

 TypeCoach *Verifier*

CREATIVE
EMPATHETIC
SENSITIVE
IDEALISTIC
VISIONARY
VALUES-DRIVEN
TALKATIVE
PLANFUL
ENFJ
CHARISMATIC
AFFECTIONATE

ENFJs AS EDUCATORS

- While ENFJs make up less than 3 percent of people in general, about 7 percent of all teachers and 3 percent of principals are ENFJs. There are successful ENFJ teachers in every content area and every grade level, but they tend to gravitate toward grades 4 and up.
- You'll find more of them teaching social studies, foreign languages, and language arts than mathematics or science courses, simply because they tend to be drawn to subjects that emphasize people, relationships or personal growth rather than data or objective information. They may seek to move into leadership either as administrators, teacher leaders or instructional coaches to further their visions of education.
- They excel at creating a community where each learner feels valued. By guiding students toward effective cooperative learning, facilitating student-centered discussions, and insisting on healthy social interactions, they inspire students to accomplish major efforts. They are happiest when every student is engaged in personally meaningful work that motivates them to strive for personal growth.
- ENFJs thrive with a "blank page" or "adaptive" approach to curriculum, rather than being expected to follow a standard set of lesson plans. They're often at their best when allowed maximum creative license to design their own approach to the content they are to cover. Their original, "out-of-the-box" approaches to complex problems often inspire other educators to question and then modify their own approaches.

ENFJs THRIVE WHEN THEIR LEARNING COMMUNITY:

1. Focuses on the whole child, not just academics
2. Allows maximum creative license, avoiding scripted or standardized lessons
3. Provides new challenges and opportunities to grow, not "carrots and sticks"
4. Concentrates on the needs of adults and students, not only on data and test scores
5. Finds the solutions that most positively impact people, not settling for solutions that create winners and losers
6. Keeps negative energy and tension to a minimum, not burying conflict but emphasizing relationship-building and ensuring adult efficacy

EMPATHETIC

ENFJs are great at "reading" the emotional state of colleagues and students and excel at delivering difficult messages with compassion and diplomacy. Naturally empathetic and sensitive, ENFJs tend to "wear their hearts on their sleeves" with immediate and often visible reactions to ideas and situations. They often feel things more deeply than others.



TOP 10 THINGS TO KNOW ABOUT ENFJs

1. They heavily weigh their first impression of someone
2. They feel strongly about people quickly (positively or negatively)
3. Others see them as both highly empathetic and highly self confident
4. Often, they are great networkers, making connections for others
5. They constantly seek to improve themselves in every way (perfectionist)
6. They inspire and gain support from large numbers of people very quickly
7. Others see them as highly diplomatic, eloquent, excellent public speakers
8. They confidently follow their hunches, especially about people
9. Others see them as charismatic, gracious, generous, articulate
10. ENFJs usually make a fantastic first impression

NATURAL CONNECTORS

ENFJs are wired to immediately connect concepts, ideas, and people. They easily remember immense amounts of information about their students, and the adults in their often-large networks. They have a knack for connecting people who share the same interests. Gracious and warm, ENFJs know that socializing as a team builds effective work relationships and often organize social gatherings. They have a way of making others feel like the most important person in the room.

INSPIRATIONAL CATALYSTS

ENFJs quickly see the positive potential in other people and constantly seek to inspire others to reach their maximum potential. They value and make use of team diversity and perspectives among adults and students in their schools. They want each person to feel unique, not labeled, and draw out the best in others through mentoring and modeling.

THOROUGH, FOCUSED, CLOSURE-ORIENTED

“Good enough” is not typically part of the vocabulary for an ENFJ. Blessed with tremendous focus, willpower, and perseverance, ENFJs constantly push themselves to reach their goals and to perfect important projects. Often, they intuitively know the big organizational steps involved in major initiatives and naturally end up in charge of those they believe in. Not big fans of “winging it” or surprises, ENFJs find lack of closure to be anxiety producing. As a result, they typically prefer to plan way ahead, and over-prepare whenever possible.



HIGHLY ENERGETIC, MAGNANIMOUS, SENSITIVE

Empathetic, energetic, charismatic, and humorous, ENFJs are “people” people who tend to develop instant rapport with others. They get to know staff and students personally, using their exceptional social skills, genuine warmth, and enthusiasm. They believe that people make things happen, and motivate those they work with through their gifts for communicating vision and demonstrating confidence in others. ENFJs spend a great deal of time connecting on a “personal level” in their work relationships and maintaining a large professional network, and become drained by long stretches of time working alone.

TOP 6 WAYS ENFJs MIGHT NEED TO REFRAME STUDENT ATTITUDES, BEHAVIORS, OR LEARNING STYLES

If you’re thinking, “This student is a loner. Should we be worried?”

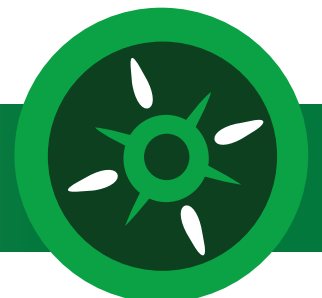
Reframe it as, some introverted students are drawn to their inner world of imagining, thinking, observing and analyzing. They need less social interaction than many other students.

- Instead of concentrating on the time they spend alone, note whether or not the interactions they have are healthy. And remember that reading, and many other activities, in the presence of someone else is interaction, even if no one is talking.
- For group activities or assignments, remember that a) both extraverted and introverted students need reflection time b) that introverted students do their best thinking on their own and c) rather than doing everything together, dividing up responsibilities, and later synthesizing, is a legitimate way of collaborating.

If you’re thinking, “This student lacks emotions.”

Reframe it as, some students (Thinkers) have a great gift of objectivity.

- If you’re concerned, ask what they’re thinking about, not what they’re feeling. This may seem like an unimportant difference, but these objective students are truly more likely to be thinking about what they experienced than evaluating their emotional state!
- Some students need help in naming emotions. For example, they may claim to be angry, unaware of whether they are really frustrated, disappointed, furious or merely surprised. Naming the right emotion brings different solutions. Keep an emotions chart handy (there are many on the internet) for discussions to pinpoint how the child is feeling.



If you're thinking, "This student doesn't respect authority/has a temper."

Reframe it as, some students may quite matter-of-factly point out the inconsistencies and/or hypocrisies they are adept at recognizing.

- Help them rephrase remarks respectfully. For example, if they say something is stupid, ask, "Did you mean that it doesn't interest you as much as your own favorite activity?" Or, if they point out that something is being done incorrectly, ask, "Did you mean to inquire whether you could make a helpful suggestion?"
- If they challenge an assignment's worth or how something is being graded, ask them to give you their analysis or suggestion in writing. This avoids confrontation in front of other students. And, you just might benefit from their ideas!

If you are thinking, "This student doesn't participate."

Reframe it as, some students love to think and watch first, using their observations to inform their actions or to improve things.

- These students might prefer to participate in large group activities if they can try things out first. They respond well to "Think-Pair-Share" where they can reflect, and then explain their thoughts to one person before voicing an idea to the larger group. Similarly, having a chance to write down a thought or two before a discussion starts may help.
- Or, they may wish to watch the action for awhile, such as how others use equipment or attempt a new skill, before they take their turn. Instead of considering this shyness or uncertainty, remember that observation is a legitimate learning method.

If you're thinking, "This student doesn't seem academically inclined."

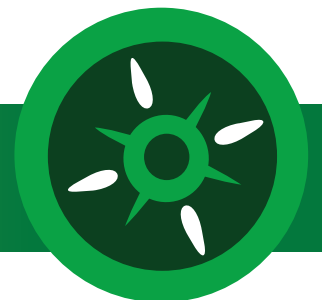
Reframe it as, some students are motivated by knowing exactly how they can use what they are learning.

- Ensure that students have opportunities for hands-on learning in science and math and technology. Many thrive on experiencing how things work and then thinking about new applications, how they can make things better, and what else they might investigate to make good use of learning.
- Remember that some of our greatest entrepreneurs had only one driving interest and struggled in school. This student might be the next Einstein, Bill Gates, or Jane Austin!

If you're thinking, "This student is always looking for shortcuts."

Reframe it as, some students love efficiency and thrive on creating shortcuts.

- If a shortcut is truly flawed, use logic to explain why. If/then reasoning, what is needed for next step in learning, precedents that might not work for all, etc., might convince them to stick to a proven way.
- Ask for ideas and develop this talent. Have them work beside you on tasks that involve their interests. Or, challenge them: How would they improve a course syllabus or assignment, collecting assignments, distributing classroom supplies, arranging seating, etc.?

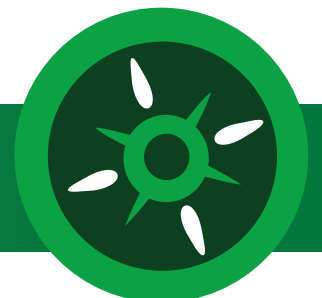


TOP 5 POTENTIAL ENFJ STRENGTHS

Pursuit of Excellence	ENFJs are constantly in pursuit of the best in themselves, while expecting the same from those around them. The key is to assess whether the effort pays off, focusing energy on tasks and projects that will yield the best investment of your time and have the biggest positive effect on students.
Connecting with People	ENFJs are “connectors” in every sense of the word, quickly building rapport and connecting people in their network who have common interests. ENFJs go out of their way to add value to the lives of almost everyone with whom they interact. Ensure you are making the most of your exceptional people skills in your role.
Idea Generation	ENFJs are blessed with a creative spark that allows them to continually generate creative ideas, especially when brainstorming with others. To keep you most engaged and passionate, find ways to increase your percentage of time spent generating ideas.
Inspirational Leadership Style	ENFJs excel at inspiring others to focus on vision and values, knowing their staff personally, giving responsibilities to the individuals who can best carry them out, and minimizing office politics. They believe that people make things happen and work to preserve relationships, managing with a sense of humor and good-natured fun.
Diplomacy	Articulate, empathetic, and persuasive, ENFJs are perhaps the most diplomatic type. An ENFJ can quickly read between the lines and adjust their style to each person or situation. Find ways to bring this skill to your role, such as: delivering tough messages or feedback, resolving conflict, negotiating, or building consensus.

TOP 5 POTENTIAL ENFJ CHALLENGE AREAS

Prioritizing Your Needs	Highly aware of others’ needs and deeply empathetic, ENFJs need to prioritize meeting their own needs. Set limits on tutoring, time at school, and covering others’ duties. Learn to say “no” or to solicit help when overwhelmed, schedule regular “you” time in the calendar, and remember that sometimes others need to learn to help themselves.
Building Trust Carefully	ENFJs see the best in others, often giving those who make a great first impression the benefit of the doubt for a very long time (the “halo effect”). Artful deceivers may get an ENFJ to embrace a person or idea on a false premise – at the ENFJ’s expense. Practice building trust more slowly, and paying attention when others don’t see a person or idea in the same rosy light that you do.
Balanced Decision Making	ENFJs often make values-based decisions, placing more weight on factors such as harmony, student motivation, or the needs of each individual than on objective factors such as data or potential precedents. Remember that providing objective criteria may be the fastest path to getting others on board. Talk through an important decision with an objective outsider to make more balanced decisions.
Revisiting Initial Impressions	Just as ENFJs are prone to the halo effect, the reverse holds true as well; if not careful, ENFJs can base too much weight on their initial negative impressions of people or ideas. Awareness of this potential can help you give others a second chance, especially introverted types who tend not to make great first impressions.
Managing Conflict	ENFJs are passionate, especially about their values. They care deeply about their ideas and beliefs, and can have strong emotional reactions. Watch for over-zealousness by noting others’ reactions. Working to take things less personally and to react less intensely in the moment is worthwhile. Remember that some students and colleagues respond to logic and clear structures.



TOP 10 ACTIONS ENFJs CAN TAKE TO BECOME BALANCED

1. Take extra time to consider facts, data, pros and cons, and precedents being set
2. Schedule “you” time to take care of just your own needs
3. Say “no” when you are maxed out
4. Wait 24 hours before responding if you are having a strong emotional reaction
5. As often as possible, let your fantastic sense of humor shine through
6. Carefully revisit your first impression of people or ideas when it differs greatly from others’ perspective
7. Consult a “thinker (T)” confidante who can help provide an objective analysis when you are making a big decision, or are taking something personally
8. Build trust slowly with those who make a great first impression, to avoid the “halo effect”
9. When taking something personally, ask yourself how someone you know who is less sensitive would react to the exact situation
10. Instead of avoiding conflict, use your charm and diplomacy to let others know what is bothering you (in a timely manner)

STRESS TRIGGERS FOR ENFJs

- Violation of core values
- Criticism without positive reinforcement
- Conflict and negativity
- Lack of recognition or appreciation from others
- Being undermined or taken for granted

STRESS SOLUTIONS FOR ENFJs

- Schedule down time to relax completely
- Set boundaries on responsibilities
- Exercise can be particularly helpful for ENFJs
- Seek humor and light entertainment
- Talk with a reassuring, complimentary friend

ENFJs EXPERIENCING EXTREME STRESS

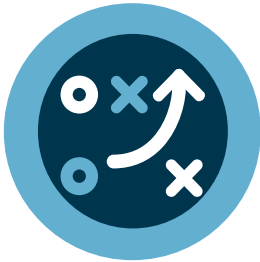
- Take criticism especially personally
- May over-extend themselves
- Feel victimized or play the “martyr”





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ADDITIONAL TYPECOACH OFFERINGS



ONLINE COACHING VIDEOS

A series of engaging coaching videos featuring Rob Toomey, President of TypeCoach, covering the top 5 ways to maximize your career potential as an ENFJ. These practical, actionable strategies and tips can be applied tomorrow.



TYPE-TO-TYPE ONLINE TOOL

Interactive tool that provides Top 10 Tips for communicating and working effectively with any individual based the unique combo of YOUR type and THIER type (i.e. ENFJ with ISFP).



IN PERSON TRAINING AND COACHING

Please contact us to learn about our keynote talks, facilitator led training programs and executive coaching.

Our signature training program teaches two skills:

1. The ability to quickly identify key aspects of an individual's personality type.
2. The ability to tailor your communication with each individual to have the maximum impact based on their personality type.

Our Team programs help groups maximize the effectiveness of their team given their type dynamics. Our Master Classes are customized to the group, and can cover a variety of topics including: Stress, Change Management, Innovation, as well as Conflict Resolution.