ENFJ

The natural facility of ENFJs with words and their passionate commitment to good causes often attracts others. ENFJs may need to take care that they do not overlook their own needs or become rigid in their idealism.

Overriding need: equality

Seen by others: as friendly, open; but watch out - not quite the pushover you might think at first sight

Sees self: as a modest and hard-working optimist, but may not see self very clearly - may have better insights into others

Works best: with hard-working people who enjoy socialising and understand the importance of living their values

Works least well: with people who are cold or seem addicted to secrecy and won't say what they think; loathes organisational politics and compromise on core values

As team member: sensitive to disharmony; supportive to colleagues; contributes insight into hidden tensions; builds bridges between warring factions; enthuses people with hope and passion for the ideal

Leads by: offering a vision of the future; insisting that people can and will behave well to each other; practising what he or she preaches; spotting talent and being generous in encouraging it

Ideal organisation: offers some benefit to society by working to make the world a better place; has few irritating rules; accepts diversity; offers chances to network

Ideal boss: one who shares the same values; thoughtful; allows autonomy and recognises the need for individual growth

In relationships: accepts that he or she needs affection; offers charm, good humour and unaffected friendliness; approachable and accepting; diplomatic and able to put others at ease. Likes to have his or her own way and may resort to redoubling efforts to persuade in order to do so; may sometimes seem over-powering as a result

Makes mistakes: when searching for the ideal and can't compromise

Decides: by what seems right for people in the long term; may want to tie up all the loose ends too quickly

Sees change: as fine - as long as it is the change he or she wants to bring about and there is time for at least some consultation with the people affected

Thinks: best with others through brainstorming; likes systems of ideas which reduce complexity to manageable size; attracted by the spiritual or political; may get caught up in 'single issue' concerns

Communicates: persuasively; speaks with enthusiasm and grace - uses large gestures without self-consciousness; may find written communication a chore

Irritated by: people who insist on being pessimistic; rudeness; being ignored

Irritates by: 'rescuing' people unnecessarily; bossiness; seeming over-emotional; relentless optimism; being over-trusting and seeming easy to manipulate; spending too long socialising

As a parent: devoted, generous and energetic; likes to make work and home seamless

Relaxation: relaxes with difficulty; tends to take on community duties just like those at work

Under stress: takes criticism personally, opts for martyrdom, refuses help; becomes bossy and overbearing; works too hard; gets caught up in tortured logic; feels drained of energy

ENFJs may become more effective through:

- accepting that loyalty to individuals may have limits; facing up to performance problems
- letting people learn from their mistakes
- recognising the weak spots, even in the best good cause
- learning from personal feedback, even when it seems hostile
- listening carefully to people who query a pet conclusion
- prioritising where socialising is concerned
- spending more time looking at hard evidence when supporting new ideas
- sometimes avoiding pressing for conclusions and leaving things loose
- planning in sufficient free time with no responsibilities