and futuristic thinking is the key to making the world a better place. You're attracted to politicians with radical ideas and love to imagine how things could be done better.

This trait is usually associated with *Intuition*.

The Other Half: Traditional people distrust new ways of doing things, believing that traditions are more valuable than the latest fad. They tend to take comfort in doing things as they have been done before.

FACTUAL 23% **INSIGHTFUL 77%**

As an **Insightful** person, you enjoy exploring cause and effect, and

The Other Half: Factual people tend to accept things as they are, and

always ask “why.” You’re not content to accept things as they are, instead preferring to search for deeper answers and a sense of the big picture.

This trait is usually associated with *Intuition*.

don’t tend to spend much time asking “why.” To them, it’s more important to understand the facts of a situation than to speculate about its causes.

PRACTICAL 16% AESTHETIC 84%

As an **Aesthetic** person, you have a love of the arts and appreciate a wide variety of cultural experiences. You enjoy anything that elevates your sense and reminds you of the beauty in the world.

This trait is usually associated with *Intuition* and, to a lesser extent, with *Feeling*.

The Other Half: Practical people appreciate things for their practical value and ability to get a job done. They appreciate useful tools and handy gadgets. They don’t see the point in things that don’t have a practical purpose.

HABITUAL 16% ADVENTUROUS 84%

As an **Adventurous** person, you love new experiences—the more exotic, the better. You’re often willing to try things just for the sake of novelty, because even the most unlikely activities seem interesting once or twice. On the other hand, you may get bored with experiences as they become routine. You may find yourself abandoning hobbies and interests that begin to feel too familiar.

This trait is usually associated with *Intuition* and, to a lesser extent, with *Extraversion*.

The Other Half: Habitual people are creatures of habit, and they enjoy familiar, comfortable experiences. They don’t tend to like to venture far out of their comfort zone, preferring instead to stick with what they know. They know what they like, and see no reason to waste time with anything else.

Thinking vs. Feeling

This dimension describes your orientation to personal values. Your preference for Thinking or Feeling can be thought of as your preference for “head versus heart” in your decision making. This dimension relates to how you prioritize conflicting values, and whether you tend to feel more comfortable relying on logic and reason, or emotions and personal judgments.

Thinkers value logic, competence, and objectivity. They believe that every person has a responsibility to take care of him or herself.

Thinkers are concerned with:

- Using logical reasoning
- Being unbiased and impartial
- Considering costs and benefits
- Seeking consistency and justice
- Keeping a competitive edge

Feelers value empathy, cooperation and compassion. They believe that everyone has a responsibility to take care of those around them.

Feelers are concerned with:

- Acting out ideals
- Engaging emotions
- Considering the impact on people
- Seeking harmony and appreciation
- Serving others

- Making objective decisions

- Making authentic decisions

Your values style is blended, with a slight preference for Feeling.

THINKING 44% FEELING 56%

Your values style is a blend of Thinking and Feeling, and as such, you are neither an absolute Thinker nor an absolute Feeler. Because you do show a slight preference for Feeling, we can classify you as an Feeler type. However, it's more accurate to say that you are a bit of both Thinker and Feeler: you tend to use both styles in processing information, and you may switch from one to the other depending on the demands of your environment.

The 6 Facets of Your Values Style

Now that you understand your preference for Feeling, let's explore how you prioritize and negotiate your values. How do you balance your own needs with the needs of others? How are your decisions and priorities driven by your personal beliefs? Your scores on the 6 facets of Thinking/Feeling can help you to understand exactly how you balance head and heart to make decisions and choose your path in life.

Because you do not have a strong preference for Feeling, your scores here will be especially helpful in understanding the unique dynamics of your values style. You'll be able to see which of your traits are more Feeling in nature, and which are more typically Thinking.

OBJECTIVE 48% SUBJECTIVE 52%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you're being **Objective**, you evaluate information in a detached, impersonal way. You tend not to be swayed by emotional pleas, and believe that the best decisions treat everyone equally. You prefer to let impartial analysis guide your actions, and do your best to avoid emotional decisions.

This trait is usually associated with *Thinking*.

When you're more **Subjective**, you take into account the needs of others. When making important decisions, you make sure that your chosen course of action is consistent with your values and your knowledge about what's best for everyone involved.

This trait is usually associated with *Feeling*.

RATIONAL 42% COMPASSIONATE 58%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you are being more **Rational**, you keep your emotions in check and prefer to be around people who do the same. Vulnerability makes

When you are in a **Compassionate** mode, you identify with the feelings of others and are sympathetic to others' suffering. You do not

you uncomfortable, and you may avoid people who you perceive to be weak or overly sensitive.

This trait is usually associated with *Thinking*.

mind being around people experiencing difficult emotions and in fact, feel called to help and support people who are troubled.

This trait is usually associated with *Feeling*.

CHALLENGING 38% AGREEABLE 62%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you are in a **Challenging** mode, you enjoy a good debate—so much so that even when you agree with someone, you might play devil's advocate just to stimulate the discussion. You don't shy away from conflict, and you may even find it exciting.

This trait is usually associated with *Thinking*.

When you're feeling more **Agreeable**, you do your best to make others' lives easy and to adapt to their needs when you can. You don't tend to argue, as you have a talent for seeing things from another person's point of view. Even when you don't agree, you support other people in their opinions.

This trait is usually associated with *Feeling*.

INDIVIDUALIST 21% HELPFUL 79%

As a **Helpful** person, you feel called to care for others who are less fortunate or less capable than yourself. You enjoy providing for others and are often drawn to children, the elderly, and others who can benefit from your help.

This trait is usually associated with *Feeling*.

The Other Half: Individualists are not particularly nurturing, and appreciate being surrounded by people who can take care of themselves. They tend to have an "every man for himself" philosophy, and dislike having people depend on them.

SELF-RELIANT 78% COOPERATIVE 22%

As a **Self-Reliant** person, you prefer not to depend on other people, and don't mind striking out on your own path. Although you may enjoy the company of like-minded people, you don't need their approval to decide on your own course of action.

This trait is usually associated with *Thinking*.

The Other Half: Cooperative people like to work in concert with others, participating to achieve a common goal. Working together brings them satisfaction, and they feel that the best achievements are those that they can share with others.

TOUGH 34% TOLERANT 66%

As a **Tolerant** person, you believe that everybody makes mistakes, and everybody deserves forgiveness. Most often you give people the benefit of the doubt, even when they do something to hurt you. It's important to you to preserve your relationships, even if it requires you to let some things slide.

This trait is usually associated with *Feeling*.

The Other Half: The motto for Tough people could be, "Fool me once, shame on you. Fool me twice, shame on me." When people disappoint them, they don't hesitate to cut them out. They might forgive, but they'll never forget.

Perceiving vs. Judging

This dimension of personality describes how you manage your life. Your preference for Perceiving vs. Judging has to do with your orientation toward structure, schedules, deadlines, and organization. It also has to do with how you tend to manage your time and approach the work you have to do.

Perceivers like freedom and spontaneity. They have a carefree attitude towards life and would rather be flexible than structured.

Perceivers prefer to:

- Follow the whims of the moment
- Make the rules up as they go
- Have the freedom to be flexible
- Brainstorm options
- Do things when inspiration strikes
- Go with the flow and enjoy surprises

Judgers like structure and order. They keep organized and plan ahead, resist distractions, and stay focused on their goals.

Judgers prefer to:

- Create a plan and stick to it
- See a task through to completion
- Adhere to a schedule
- Set goals and maintain focus
- Follow rules and regulations
- Set clear expectations

Your dominant life management style is Judging.

PERCEIVING 35% JUDGING 65%

As a Judger, you prefer to approach your life with a sense of structure and order. You like things planned and scheduled, and dislike unexpected changes. You tend to maintain systems of organization appreciate structured environments. It is important to you to follow through on your promises, and you consider yourself responsible and reliable.

The 5 Facets of Your Life Style

Now that you understand your preference for Judging, let's look at how you manage the daily flow of your life. How do you balance responsibilities with your need for fun and relaxation? How do you approach issues of structure and organization? Your scores on the 5 facets of Perceiving/Judging can help you to understand exactly how you balance work and play in your everyday life.

You'll also find out which of your personality traits are typically Judging, and discover any surprising traits you may have in common with Perceivers.

RELAXED 42% ORDERLY 58%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely combine both styles and may change your approach depending on your mood or the situation.

When you are more **Relaxed**, you appreciate a little chaos in your life. You avoid very orderly, structured environments, feeling that life is more interesting when things are a little messy. This trait is usually associated with *Perceiving*.

When you are more **Orderly**, you have an appreciation for structure and order in your life, and like to stay organized. You follow the maxim “a place for everything, and everything in its place.” This trait is usually associated with *Judging*.

SPONTANEOUS 51% **SCHEDULED 49%**

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely combine both styles and may change your approach depending on your mood or the situation.

When you are feeling more **Spontaneous**, you dislike having your time scheduled, preferring instead to go with the flow and do what you feel like doing at any given time. Even fun events may feel a bit constricting when they must be planned in advance. This trait is usually associated with *Perceiving*.

When your approach is more **Scheduled**, you keep to a schedule and like to organize your time well in advance so you know what you'll be doing and when. You dislike last-minute changes to your plans and especially abhor lateness. This trait is usually associated with *Judging*.

CASUAL 20% **CONSCIENTIOUS 80%**

As a **Conscientious** person, you are hardworking and like to take care of your responsibilities before you let yourself have fun. You believe strongly in the importance of fulfilling your duties, and you never try to weasel out of a task that is your responsibility. This trait is usually associated with *Judging*.

The Other Half: Casual people are fun-loving and feel that life is to be enjoyed. They try to avoid taking on too many responsibilities that may get in the way of their enjoyment of life.

IMPULSIVE 32% **DISCIPLINED 68%**

As a **Disciplined** person, you resist temptations and distractions, focusing instead on your personal goals. You are not easily lured away from your plans, even when the alternatives are attractive. This trait is usually associated with *Judging*.

The Other Half: Impulsive people are easily distracted by what life has to offer. Although they may have their own goals, they may fall by the wayside when they see something attractive to pursue instead.

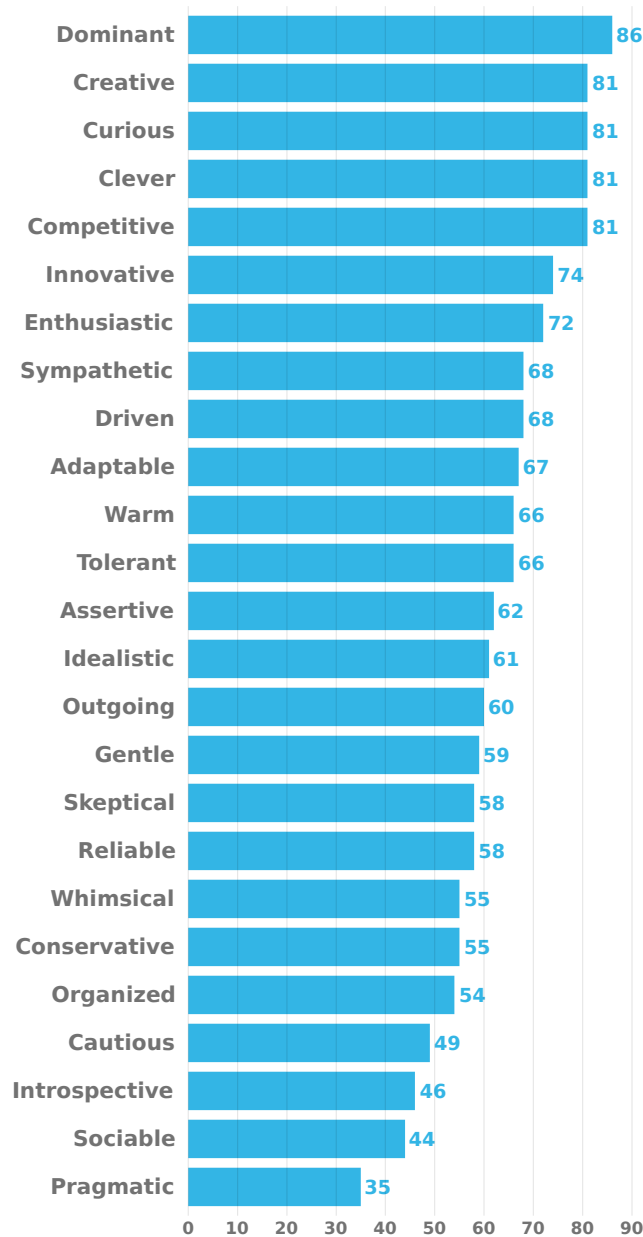
EASYGOING 24% **AMBITIOUS 76%**

As an **Ambitious** person, you have many goals that you have set for yourself, both short and long-term. You are driven to achievement and like to have a sense that your current actions are moving you forward toward a better future. This trait is usually associated with *Judging* and, to a lesser extent, with *Extraversion* and *Intuition*.

The Other Half: For Easygoing people, the main goal in life is to enjoy the ride. For them, the best way to live life is to appreciate the moment.

Describing Your Personality

How would other people describe you? Below are some common adjectives we use to talk about people's personalities in everyday life. For each adjective, your score shows how likely it is that other people might use this word to describe your personality.



Your Scores and the Four Temperaments

Now that we've looked at the individual elements of your personality, let's see how it all fits together.

To begin, we'll look at how your personality profile fits within the four temperament types. The temperaments were created by psychologist David Keirsey, who used them to describe essential themes in the way people think and

behave. Temperament is a broader way of categorizing people than personality type, and is thus helpful as a quick way of understanding what drives people. Each temperament type describes a particular way of approaching the world.

The Idealists

Idealist personality types are creative, imaginative, compassionate, and focused on the possibilities for people and society. They want to heal other people, connect on a deep level, and use their unique style of expression to change the world.

The Rationals

Rational personality types are analytical, critical, questioning, and focused on innovative ideas. They want to use their powers of logic and reason to overhaul systems, improve efficiency, and manifest their vision of what could be.

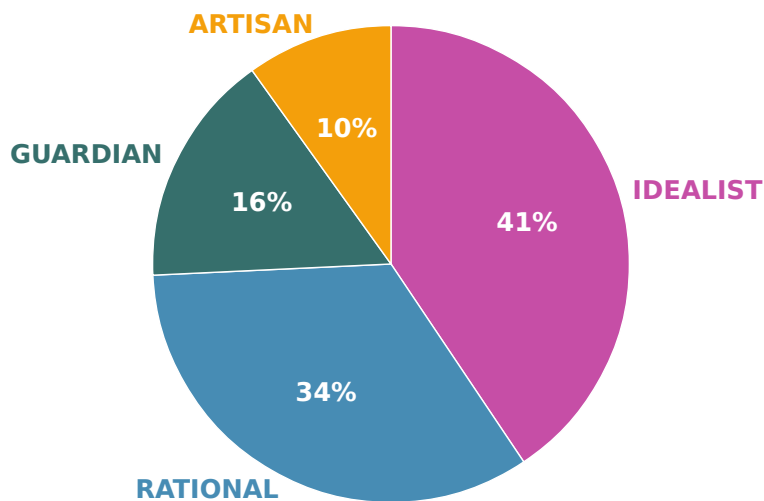
The Guardians

Guardian personality types are sensible, organized, stable, and focused on upholding traditions and institutions. They want to ensure that things are done correctly, that rules are followed, and that people take their proper place in society.

The Artisans

Artisan personality types are adaptable, down-to-earth, practical, and focused on living in the moment. They want to develop useful skills, master the physical world, and enjoy all the sensory pleasures that life has to offer.

Your scores here demonstrate how well your personality profile fits within each of the 4 temperament types. Your highest scoring area is usually the temperament type that fits you best. If you have roughly equal scores for more than one temperament type, then you probably shift from one style to another depending on the situation.



Your Scores and the 16 Personality Types

Now let's look at how your scores match up with individual personality types.

You're probably most interested in finding the personality type that fits you best, and of course, this is important information! But when we assign types to people, we often overlook the fact that no personality type description will be a perfect fit for a given individual. Many people find a bit of themselves in more than one type description.

A more complete way to understand your own individual personality profile is to look at how well you match with all 16 personality types. Looking at your scores for each type allows you to get a deeper understanding of who you are. Although you will still probably want to choose one type to identify with, you may find that you can gain more insight into yourself by reading about other types that also match your personality.

The following chart shows how well your personality profile matches with each of the 16 personality types. The percentage scores are a representation of how well your responses fit with the typical profile for each type. For practical purposes, the percentage figures can be thought of as representing the degree to which a given type profile will accurately describe you as an individual.

You can also use this chart to estimate how much you will have in common with people of different types. The higher your score for a type, the more likely that a person of that type will seem to have a similar personality to your own. Conversely, a low match score for a particular type indicates that people of that type will seem to be very different from you.

ENFJ

The Teacher

84% Match

ENFJs are idealist organizers, driven to implement their vision of what is best for humanity.

INFJ

The Counselor

66% Match

INFJs are creative nurturers with a strong sense of personal integrity and a drive to help others realize their potential.

INTJ

The Mastermind

59% Match

INTJs are analytical problem-solvers, eager to improve systems and processes with their innovative ideas.

ENTJ

The Commander

77% Match

ENTJs are strategic leaders, motivated to organize others and drive innovation.

ENFP

The Champion

67% Match

ENFPs are people-centered creators with a focus on possibilities and a contagious enthusiasm for anything novel.

INFP

The Healer

50% Match

INFPs are imaginative idealists, guided by their individual core values and beliefs.

INTP

The Architect

43% Match

INTPs are philosophical innovators, fascinated by rational analysis, logical systems, and inventive design.

ENTP

The Inventor

60% Match

ENTPs are inspired innovators, motivated to find new solutions to intellectually challenging problems.

ESFP

ISFP

ISTP

ESTP

The Performer

44% Match

ESFPs are vivacious entertainers who charm and engage those around them.

ESFJ

The Provider

61% Match

ESFJs are conscientious helpers, sensitive to the needs of others and energetically dedicated to their responsibilities.

The Composer

27% Match

ISFPs are gentle caretakers who live in the present moment and enjoy their surroundings with easygoing enthusiasm.

ISFJ

The Protector

43% Match

ISFJs are industrious caretakers, responsible in their duties and loyal to people, traditions, and organizations.

The Craftsman

20% Match

ISTPs are observant artisans with an understanding of mechanics and an interest in troubleshooting.

ISTJ

The Inspector

36% Match

ISTJs are responsible organizers, driven to create and enforce order within systems and institutions.

The Dynamo

37% Match

ESTPs are energetic thrillseekers who are at their best when putting out fires, whether literal or metaphorical.

ESTJ

The Supervisor

54% Match

ESTJs are hardworking traditionalists, eager to take charge in organizing projects and people.

Discovering Your Type

Now we'll go in depth into the personality type that fits you best.

Your personality type code is an invaluable key to understanding how you function in life, work, and love. Knowing your personality type can help you to understand the answers to questions like:

- ✓ Why have I always been drawn to a particular career, even though I have no experience in that field?
- ✓ Why do I keep having the same issue in all of my relationships?
- ✓ Why do other people consistently use the same words to describe me and my personality?

The next section is based on extensive research, both practical and theoretical, into the profiles of the sixteen personality types. You'll discover how people of your type typically approach work and relationships. You'll also see how you can use your strengths and minimize your weaknesses to reach your personal potential.

Understanding how different aspects of your life connect with your personality type can give you meaningful validation for the path your life has taken so far. You may also find that this information can provide guidance to help you plan your direction for the future.

The information in the following section is based on the personality type that seemed to be the best fit for you, based on your test responses. You may find that some of the information in this section does not seem 100% accurate for you. This is normal; no personality type description will fit you completely. If you feel, however, that the type described below is not correct for you, and would like to get the information in the following section for a different type, please simply contact us and let us know.

Your ENFJ Personality Type

As an ENFJ, you are driven by a deep sense of altruism and empathy for other people. You have an intuitive sense of the emotions of others, and often act as an emotional barometer for the people around you. You tend to personally experience the feelings of others, and feel compelled to act when you see people suffering. But your compassion is not reserved for the people close to you; at heart, you are a humanitarian, and you feel genuine concern for the ills of the entire human race.

Your Core Values:

- Compassion
- Cooperation
- Altruism
- Responsibility

Your Key Motivators:

- Helping people reach their potential
- Making ideals into reality
- Working as a team
- Accomplishing meaningful goals

You want close, supportive connections with others, and believe that cooperation is the best way to get things done. You like to be liked and are very sensitive to feedback, both positive and negative. You expect the best not just from yourself, but from others as well, and may find yourself disappointed when others are not as genuine in their intentions as you are. You work hard to maintain strong relationships, and strive to be a valuable member of your family and community.

You are typically energetic and driven, and often have a lot on your plate. You are tuned into the needs of others and acutely aware of human suffering; however, you also tend to be optimistic and forward-thinking, intuitively seeing opportunity for improvement. You are ambitious, but your ambition is not self-serving: rather, you feel personally responsible for making the world a better place.

How Others See You

You are a natural teacher, often found organizing people to take part in some educational activity. You tend to take charge of a situation, and guide a group towards those activities and experiences which will help them learn and grow. You intuitively see the potential in people, and with charisma and warmth, you encourage others to pursue greater development of their strengths. You are typically dynamic and productive, and are often visibly energized when leading others to discover new knowledge.

You are typically a good communicator, talented at using words to connect with others. You are perceptive about people and enjoy talking about relationships. You often enjoy helping others solve personal problems and like to share your insights about people, their emotions, and their motivations. You are empathetic sometimes to the point of being overinvolved, and can become exhausted if you are surrounded by too much negative emotion.

Your Communication Style

You are a warm, compassionate communicator who shows enthusiasm for other people and their ideas. You readily give affirmation and support, making sure that people know that their contributions are valued. You are good at connecting with a variety of people and creative in coming up with solutions that accommodate others' needs.

Your Relationship Style

You engage enthusiastically with others, and take pride in building strong connections with family, friends and colleagues. You seek close, intimate relationships where you can encourage others and receive support in return. You value harmony in your relationships, and find conflict very upsetting. Luckily, your keen insight helps you build rapport with a wide variety of people.

You Communicate By:

- Showing empathy and caring
- Sharing enthusiasm
- Reading emotions
- Connecting with values

You Connect By:

- Giving and receiving support
- Encouraging personal growth
- Cooperating in pursuit of a goal
- Understanding individual needs

Your Personality at Work

At work, you are motivated to organize others to implement positive change. You are an enthusiastic problem-solver, especially when you can put your strong intuition about people to good use.

Your Ideal Work Environment:

- Innovative and idealistic
- Focused on the needs of people
- Cooperative and supportive
- Oriented to humanitarian goals

Your Ideal Work Roles:

- Visionary Leader
- Supportive Mentor
- Passionate Evangelist
- Enthusiastic Communicator

You thrive on cooperation and work best in a harmonious environment where you can support other people and encourage their growth. You may take on a mentor role, as you gain great satisfaction from helping other people become better at what they do.

You likely find yourself attracted to leadership roles due to your natural inclination to organize and inspire other people. You have a strong vision in your work, and enjoy being able to use your creativity to develop innovative initiatives with a humanitarian focus. You appreciate teamwork, and want to have the organizational resources to turn your ideas into action.

Your Leadership Style

In leadership positions, you are enthusiastic, supportive, and action-oriented. You are a strong leader with clear ideas about how to improve organizations to better serve the needs of people. You tend to be goal-oriented, but balance this orientation with a focus on interpersonal process. You seek cooperation, and want others on board, in action and in spirit.

Your Leadership Strengths:

- Inspiring with vision
- Seeing potential in people
- Mentoring and developing others
- Organizing diverse talents

Your Teamwork Style

You are a collaborative, inspirational team member who is interested in working together to implement plans for progress. You work from supportive relationships as your foundation; you are skilled at understanding the priorities of others and talented at building consensus. You have a natural enthusiasm, and a talent for engaging your teammates in your vision.

Your Teamwork Strengths:

- Building consensus
- Encouraging cooperation
- Recognizing talents
- Generating enthusiasm

Top Careers for Your ENFJ Type

ENFJs typically choose a career which is personally meaningful and allows them to make an impact on the world. Because they are usually adept communicators and natural leaders, they often use these talents in their work.

Many ENFJs have a creative streak, and may choose careers in the arts.

Keep in mind, there are many careers that may be appropriate for you which are not listed here. However, the careers listed here give a representative sample of the top trends for ENFJs in their careers, and thus can give you an idea of where you might find satisfaction.

Community and Social Service:

- Clinical Psychologist
- Social Service Director
- Counselor
- Social Worker
- Minister

Education:

- Elementary Teacher
- Special Education Teacher
- College Professor
- School Administrator
- Vocational Teacher

Social Sciences:

- Organizational Psychologist
- Political Scientist
- Social Scientist

Art and Design:

- Interior Designer
- Fashion Designer
- Craft Artist
- Graphic Designer
- Photographer
- Urban Planner

Management and Leadership:

- Event Coordinator
- Public Relations Manager
- HR Manager or Recruiter
- Corporate Trainer
- Ad Account Executive
- Marketing Manager
- Sales Manager
- Politician
- Child Care Manager

Language and Communications:

- Copywriter
- Journalist
- Interpreter
- Editor
- Writer
- Public Relations Specialist
- Librarian
- Library Assistant

Health Care:

- Public Health Educator
- Occupational Therapist
- Chiropractor
- Optometrist
- Veterinary Assistant
- Health Care Administrator
- Physical Therapist
- Speech Pathologist
- Nutritionist

Becoming Your Best

At your best, you're a powerful force of positive change: driven, conscientious, and highly motivated to make the world a better place. You have the vision to imagine a better world, and the work ethic needed to make that world a reality. Your dedication to your values and mission give you tremendous potential to make a difference.

To perform at your best, you should seek opportunities which are consistent with your values and feel personally meaningful to you. Additionally, it's important that you are able to work closely with other people, giving and receiving support and encouragement as you pursue your objectives. You will likely feel you are at your personal best when you are cooperating with others to work towards a significant goal.

Your Personal Strengths

EMPATHY

You identify easily with the emotions of others and have an intuitive

CREATIVITY

You see unique opportunities for change and progress and can

understanding of their experiences.

easily imagine a different, more ideal future.

INSIGHT

Your intuition about others and their thoughts and feelings allows you to be highly perceptive about issues with people.

DRIVE

You have a strong work ethic and a natural ambition, especially when it comes to pursuing personally meaningful goals.

Opportunities for Excellence

- Seek out opportunities to be of service to others. You'll intuitively understand their needs, and you'll gain deep satisfaction from being helpful.
- Take advantage of your ability to understand people's complex needs. Choose situations that challenge you to engage with diverse people, develop relationships, and build consensus.
- Choose roles that allow you to be forward-thinking and visionary. Find opportunities to create a vision, and mobilize resources to put your vision into action.
- Don't shy away from ambitious goals. You have the drive to achieve, and once you decide what is important to you, you are relentless in making your dreams a reality.

Potential Pitfalls

- Because you are so empathetic, negative emotions affect you deeply. Avoid highly conflictual or competitive environments.
- You often see the potential in people, even when they do not. Beware of your tendency to idealize others. You may find yourself hurt when they don't live up to expectations.
- Avoid getting stuck in the mundane routines of life. You function best when acting on inspiration, and too many tedious, meaningless tasks will drain your energy.
- Watch out for a tendency to commit yourself to too many different projects. You are eager to help, but you can burn out trying to do it all. Learn to say no when you need to.