

Steppingblocks



PERSONALITY TYPE GUIDE

ENFJ

What Your Preferences May Mean for You

A reflection guide connecting your personality type to real-world career exploration, built to be used alongside the Steppingblocks Digital Career Counselor.

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This guide describes broad, self-reported patterns. It is a starting point for reflection, not a definitive statement about who you are or what you can do. People of every personality type succeed across every field.



To learn more about Steppingblocks and the Digital Career Counselor platform, check out our [Help Center](#).

What ENFJ Preferences May Mean for You

If you have ENFJ preferences, you may find that you are naturally drawn to helping others develop their potential and building communities around shared values. You likely feel most energized when you can connect with people, inspire action, and see tangible growth in others.

People with ENFJ preferences often combine big-picture vision (Intuition) with deep empathy (Feeling) in a way that makes them natural leaders, teachers, and motivators.

Your preference for Extraversion means you likely feel energized by engaging with others and may naturally take the lead in group settings. And your Judging preference suggests you value planning, structure, and closure.

E

Extraversion

Energized by engaging with others and taking the lead.

N

Intuition

Drawn to big-picture vision and future possibilities.

F

Feeling

Guided by deep empathy and shared values.

J

Judging

Values planning, structure, and closure.

Pause & Reflect

- When reading about your personality type, what resonates with you?
- Can you think of any examples of when you have seen these preferences in your life? How might these preferences show up in your school, work, relationships, etc.?



Steppingblocks Pro Tip: Keep these preferences in mind as you explore different majors and careers in Digital Career Counselor. Consider how different options may allow you to combine your ENFJ preferences and areas of interest.

Patterns & Tendencies

The following observations reflect broad patterns reported by people with these preferences. It is possible that not all will apply to you.

2–5% ENFJ preferences are estimated at roughly **2 to 5% of the general population.**

People with ENFJ preferences often:

- are described as 'natural leaders' or 'the one everyone goes to for advice.'
- have a tendency to put others' needs before their own without realizing it.
- can be very persuasive and have strong communication skills.
- feel responsible for others' happiness or success.
- prefer environments that value collaboration, personal development, and positive impact.

Strengths & Growth Areas

Neither column defines you. They are starting points for self-reflection.

POTENTIAL STRENGTHS	POTENTIAL GROWTH AREAS
Charismatic and inspiring	May overextend self trying to help everyone
Empathetic and perceptive	May take others' problems too personally
Excellent communicator	May avoid giving honest feedback to preserve harmony
Organized and goal-oriented	May become controlling in pursuit of a shared vision
Supportive and encouraging	May neglect own needs while focusing on others
Visionary and values-driven	May become disillusioned when others do not share their ideals
Diplomatic and socially skilled	May suppress own feelings to maintain a positive exterior

Exploring Career Paths

People of any personality type can succeed in any career. The lists below reflect broad statistical patterns. Use them as starting points for exploration, not prescriptions.

Academic & Professional Setting Preferences

People with ENFJ preferences often excel in roles that involve mentoring, teaching, or leading teams. You may struggle in roles that are purely analytical with no human interaction. Look for positions where your ability to develop people is valued.

Fields Worth Exploring

People with ENFJ preferences may find these fields naturally engaging:

Education

Teacher, professor, school principal, academic advisor, curriculum designer

Counseling & Psychology

Therapist, career counselor, organizational psychologist, life coach

Nonprofit & Social Impact

Executive director, program manager, advocacy director, fundraiser

Business & Leadership

Human resources director, training manager, executive coach, CEO

Healthcare

Physician, public health educator, hospital administrator, nurse practitioner

Communication

Public relations director, corporate trainer, motivational speaker, journalist

Fields That May Require More Intentional Energy

These fields may require drawing more heavily on less-preferred functions. This does not mean you cannot succeed, but it may require more energy from you:

- Roles requiring extensive solitary, technical work with minimal human interaction
- Roles in highly competitive, impersonal environments
- Roles with no clear connection to human development or positive impact



Steppingblocks Pro Tip: Use Digital Career Counselor's Search360° tool to explore data for any of the job titles above. Explore education trends, average salaries, top skills, and career paths from real people.

Reflection & Next Steps

Reflection Prompts

1

Which field from the list above feels closest to work you're already doing or curious about?

2

What's one concrete step you could take this month to learn more about the field(s) that interest you?

3

What information would help you feel prepared to enter your desired field or job type?

Recommended Next Steps

1

Use the Outcomes tool in Digital Career Counselor to search employers, jobs, and skills for your major or major(s) of interest.

2

Search your desired major(s) or job title(s) in Search360° to view career paths from real people, average salaries, skills data, and more.

3

Discuss the results of your assessment with a Career or Academic Advisor.

4

Identify people who are doing work that interests you, and schedule an informational interview.

5

Attend professional development workshops and events on campus.



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