

Your Personality



Your personality type is ENFJ:



Introversion (I) vs. Extraversion (E)



How we interact with the world and where we direct our energy.

Introversion

- Focus attention inward
- Enjoy tasks that require concentration
- Work best on one project at a time
- Work at a careful, steady pace
- Consider things fully before speaking

Extraversion

- Focus attention outward
- Enjoy a variety of tasks
- Seek out and need other people
- Work at a rapid pace
- Need to talk through their ideas



Sensing (S) vs iNtuition (N)



What kind of information we naturally focus on and remember.

Sensing

- Focus on "what is"
- Like working with what can be seen and touched
- Apply past experience to solving problems
- Need specific and realistic directions

iNtuition

- Focus on "what could be"
- Enjoy theory and speculation
- Like thinking about the future and possibilities
- Need to use their imagination



Thinking (T) vs. Feeling (F)



Make decisions logically and impersonally, or use personal values.

Thinking

- Are motivated by achievement
- Enjoy analyzing problems logically
- Make fair and unbiased decisions
- Need to weigh the pros and cons to make decisions
- Can be tough negotiators

Feeling

- Motivated by work that is meaningful
- Sensitive to how issues affect people
- Like helping others and being appreciated
- Need decisions to be congruent with their values
- Need to work in a friendly environment



Judging (J) vs. Perceiving (P)

More structured (finalize decisions) or more spontaneous (keep options open).

Judging

- Enjoy work that allows them to make decisions
- Prefer a predictable work pattern and environment
- Work towards completing their responsibilities before relaxing
- Like to maintain control of their projects

Perceiving

- Enjoy flexible and changing work situations
- Like to be able to respond to problems as they arise
- Are more satisfied with fewer rules and procedures
- Need to have fun in their work

Your Personality Profile

Warm, outgoing and talkative, you make friends easily and are often popular and well-liked. You are enthusiastic and cheerful. You care deeply for family and friends, and express your feelings through words and actions. People often comment on your ease with language. You have strong beliefs and opinions, which you express tactfully.

You are very empathetic and have an innate sense for what other people are feeling. Tension or conflicts make you very uncomfortable, so you try hard to please others and to bring order to those who are in dispute. You hate direct confrontation and will soften your message or avoid being entirely honest if it helps to maintain harmony and prevent bruising others' feelings. Your own feelings are easily hurt, so you have difficulty accepting even the most constructive criticism.

Creative and often imaginative, you may love learning, daydreaming and entertaining others with your many artistic talents. You are quick-witted and good at putting ideas together. Organized and productive, you feel energized by completing projects and gain a lot of satisfaction from it.

You like to be in charge and can usually come up with a plan, even for complex projects. But you tend to become annoyed if people try to interfere with your strategy.

You like to know what's expected of you and care about what others think. You find it very hard to remain calm and objective when you're upset. You're a very sensitive person; being so insightful about others is both a blessing and a curse.

You described your profile as:



Mostly Accurate



Strengths

- Innovative
- Responsible
- Enthusiastic
- Organized
- Strong sense of purpose
- Motivated
- Like to take charge

Challenges

- May lack objectivity
- Hasty decisions
- Need interaction
- Tend to become overcommitted
- Need autonomy
- Dislike tension, competition
- Distracted by others' needs

Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

For Your Working Environment

- Uses your creativity to develop original solutions that serve your cause. Deeply committed to your vision of how things should be, you have a sense of mission in life. If your career doesn't fulfil this need, look for ways to satisfy it outside of work through volunteering, charity work or other avocations that fit with your ideals.
- Makes good use of your energy and productivity. Organized, driven and eager to please, you can be relied upon to get things done.
- Provides you with detailed expectations, an efficient, well-organized structure within which to work, and the freedom to complete your tasks. You like to have clearly outlined responsibilities, but dislike senseless policies that get in the way of productivity.
- Takes place in a positive, supportive and conflict-free setting where you can establish warm social relationships with others.
- Recognizes your contributions. You need supportive feedback and encouragement and will be happier in a workplace that appreciates what you do.
- Provides opportunities for a leadership or decision-making role. A skilled organizer and consensus builder, you are good at identifying people's special abilities and working together with them to accomplish tasks. With your passion, charisma and concern, you are ideally suited to connect with others and inspire them to achieve amazing things!

Recommendations for You While You Are Working

- Make sure you have all the necessary information before making a decision. Efficient and enthusiastic, you may act too quickly, anxious to conclude a task and move on to the next one. Also, you tend to rely solely on your personal values and the effect your choice will have on others. Take time to consider your options in a logical and objective manner and think carefully about all of the potential consequences.
- Pay attention to your personal needs and abilities. You're a very capable multi-tasker, good at what you do and able to handle many different things at once. But in your desire to be productive and helpful to others, you risk taking on too much or neglecting your own responsibilities. This can leave you feeling overwhelmed and unappreciated. Before accepting a task, make sure you have the time and skills to complete it.
- Try to avoid the impulse to jump in and take over someone else's work. Instead, take on a mentorship role and support them in doing the work themselves.
- Don't hesitate to ask for help. When necessary, use your delegating skills to ensure the workload is fairly shared with your colleagues.



Strengths

- Articulate
- Tactful and diplomatic
- Clear and focused
- Insightful, empathetic
- Good listener
- Good public speaker
- Highly developed social skills

Challenges

- Reluctant to provide honest corrective feedback
- Speak in abstract terms
- Take criticism personally
- May be too emotional
- Too subjective

Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

For Sending and Receiving Communication

- Your values and ideas are very important to you and you can probably express them in an articulate and powerful way. You can use this ability to create an emotional connection with others and present a compelling argument for your point of view.
- You have no difficulty grasping complex concepts and are usually good at explaining them. Keep in mind, however, that not everyone has your facility for understanding theory and deep ideas. To make it easier for your audience to understand and follow along, try to use objective, everyday language and present your ideas in an orderly, logical manner.
- You don't like to offend people, and that can make it difficult to provide others with corrective feedback. Remember that feedback is necessary to help people learn and grow. Try to form a clear and straightforward message and avoid coming across as harsh or judgmental. Think about how you can deliver the message in a truthful, positive way that shows respect for the other person and keeps the focus on correcting the problem.
- Similarly, when you're the recipient of constructive criticism, remind yourself that it's not a personal attack. The feedback is intended to help you improve. Focus on the problematic issue or behavior, and work towards addressing it.
- Deeply empathetic, you have a remarkable ability to read others' motives and feelings. But constantly dealing with people's problems can be draining for you. Try not to get so emotionally involved that you neglect your own needs. If necessary, take some time to unwind and reflect. Spend time participating in activities you enjoy and catching up with friends.

Working with Others



Strengths

- Encourage and support the group
- Dependable
- Perceptive
- Interested in others' ideas
- Kind, caring, compassionate
- Selfless
- Persuasive

Challenges

- Repress feelings for the sake of others
- Overly idealistic
- May try to control others
- Overprotective, can be stifling
- Dislike conflict

Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

For Interacting with Others

- A natural leader, you excel at bringing people together, encouraging discussion and building consensus. Whether leading a team or having a one-on-one discussion, you can use your strengths to be a positive role model, to influence and inspire.
- Keep your eye on the task at hand. You may be so focused on the interpersonal workings of your team that you forget about the main goal you are all working on!
- Demanding of yourself and others, try not to be disappointed if people let you down or fail to meet your expectations. Not everyone has your values or commitment. Accept that people have differing priorities and don't blame yourself.
- Recognize that you can't save the world. You risk getting too caught up in trying to fix everyone's problems, which can take an emotional and physical toll on you. Also, some people may feel smothered or manipulated and will push you away. Allow people to make their own decisions and learn from their mistakes.
- Learn to meet challenges head-on instead of avoiding them. You tend to do whatever is necessary to avoid conflict. You may even agree to something you don't like, just to restore a sense of harmony. That will only result in making you unhappy and will leave the problem unresolved. Use your creativity and insight to come up with a resolution that works best for everyone.

For Filling a Role

- Facilitator:** promoting goodwill, building rapport, supporting and encouraging the group in completing tasks, recognizing contributions, keeping things positive.
- Explorer:** looking for new and better ways of doing things, brainstorming ideas, encouraging others to use their talents and be innovative, exploring all the possibilities.
- Originator:** developing new ideas, perspectives and solutions, predicting and strategizing for what is to come, and creating a long-term vision.






































































































































Career and Pathways



















































































































































The careers listed below are all linked to your assessment results, with the careers at the top being the best match for your profile.

Personality Results

Education Administrators, Elementary and Secondary School	Education and Training			\$95,390			
Education Administrators, Postsecondary	Education and Training			\$105,770			
Instructional Coordinators	Education and Training			\$65,500			
Educational, Guidance, School, and Vocational Counselors	Education and Training			\$57,620			
Nursing Instructors and Teachers, Postsecondary	Education and Training			\$75,030			
Farm and Home Management Advisors	Education and Training			\$52,150			
Communications Teachers, Postsecondary	Education and Training			\$74,360			
Architecture Teachers, Postsecondary	Education and Training			\$92,890			
Education Teachers, Postsecondary	Education and Training			\$70,260			
Elementary School Teachers, Except Special Education	Education and Training			\$59,020			
Foreign Language and Literature Teachers, Postsecondary	Education and Training			\$73,750			
Business Teachers, Postsecondary	Education and Training			\$96,770			
Social Work Teachers, Postsecondary	Education and Training			\$74,280			
Special Education Teachers, Kindergarten and Elementary School	Education and Training			\$60,090			
Career/Technical Education Teachers, Secondary School	Education and Training			\$59,480			
Social and Community Service Managers	Human Services			\$70,870			
Directors, Religious Activities and Education	Human Services			\$44,840			
Mental Health Counselors	Human Services			\$46,050			
Counseling Psychologists	Human Services			\$78,690			
Mental Health and Substance Abuse Social Workers	Human Services			\$47,880			

Marriage and Family Therapists	Human Services	   	\$54,090	  
Rehabilitation Counselors	Human Services	   	\$38,740	  
Substance Abuse and Behavioral Disorder Counselors	Human Services	   	\$44,160	  
Child, Family, and School Social Workers	Human Services	   	\$47,510	  
Community Health Workers	Human Services	   	\$41,170	  
Health Educators	Human Services	   	\$57,900	  
Clinical Psychologists	Human Services	   	\$78,690	  
School Psychologists	Human Services	   	\$78,690	  
Spa Managers	Human Services	   	\$39,830	  
Industrial-Organizational Psychologists	Human Services	   	\$104,570	  
Emergency Management Directors	Government and Public Administration	   	\$78,060	  
Urban and Regional Planners	Government and Public Administration	   	\$73,060	  
Equal Opportunity Representatives and Officers	Government and Public Administration	   	\$70,250	  
Financial Examiners	Government and Public Administration	   	\$88,940	  
Postmasters and Mail Superintendents	Government and Public Administration	   	\$71,980	  
Regulatory Affairs Specialists	Government and Public Administration	   	\$70,250	  
Tax Examiners and Collectors, and Revenue Agents	Government and Public Administration	   	\$57,950	  
Eligibility Interviewers, Government Programs	Government and Public Administration	   	\$43,550	  
Licensing Examiners and Inspectors	Government and Public Administration	   	\$70,250	  

Municipal Clerks	Government and Public Administration	 	 	\$39,160	  
Government Property Inspectors and Investigators	Government and Public Administration	 	 	\$70,250	  
Statistical Assistants	Government and Public Administration	 	 	\$48,300	  
Occupational Health and Safety Specialists	Government and Public Administration	 	 	\$72,480	  
Coroners	Government and Public Administration	 	 	\$70,250	  
License Clerks	Government and Public Administration	 	 	\$39,160	  
Clinical Nurse Specialists	Health Science	 	 	\$72,180	  
Medical and Health Services Managers	Health Science	 	 	\$109,370	  
Occupational Therapists	Health Science	 	 	\$83,730	  
Advanced Practice Psychiatric Nurses	Health Science	 	 	\$72,180	  
Sports Medicine Physicians	Health Science	 	 	\$205,560	  
Preventive Medicine Physicians	Health Science	 	 	\$205,560	  
Speech-Language Pathologists	Health Science	 	 	\$78,210	  
Recreational Therapists	Health Science	 	 	\$48,190	  
Hospitalists	Health Science	 	 	\$205,560	  
Dietitians and Nutritionists	Health Science	 	 	\$59,670	  
Nurse Practitioners	Health Science	 	 	\$104,610	  
Physical Therapists	Health Science	 	 	\$87,220	  
Low Vision Therapists, Orientation and Mobility Specialists, and Vision Rehabilitation Therapists	Health Science	 	 	\$83,730	  
Music Therapists	Health Science	 	 	\$48,190	  
Psychiatrists	Health Science	 	 	\$200,220	