



Name - ENFJ

INSTRUCTIONS: As you can see below, there are 7 sections. In each section, the goal is to have 3 characteristics that best describe you. In some sections, like "Strategies For Working Successfully With Me," there are more than 3 characteristics typical of your personality type. With sections such as "Frustrations Others Have With Me," there are less than 3 characteristics. Please add, alter, or omit characteristics to get to 3 items per section that are most true of you. Remember that this document will be shared with your team. If everyone is real, your team will move to the next level. Once you are done please let the person who sent this to you so they can review it. Thanks!

Strategies For Working Successfully With Me:

- ☐ Acknowledge what is fresh, new, and unusual about the present problem
- ☐ Before a discussion or debate, first mention points of agreement
- ☐ Recognize feelings and values as legitimate decision-making criteria
- ☐ Talk about "people" concerns and factor those equally with more objective criteria
- ☐ Do a stakeholder analysis, determining what is important to those involved
- ☐ Talk about the "big picture" and its implications
- ☐ Talk about and brainstorm possibilities and alternatives

What Energizes and Motivates Me:

- ☐ The ability to control my workload
- ☐ A sociable, supportive environment
- ☐ Being valued for my individual contributions
- ☐ Feeling connected with others
- ☐ Honest, open communication
- ☐ Genuine and frequent expressions of appreciation

Frustrations Others Have With Me:

- ☐ "Stop talking!" I can get carried away socializing instead of working.

Pitfalls I Am Working On:

- ☐ Not getting down to business
- ☐ Taking criticism personally
- ☐ Becoming bossy or overzealous
- ☐ Trying too hard for win-win harmony
- ☐ Not communicating when I have a question or concern

What Stresses Me:

- ☐ Uncooperative, undermining coworkers
- ☐ Confrontational, divisive relationships
- ☐ Having to deal with sudden change
- ☐ Personal criticism
- ☐ Being required to treat others impersonally
- ☐ Insufficient time to do a good job
- ☐ Work that violates my integrity or values

Signs I Am Experiencing Chronic Stress:

- ☐ My normal enthusiasm and concern for people gives way to withdrawal, low energy, pessimism, and depression
- ☐ I may get a little petty
- ☐ I feel easily overloaded by details
- ☐ My typical excitement disappears
- ☐ I might make harsh judgements, disguised as "honesty"

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Connect with me first; let me know that you are for me and that you want to help me
- ☐ Communicate the impact to harmony: who is upset, and what has been the impact to those people?
- ☐ Be subtle; I can often pick up on what you want, even if you don't tell me directly!
- ☐ Keep the conversation tone light; humor helps!