

# Workspaces *part 6*: ENFJs

## *The professional psychic, the mother, and the trade union trainer*



**Meredith Fuller**

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**ENFJs** tend to wear their strong feelings in the outer world, and proclaim their opinions and convictions. Their passion and outrage at unfairness or cruelty fuels their credibility as 'true believers' for their cause.

Quick to speak out for others, they often find themselves in advocacy, counselling, teaching, training and development roles. Their organising and directing orientation invariably ensures that they undertake a team leadership or supervisory role.

ENFJs are usually seen as persuasive and buoyant. They demonstrate their care and concern for people by the way they live each day. They attack their crusades with gusto, and may suppress any private feelings of boredom or lack of stretch at work—there is always so much to do.

ENFJs invariably hold passionate beliefs that must be defended at dinner parties, meetings and gatherings. Stimulating social events are definitely on the agenda; they usually love talking and easily captivate their audience. The importance of integrity and ethics underpins their learning and teaching methods of communication.

It is this acute morality that lies beneath the ENFJ's propensity for blunt, zealous comments. They'll 'say it like it is' without fear or favour, standing them in good stead when needing to negotiate at work. They have an innate ability to make everything into a teaching opportunity. This educational orientation often draws people to them.

ENFJs employ a streak of panache in their work—dramatic statements and gestures, and a sense of the absurd that may cause others to have immediate responses, either with them or against them, liking or disliking them, and enjoying or dreading the emotional debates or confrontations.

As their zeal for organising and taking action propels them forward, ENFJs will gravitate towards team-leading roles. They usually have a wide circle of friends and shine at conferences, group weekends and any collective opportunity to commune with people.

Isachsen & Berens (1988) note that the ENFJ's management style is democratic and participative:

The nature of their *modus operandi* is likely to be people oriented. They lead by coaching, encouraging, applauding and providing lots of positive feedback.

Unlike INFJs, for whom home is sanctuary—a private renewal place, apart from the busy world—ENFJs love having friends drop in frequently, and fill their leisure time with events or activities. While introverts understand their world through studied contemplation, extraverts understand their world by actively engaging with it. ENFJs engage robustly. And while INFJs tend towards an Enneagram 4 (*Unique Artist*), ENFJs are more likely to identify with 2 (*Helper*) plus 3 (*Busy Public Achiever*) wing.

ENFJs' voices are usually loud and clear: handy for training and public speaking, and unmistakable when speaking out in a crowd. While the similarly strong-voiced ENTJ is likely to have a commanding presence, the ENFJ is more likely to have a charismatic presence.

Susan M Nash observes that ENFJs 'enjoy learning the theory of human behaviour':

... their global language will often include generalisations and talk about impressions versus specifics. Their flowing style may appear to meander and to include non-sequiturs.

## Food as social nourishment

With a natural flair for cooking, in her early twenties, **Geraldine** decided to run a gourmet food business 'Specialty Lunchbox'. Using only the finest ingredients, everyone loved her quality foods.

She continues her love of cooking for family and friends: preserves, jams, chutneys, slices, and cakes. Great love is baked into her dinners.

'It's marvellous watching Geraldine cooking', observes her mother. 'She organises large beautiful dinners for ten, without fuss or apparent effort.'

**Jenny's** friends are enthusiastic about the yummy, nourishing food she provides at her gatherings. Dinner parties, barbecues and breakfasts for crowds of friends have been a feature over the decades of house-sharing and home ownership—despite tiny abodes where visitors spill into impossibly small crevasses.

**Sally** may be too busy to cook, but she doesn't forgo entertaining her friends, often taking them to sumptuous feasts in restaurants.

When visiting friends for afternoon tea, Sally bears exquisite gifts in quality cake boxes.

While delightful in conversation, this tendency can morph into heartfelt truculence, obstinacy and heated reluctance to change their mind by another person's factual or analytical arguments against a strong belief. Their sheer emotion may overpower anyone who wishes to convince a ENFJ that one of their cherished values may be incorrect. While they prefer harmony to conflict, they know how to 'stand firm' if an opponent dispassionately points out facts and figures.

As Isachen and Berens observe, at times the ENFJ's enthusiasm is 'dramatically demonstrated with effusive expressions of intense emotions':

To more calm oriented types, this can seem overdone ... Sometimes others would do well to realise that the impulsive, dramatic flair of an ENFJ is yet another way to heighten the overall awareness of issues the ENFJ considers crucial ...

ENFJs have a huge capacity for creating a warm, nurturing environment where people like to gather—a parenting place where people drop in and feel at home. Their parenting style establishes supportive environments for optimal learning.

The case studies—**Sally, Geraldine** and **Jenny**—share clear, strong voices and animated, open faces. On entering a room they radiate friendliness and liveliness. Actually, their infectious laughter enters before they do.

The core need for organising seeps into their social lives with their often-asked phrases: 'What's on the agenda?; 'What's next?' In a predominately P gathering, they will act on their rhetorical questions with alacrity—while in a J group, they'll demonstrate a twitch to modify the group's plans without realising.

Provost (1990) notes that conviviality is so important to the ENFJ that their concern for others may lead them to enjoy initiating social events.

Martin (1995) stresses the ENFJ emphasis on interpersonal values, and their ability to organise. He observes their energy, warmth and compassion that suits any

field with people contact and promotion of fellowship and harmony:

Their enthusiasm often gives them exceptional skills in working with groups ...

[They are] often drawn to the religious professions, counselling, or teaching. Excellent communicators, they may be natural public speakers. Quite persuasive, they are often found in careers where they can and do influence others; they are often called on to be leaders.

ENFJs like helping others to grow and develop: hence the inclination towards teaching and training roles.

Comfortable with the abstract and symbolic, they usually gravitate towards some form of artistic or spiritual expression. Geraldine's mother encouraged her creativity, taking her to pottery lessons, and to op shops for finding bits and pieces for her artistic endeavours.

The case studies enjoy reading, book club meetings, and keeping abreast of the latest theories or trends in their areas of interest. Jenny is a member of 'Sisters in Crime' (a literary group of writers and readers of mystery and crime).

Provost notes that ENFJs appreciate the arts and literature, but are less likely to be interested in physical activity and sport:

ENFJs often approach leisure with plans and structure and may feel responsible for others' leisure. Play possibilities include gourmet cooking, telling stories, visiting, and collecting.

Geraldine collects anything and everything. Jenny spent many years collecting owls—hundreds of them. Sally has collections of shells and miniatures. They are prominently displayed—in contrast to the INFJ collections that are usually behind doors, encased in cabinets, or rarely exhibited to others. INFJs inwardly groan if visitors attempt to touch their treasures without permission.

ENFJs' high affiliative needs require social interaction with a broad variety of people in activities centred around people.

## Professional psychic

Sally Carr, ENFJ

'As simple as that!'

Highly regarded in her field, **Sally Carr** conducts a busy practice in a Melbourne suburb as a professional clairvoyant.

One of several stalwarts often quoted in the media, Sally remains modest and down to earth. A vibrant, gregarious woman in her 60s, she has an infectious laugh and entertaining conversation. Her work persona has slightly more gravitas and she is usually described as a no-nonsense, plain speaking, and extremely accurate card 'reader.'

Sally's sessions are high on accurate content; as she comments on past, present and future details regarding names of significant people, work, home, events, relationships, health, and conditions or influences.

Ethical and principled, she is concerned about potential dubious practices in this burgeoning multi-media milieu of New Age practitioners. The plethora of young telephone psychics who advertise at an expensive rate per minute is one example where callers may need to proceed with caution. A natural trainer and public speaker, matter-of-fact Sally contributes to the integrity of her field by conducting seminars, generously sharing information, and advising others about setting up a practice.

### How did your career start?

*I used to 'read' cards for interest. Women at my work wanted to come to my home for readings. I didn't charge anything, and eventually the whole thing mushroomed. Family members and friends of friends soon became the general public.*

*There were so many people, I came to a crossroads: either do it professionally and quit my job, or say no. I want to help people in need—I couldn't say no.*

### What is your work process?

*As a clairvoyant, I see, feel or sense past, present and future for the client.*

*I read the cards. Unlike most readers, I use a continental pack of 32 cards, not Tarot cards.*

*I invite the client to shuffle and cut the cards. I glance over the spreads and pick up things that I pass on to the client. They may be medical conditions, visions, feelings, symbols, words.*

*There is some clairaudience. Mainly, my work is via seeing, feelings, and I'm shown symbols. I ask to hold personal jewellery or items that only the client has owned. I include some basic astrology and numerology.*

*I launch straight into the reading. The material comes quickly and I relay the information I'm given, taking them over the next four or so years of specifics, and sometimes even further into the future. While the past is clear, the future is simply a probability based on patterns, and is open to modification.*

*At the end of the session, we look at any questions they would like to ask.*

*This process is like viewing a kaleidoscope—seeing the patterns around the client that are current, leaving, and also coming in. Free will can alter the clusters of influences.*

*I stress that people should never give away their personal power; they must make their own decisions. Being aware of any potential pitfalls, warnings and unexpected developments can help the person make a more informed decision and take appropriate action.*

*I record my one-hour sessions but sometimes the tapes play up electromagnetically—a metaphysical thing that often happens.*

*I registered my business, 'Simple as That', in 1988. I see my work as a job; I turn it on or off like a light switch, or a battery. I maintain clear boundaries, and don't find that I'm affected by psi when I'm not at work.*

*I like working straight through the day without breaks, as the momentum remains high.*

Sally's home is modern, spacious and free of clutter. Natural light, tall ceilings and a pastel decor create a comfortable atmosphere.



Sally Carr

### psychic:

*adj.* describes a variety of supernatural events such as telepathy, extra-sensory perception, clairvoyance, spiritualist phenomena, psychokinesis, levitation, prophecy.

### clairvoyant:

*(from the French, 'clear seeing')* the psychic ability to 'see' information about living beings, objects or events without using the ordinary sensory means.

## A day in the life of a clairvoyant

I set up my cards, writing pad, office chair and armchair. I start work at 9.30 am and finish at 3.30 pm.

If it's a new client, I take some time so we can relax. I watch for body language and try to put people at ease. You can also ask their spirit guides to calm them down. Before we begin I test my tape recorder—and mention that sometimes the session won't record properly.

I work all day in an even flow. At the day's end, I empty the wastepaper basket, and move the chairs back. I switch off my banking machine, and come downstairs to play my answering machine.

I do not recall anything I have said as soon as I finish. They have ownership of the material

I won't allow any interruptions during a reading, so I usually spend a while returning calls before dinner.

I always leave the window open upstairs to flush out accumulated energy from the clients.

These rituals help me to firmly leave my work behind at the end of the day. Sometimes this may be difficult; there are horror stories, especially when people are distressed about their children and terrible relationships or circumstances.

Sally Carr

### Describe your workspace

*My home-based office is upstairs. A sofa, a small table with two ornaments, a work table, two office chairs, and a long thin desk with business cards and brochures from practitioners I may refer to. These include psychologists, financial planners, community services, etc.*

*The colour scheme is blue, black, silver, and mauve. I am fairly tidy. My desk is small.*

*Lots of photos of my grandsons and thank-you cards from clients. An appointment book laid open at the week's appointments. Two phones/ fax and merchant banking/ credit card machine (click clack) Two boxes of silver to hold business cards. Mug full of pens, most that no longer work!*

Sally has never advertised: her clients come through word of mouth. When she began reading over 20 years ago, there were very few professional psychics in practice, and they were booked up many months ahead. Nowadays there is an oversupply, and the public needs to take care when locating professional and ethical psychics.

With so many psychics advertising their services and no system to identify expertise, clients may become confused. Some can become addicted to instant gratification, and passively do the rounds rather than take responsibility for a self-directed life. Apart from the mounting financial cost, there is concern that the client will remain passive, self-absorbed, or dependent:

*Reputable psychics only offer opinions, and legally we need to stress that any advice regarding relationships or business is purely our own opinion.*

### Tell me about your clients?

*All types of people from all walks of life.*

*When I first started reading, the majority of the clientele were females. These days I see both sexes in roughly equal numbers, and they ask about careers, relationships and health.*

*As well as general readings, many clients come with specific problems. Families are under a lot of pressure, and many parents are worried about their children. The troubling themes of loneliness and unemployment, cyber romances gone wrong, and gambling problems are key issues people bring.*

*I work confidentially and never reveal who comes; we must be trustworthy and discreet. I see a number of high profile people, TV and media celebrities, professionals, business people, artists, homemakers and lollipop holders—people of all ages.*

*Business people usually bring work related concerns. For example, they are considering entering into a partnership, and wonder if they should trust their prospective partner or start an import/export business.*

*I don't want anyone to return for at least 12 months, unless there is a crisis. Generally, it's unlikely that the patterns will change dramatically within a short time frame. I explain that they probably wouldn't hear anything different to what I said at their last visit. Otherwise you run the risk of creating a dependency, and it is not moral or ethical to overservice.*

*Really, I work as someone who can confirm a client's thoughts or hunches, and steer them towards other options if I sense problems. They come for verification or to check that they have all the data they need to make a good decision about something.*

Sally first became aware of her ability when she was around four or five years old. As a child she saw ghosts, and regularly levitated up and down the staircase—cause for consternation for her mother, who advised her not to blurt out the things she 'knew' to everyone.

Being born in the war years contributed to nonchalance about this odd little girl; everyone was too busy trying to survive air raids to take much notice of Sally levitating or making prognostications.

*I would 'know' things in advance, such as when someone was going to die. As I was so accurate, people simply confirmed my information when it happened, or were too engrossed in getting through a day in London's war years to bother listening to my chatter. Fortunately, I didn't get into trouble from my parents for 'knowing' things. Bombs were flying, sirens were sounding, and we spent a lot of time sitting in cellars singing rousing patriotic songs.*

On visits to family friends Sally would often see people in a room; their form was solid. She would later learn that she had seen someone from the past with a strong connection to that house.

*I was an adopted child, very happy, imaginative, and outgoing. I spent my play time dressing up, putting on plays and chatting to everyone. Loved English, but not maths or sewing or sport! I enjoyed being with friends and spent a lot of time on dancing, music, and ice skating.*

*I never had an inkling of what I wanted to do when I grew up, although I had repeated visions of myself living in some kind of palace. I was a rebellious adolescent; cheeky, mischievous, and the class clown known for my outspokenness.'*

Sally would not return to her psychic abilities for several decades; not until she and her family emigrated to Australia.

Sally has a clear sense of who she is and where her strengths and weaknesses lie.

*After school I was sent to secretarial college and failed miserably. They begged my parents to 'please take her away!' I wasn't cut out for office work.*

*My mother booked me in to nanny training college where I boarded for two years. I was sent to Germany, near the Dutch border, where I was the nanny to a wealthy family who lived in a castle. It was funny because the first psychic I visited—in my late teens—said, 'you'll travel the world, live in castles, and help people.*

As a young married woman, Sally and her husband Ray lived all over Europe, often working in castles in service together as nanny and chauffeur.

*We held several positions where Ray was chauffeur/butler, and I ran the household for titled families. We were living a hilarious version of Gosford Park or Upstairs Downstairs!*

*It became even busier when I had my three young children. I was posted to Ireland and started a play group in the quiet village. In my spare time, I explored the supernatural. I read books about card reading, and a few of us held séances.'*

Wanting to create a better lifestyle for their children, they decided to leave Great Britain. Sally 'knew' she had to go to Australia, despite knowing little about the country and having to leave ill parents.

*We arrived in Australia in 1971. My parents died shortly after, and all my psychic gifts from childhood returned strongly. I could pick up information from any house that held some trauma; I would 'see' the people.*

*I like working with all of my clients, but I love working with the young men: they are far more enlightened and spiritual than a generation ago.*

*Ethical people will charge a reasonable fee.*

### **Do you self-read?**

*It is very hard to read for yourself and those closest to you. Since we know the good people in our circuit, it is best to go to someone else. I don't read for close friends and family.*

*I won't wear dark colours on the upper half of my body. I use white light protection and drink plenty of water. I won't take strangers if I am alone in the house.*

### **Describe your personality?**

*I can be serious, but mainly I have a keen sense of fun. A wicked humour and I am a giggler, cannot help myself.*

*I enjoy being with people, sharing a meal and telling funny stories. Sometimes I can be aloof, but mostly I'm open and friendly.*

An entertainer lurks within, and Sally can perform skits that have people laughing in minutes. She sings, and does vaudeville impressions on cue.

Sally has a directive, questioning style and also shares her thoughts and feelings easily. The mother of three peripatetic children, she has always respected and encouraged them in whatever they wish to do. Her son spent many years touring the world with *Disney on Ice*, a champion ice skater. Her eldest daughter has a corporate career in England, and her younger daughter, a smart business woman with her husband, has two young sons.

Sally adores children, and is a wonderful, outrageous grandmother. Her sense of play and safe mischief, mixed with her educational approach, makes her a beloved baby sitter:

*I am a strong nurturer and very maternal.*



**Sally Carr** (right) with Ray and Meredith Fuller

I predict that as time goes on, people will come to psychics less often, because they are developing their own sixth sense and learning to trust themselves.

Remember, Australia is the place of the oldest race in the world, a vast island continent, considered to be the geographic heart chakra.

This is a very spiritual place.

Sally Carr

My gift is an instrument: the more you play the better you get, and we can increasingly hold the energy for a long time—certainly for the duration of a reading, and all day.

Visiting and phoning psychics can appeal to desperate people, especially in these desperate times, and this is worrying.

The good psychics sit in 'developing circles'—meeting regularly at a specific place and time, the teacher opens and closes that circle. No one else can join afterwards, and you don't wander in and out when you feel like it.

The circle helps its members to become stronger, holding the energy force for longer and longer periods, as well as ensuring self protection.

There are also lighter sides to my work. I regularly work for the major women's magazines, corporate marquees for Oakes Day, etc.

This is great fun and light-hearted, with champagne and quick little readings. The environment is very noisy, and people are in party mode. Not taken too seriously, but you can still do a decent job in 10 minutes, despite the noise level.

Anyone with a gift may be fine as a psychic, but some of us are better with the public than others!

Sally Carr

She sees herself as a guide, helping people to become aware of their own feelings and how the way they live impacts the problems they bring. Very grounded, she doesn't feel drawn to incense, chanting CDs or costumes. Her spiritual faith is not attached to any specific religion or institution.

### **Sally, how do you handle anger?**

*I let off steam. I'll speak out, and then I will let it go. I speak my mind and I don't stew over things. Have been called a loudmouth. I'm quick to get up in arms about things, especially injustice or cruelty.*

### **Interests?**

*Reading, collecting things like shells or miniatures. Family; spending time with my grandchildren.*

*Going for drives to the hills or the sea. Going to theatre and films.*

### **Favourite colours?**

*Pastels, pinks, mauves, blues, lilac, and white.*

### **How do people get the best out of you?**

*Have fun with me. Go out for dinner—anything to do with eating and food. I do like to enjoy myself.*

*There is a big difference between friends and acquaintances. A lot of people are interested and attracted to what I do but is it really me they like? They need to respect boundaries—some people meet you socially but expect a free reading.*

*They don't understand how rude that is. I can feel like a thing instead of a person. I do need to know that people like me, the person.*

Similar to most NFs, Sally needs to be valued for her authentic self.

She is a warmly enthusiastic communicator who can be persuasive and inspiring. Her sociability and self-determination underscore her life of helping others. She comes alive in face to face interactions; Sally's expressive face and twinkling eyes are evident.

*I adore time with good friends and having a good laugh. I love being in my pleasant home surrounded by nice things and meeting interesting people, the clients, from all walks of life.*

*My ideal day would be to do nothing and not speak (but I can't manage it!), and of course, going to lunch and dinner with friends or family!*

### **Weaknesses?**

*Addicted to chocolates and sweets! Love eating. My loud laughter causing heads to turn!*

*Wanting to know what's going on and jumping in on conversations.*

*I need to learn to say no to work and people's requests, particularly when I am exhausted. I need to have discipline with food—I can't resist nice food.*

*I am coming to the point of semi-retiring and actually having a Saturday off, one of my busiest work days for too many years.*

### **Your purpose?**

*I believe that I am here to serve people. I do believe in reincarnation I came here to work with people, and all my personal experiences have helped my empathy for others.*

*I understand about dark periods, and can help people walk through them. I can see the light that is to come. I was adopted by older age parents during the War. I know loss, fear and abandonment. I have deep empathy for clients that comes from personal experience.*

*My former jobs around the world gave me access to all sorts of people and a multicultural perspective. I feel privileged to meet all the people who come to see me.*

*Having been adopted, valuing family is the most important thing. For myself, I value having peace of mind. I feel happiest in life spending time with Christian and James, my beloved grandsons, and my adult family and close friends.*

*My lifelong dream is to 'help people to help themselves.' My mission in life is to inspire people. I want to leave a legacy of me and fun things.*

*I love that delicious feeling of my belief that 'soon' something exceptional is about to happen to me, and I don't know what that is!*

## The Mother

### Geraldine Richards, ENFJ

**Geraldine Richards**, in her late 30s, is creative in her range of roles as mother, artist, horticulturist, social activist, teacher, student, and gourmet cook.

She is perceptive, funny, and speaks her witty, irreverent mind. She has remained true to herself, despite setbacks and difficulties along the obstacle course of finding her path.

Unconventional and artistic, she wasn't happy in conventional private schools.

*I was very uncomfortable, because I was an arty type in academic settings. I tortured myself with feelings that people didn't like me, but I discovered later that it was mainly me that didn't like me.*

*My parents found a very small very alternative school for me—everything else didn't work, so my they thought they'd try it. It provided a space to hang out, without 'studying' in a conventional sense.*

Curious and excited about possibilities, Geraldine turns her hand to a multitude of accomplishments. In addition to exploring almost every aspect of artistic creation, she also has qualifications in horticulture and postgraduate organisation development. She studies art, and currently she is completing therapy training in Gestalt.

Meeting at Geraldine's home for this interview, I was invited to 'wander round to the back door and come in, everybody comes in that way.' I enter straight into the kitchen; a cornucopia of delightful colours, textures, sounds and smells. Paints, brushes and ephemera cover the huge table, while art works, flowers, and pretty things cocoon me.

Her mother drops her children home from school shortly after my arrival, providing an opportunity to ask about her observations of Geraldine:

*My children are both worthwhile, different, individuals. Family is everything to me.*

*I have always gone along with Geraldine's creativity and art. While an unconventional family, we have tended to be in academic pursuits such as medicine and the law.*

*Geraldine has always done things her way; she made up her own version of games as a child, and creates her own techniques for all her forms of art. My granddaughter Lucy also has this inventive artistic ability.*

During this conversation, both Geraldine and her mother exchange food they had brought for each other, while Geraldine bustles with afternoon tea for us and dexterously prepares the evening meal.

'Geraldine has always had her own opinions and been honest', her mother explains. 'She was always more chatty than quieter friends. She's a huge organiser.'

Geraldine can be inspired by all sorts of things, and is apt to feel overwhelmed by overchoice. Her children have always come first—plenty of time, playing puzzles, outings, lots of talks, and treating them with respect whatever they were doing together.

Geraldine enforces policies of respect in communications: for example, no name calling. Rules can be stretched almost to collapse, but then she adroitly reins them in if required. For example, pocket money each week for 10 minutes work per day.

*I want my children to know that whatever they do to contribute is most important. They are needed and wanted. I am curious how they'll go but I'm not prescriptive.*

*I like helping people to bring all their information and ideas together and hold it together. I plan ahead; I want my children to be independent and encourage them to try things. Experience is everything'*

Her parenting style is authentic, and her children get the whole person.

*I'm separated; I tend to be the more serious parent. My ex and I co-parent very well together. He has always been a good Dad and it has never been in question that he is vital to our children. We have worked it out well.*

Geraldine's son Danny is perceptive and thoughtful, with emotional intelligence beyond his years. He picks up on his mother's warmth and comforting presence, as well as her foibles.

Mum is good to have around. She is loving, and she can be *loud!*

She can quickly jump to conclusions, but if she is wrong, she can apologise.

—Danny



**Geraldine Richards**  
with Danny and Lucy

Mum is great to have in the house. She's often in the kitchen looking out for us, whatever we're trying.

But she can get bossy, and that's a bit annoying! I feel free to comment about these behaviours.

—Lucy

*Geraldine has been an artistic entrepreneur since she started selling her jewellery, beads, drawings, boxes and découpages at 15. Recently she began painting and creating assemblage art. Geraldine's painting is 'all about lines, divisions and patterns', notes daughter Lucy:*

I am amazed by how far she has come as a painter in such a short time. She has always been great with colour. Now she mixes her own and puts them together amazingly.



*Geraldine has sold a number of paintings. She likes the idea that people find her artwork inspiring and life-giving:*

The essence of the magic of art is being yourself; not getting lost in pompous theories.

My passion for colour, interest in design, energy for this artistic journey, and my commitment to my children best describe me.

### **Describe your work space/s**

*It is basically the kitchen. So it is a transient space that I have to share with the children and the odd visitor. I quite like it like this.*

*People comment to me on how they like my kitchen I work space. I don't always want people to comment on my art work until I have finished, so I sometimes move it out into the hallway.*

*My 'desk' is the kitchen table. It is old and has character. I bought it from auction rooms in Ballarat. It is often covered with paints and books and transient objects—art catalogues, a book on art theory, painting experiments. I constantly have to make room for three place mats at meal times. My son hates it if I put the place mats on top of the newspaper that may have been down protecting the table.*

### **How do you go about creating/ thinking?**

*A bit of my time is spent consciously 'studying' art. Then I have other times where it seems I am just 'living my life,' but sneakily these experiences influence my art some times. For example, I am studying to be a Gestalt therapist. I was reading about grief, and a picture of trapped grief appeared in my imagination. There was a patch of blue sky trapped under the earth with layers of soil, garden, plants and more blue sky above.*

*I have a note pad ready in my bag. The other day on the bus in the city I saw one tall skinny guy in a red top with sandy-coloured hair. Then soon after I saw someone similar. I was inspired to do a series of seven of these men in a row—or even finding seven men who look similar and taking a photo.*

*I have more ideas than time. I have to discipline myself to not act on every idea.*

### **Describe yourself**

*I seem to have a complex way of experiencing life. Luckily for me I quite enjoy being this way a lot of the time now. I didn't before. I am told I can be intense and I used to be very serious. My children have taught me how to have fun and to enjoy myself, especially with them.*

*I am driven to know people at a deep level—even if they have killed someone. I want to know their truth.*

*I can't be bothered with people who tell lies. I don't know what to talk to them about. Honesty is the most important thing to me.*

*I am excited by colour, and discovering that I can affect people in a positive way. I most enjoy painting, eating, and connecting with my children, Lucy and Dan.*

### **Your passions or interests?**

*Having a good relationship with the children, seeing how much I can achieve in art (in skill and expression)—and see how I connect with people when they experience my art.*

*I want to affect people. I am driven to support people to enjoy as much of their life as they can. I deeply care for people's psychological struggles. I am passionate about supporting people to stand up for themselves.*

### **What were you like as a child?**

*I was chatty and outgoing. Very inquisitive, energetic. Low self-esteem. Felt different.*

### **Ideal day?**

*Doing art from sun-up to sundown and then getting a good enough light to paint into the night time. I am most pleased and proud of having sold 6.5 paintings (one is still being paid off). I found my laugh, which I had lost for a while, and so far my children seem happy.*

*I refuel my energy by taking one art class a week, seeing vast expanses of landscape, gardening, reading, and reflecting, connecting with the children, connecting with friends. Past relationships that are over still consume parts of my life. Sweet tooth.*

### **What is important to you?**

*I value self expression. I want to feel my value to people other than family and to keep having better and better connections with people (and myself I guess). My dream is to spend my time doing art while feeling connected to people, and sell my art work and have some Gestalt counselling clients.*

*I'm happiest, most fulfilled when laughing with the children, discovering I can sometimes do clever things and selling a painting. Fun to me means knowing each other, laughing at our own failings, sharing stories.*

## Trade union trainer

### Jenny Evans: ENFJ

In her late 40s, **Jenny Evans** has a degree in economics and politics and a DipEd in economics and community education. Like most ENFJs, she is drawn to working for worthy causes and groups of people she can identify with.

Jenny initially joined a large government instrumentality, but soon moved to the Department of Employment, Education and Training. In addition to training and development, her concern for others soon led to intense union involvement. Jenny moved to the Trade Union Training Authority (TUTA), an excellent vehicle for her skills, values and interests.

Isachsen & Berens (1988) note that:

Wherever possible, ENFJs like to lend a helping hand in improving and enhancing the overall working environment ...

This may draw them off task at times, pre-occupied by their built-in tendency to be concerned about the welfare of others. Indeed, an ENFJ tends to be somewhat critical of systems and procedures, as all too often they have experienced how organizations and their policies tend to squelch human motivation, ultimately resulting in performance decline.

An ENFJ may find task-oriented work environments to be callous, hard, cold and impersonal [and] will eventually crusade to put things right. If they fail ... they may become informally sarcastic and cynical, and eventually divorce themselves from the organization.

While living in Hobart for 14 years, Jenny worked for the Commonwealth Employment Service and completed a graduate diploma in community education. She has spent many years with TUTA around the states, using her training and mentoring skills. She now resides in Perth with her partner and son.

### Describe your work space/s

*My office is fairly small and has lots of stuff in it—books, folders of course material, files of current work with unions, etc. There are two bookcases and a filing cabinet with materials, all full. I try to keep it ordered, but my desk is far from one of those ones with nothing but a sheet of paper on it.*

*I keep all my current work in manila folders—one per union or project—and they sit in a pile on my desk so I can access them quickly. Above my desk is a yearly wall planner. I couldn't survive without it—I can see what I have on at a glance.*

*I also have lots of photos of Charlie and Lachie and lots of Lachie's artwork on the walls. It keeps reminding me about what is really important even during high stress times!*

*I actually don't spend heaps of time in my office, as I am often in the training room, either at work or at particular unions. I usually set it up as the traditional U or around a central table. I like to sit in with them most of the time, when I'm not up on my feet.*

*I prefer not to rely on technology too much. My colleagues make fun of me because I don't like using PowerPoint, but I prefer to use low-tech and more interactive methods. (I'm a luddite at heart.)*

### Please describe your desk

*It is probably two-thirds covered at any one time, but there is order to the clutter. I have all my current folders on my left and just grab them when I need them. Also on the left is the phone, my diary, and my to do list.*

*My computer is central, and my workspace is to the right—that's where I do my course prep and reading.*

*I have a glass paperweight that looks and feels gorgeous. I got it as a present from one of my traineeship groups. I like looking at it and playing with it. It reminds me of them and other participants.*

### Describe yourself

*This is too hard!*



**Jenny Evans** (centre)  
with Lachie and Meredith Fuller

I know that I've changed the lives of people who have been to courses I have run, only in small ways ...

... but even if they've gone back to work and stood up to a boss who is bullying them, that's a significant achievement.

Jenny Evans

**How do you go about creating/ thinking?**

*I usually start when I wake up in the morning. If I know I have a course to create that day, I start thinking first thing; I try to think about the group and what they will want.*

*I use the drive to work as well (once I've dropped Lachie off—thinking with a 7 year old in the car is hopeless).*

*If I really need to concentrate I shut my door and turn my phone off, so that I can have peace and time to really work it through. Sometimes I ring a colleague in another state and bounce ideas off them.*

**Your passions or interests?**

*My passion is social justice. I have spent most of my adult life working in the union movement in some way or other. I've been doing union education on and off for 20 years, and have worked in my current job for 14 years.*

*I still get worked up over unfairness and unjust work practices. I still yell at the TV and radio when I hear someone say something I just can't bear, or that is blatantly wrong (though not as much as my partner, Charlie, does).*

*Within the broad commitment to justice for working people and their families, my passion is in education. I was a union organiser for a while, but I prefer being an educator: it feels like I can have a broader and longer-term impact doing what I am doing, and I found the day to day hostility and conflict in being an organiser just too hard for me.*

*As a child and adolescent I always wanted to be a teacher, but got caught up in other things. I finally came back to it.*

*I love reading and have joined a book group which I really enjoy. It forces me to read things I might not read otherwise, and I love the monthly get togethers. Sometimes we talk for ages about the book; at other times it's just a chance to have a drink and a chat.*

*I love being near water: the sea in preference, but even the river will do. We go for walks and bike rides regularly. I feel most at peace walking along a beach.*

**What were you like as a child?**

*Always very self conscious and shy. I can remember suffering terribly.*

*I loved school and loved learning. Unlike a lot of kids I was always ready to go back to school at the end of the holidays. I liked sport—team games like netball and softball, not athletics or anything like that.*

*We lived in a new post-war suburb and there were always heaps of kids around, we used to play outside till dark in summer. There was a lot of freedom it seems then.*

*I can remember being a bit lonely at times because all my siblings were much older than me and either working or at high school, and my Mum worked from the time I started school, which was a bit unusual then.*

*I read constantly and had a library of books which I used to lend out to my friends. I had them all numbered and kept a record of who had what so I wouldn't lose any.*

*I was overweight from an early age and always self conscious about it.*

**What do you value most in life?**

*My family. Not just Charlie and Lachie, but the whole extended family. I am close to my sisters and brother and to their children, and now their children. We didn't have a big extended family when we were growing up. Mum and Dad didn't see much of their brothers and sisters.*

*I love the fact that we all get together regularly and that the cousins all know each other. I guess what it means is a sense of safety, belonging—that there is always someone you can rely on. It is also just fun. We laugh a lot and make lots of noise, and argue and debate politics and sing and dance and generally have a good time.*

*My second family is the friends that I have shared houses with over the years. From my twenties I lived in share houses and those people have become lifelong friends.*

*They feel like family too—there is a level of familiarity and closeness that comes with that experience. Being with those people is just as much family as my real family and I value that time enormously. It is precious.*



**Jenny Evans** (left) with Lachie, Linda Wheeler, Meredith Fuller, and Heather Davies with Ashleigh

My family and friends are the most important things to me. I treasure just being with them, especially the ones in Melbourne who I don't get to see much any more.

I still get really homesick regularly—for the people, and the place.

Jenny Evans

## **Your vocational mission?**

*From adolescence I knew I wanted to work in some way that made a difference. Not in a world-stopping way—I have never been all that ambitious on a personal level—but in an area that I believed was doing some good in the world.*

*I was drawn to economics because it can be so values-driven and has some very neat theories that appealed, but working with figures just didn't do it for me. When I started work at the CES I knew I'd found my niche—working with people and getting involved in the union and starting to do training just brought it all together for me.*

*I feel now like I've found my dream job. I work for an organisation I believe in, run by people I respect greatly, and my job grows and changes all the time.*

*The challenges stress me out at times and I have found myself on the tram in the mornings wishing I was a tram driver rather than facing whatever it was I was facing that day, but I know that in the long run if I didn't get stretched and challenged I would get bored.*

*Some delegates who I've trained have gone on to careers as organisers, some just go back and organize their workplaces and take on issues that change the working lives of their members. When I train organisers, if I can make them even 1% more effective in their role that means a ripple effect through lots of workplaces.*

*Sometimes I feel like we are fighting a losing battle, especially at the moment with the Howard government, but at least I'm doing something about it, trying to make a difference.*

## **What do you enjoy on a daily basis?**

*I go to gym at 6 am three times a week. Getting up is not the enjoyable bit, but I love the feeling walking out of the gym at 7 am, feeling energised and supple and healthy, with the day ahead. Especially when it is a beautiful day, which it often is in Perth.*

*I really enjoy finishing a hard course or session that has been stressful and worrying and knowing that is has gone well.*

*I love picking up my partner and child at the end of the day and coming home. It is a tiring*

*and stressful hour or so sometimes, but sometimes we just gel and have a lovely time getting through the chores and talking about our days.*

*We nearly always sit around the table to eat dinner and I love that too. It is even better when Charlie's other two boys are with us and then it feels even more like my old family meals when there were six of us.*

*I enjoy putting Lachie to bed and having a final cuddle. I enjoy vegging out watching TV at the end of it all.*

*I admire people who make sacrifices to do something they believe in. Not just the famous ones, but the people everywhere, who work in the community helping people, go overseas to work in aid jobs etc.*

*I used to meet unionists from overseas who had been to jail and been tortured for their union activities. I don't know if I could be that committed. I really admire them. I do my bit, but I do it within my comfort zone. I am in awe of people who make real sacrifices in their lives.*

## **Where do you get and refuel your energy?**

*Like any good E, I get energized by being with people. I can start a day feeling dreadful and wondering how on earth I am going to train people all day. After 10 minutes in the training room I am buzzing again.*

*At times, though, I do just need to withdraw. Some weekends I don't want to leave the house or see anyone, and I really enjoy just doing domestics and hanging out with Charlie and Lachie, going for long walks, reading, drinking lots of Russian Caravan and eating chocolate.*

## **Your blindspots?**

*Food—I eat emotionally, through boredom and just because I like it.*

*Order and control—sometimes I just wish I could let go and relax a bit more, be a bit more spontaneous, live with mess, live in the moment, just have fun!*

## **What is most important?**

*Family.*



**Jenny Evans** (centre) with Rachel Davey and Thirza White

*I enjoy the interaction with colleagues and friends in the union movement. I could never work from home without that interaction.*

*Even though I'm the only one from the ACTU in Perth, I work with all the people at Unions WA. It's like having the best of both worlds—autonomy, but friendship and support when I need it!*

**Jenny Evans**

## Careers counselling themes for ENFJs

ENFJs often express interest in some form of teaching, guiding, counselling, spiritual or healing work. They will mention beloved teachers who influenced their subject and career choice.

They might find themselves taking charge as a team or project leader, or consultant or educator. Inevitably, they progress to 'train the trainer' or 'mentor the mentors' type roles. The high percentage of ENFJ principals in independent primary schools in Australia is statistically significant.

ENFJs relish opportunities to share practitioner wisdom and add to the body of knowledge, actively helping the society. For example, Sally the psychic conducts seminars and creates training and development aids for other practitioners, as well as being a media spokesperson. Jenny the union trainer began as a delegate and wound up training the unionist educators, and consulting. Geraldine has outstanding parenting skills that she happily passes onto others, and also conducts various classes in all manner of topics.

In addition to their social confidence, most ENFJs have a perfectionist streak and a tendency to worry, especially under severe pressure and lack of control. Unlike the silent INFJ, the ENFJ is likely to articulate it. Unfortunately, their distress is rarely taken seriously: they seem so competent and in charge of all they juggle. But the furrowed brow and quizzical looks are authentic; they really do need reassurance from time to time, and flourish with regular feedback.

### Vocational avoidance issues

If thwarted by a more senior adversary or critic, it becomes difficult for the ENFJ to remain in the same workplace. Criticism and conflict is personalised or seen through a subjectively judgemental lens. ENFJs are advised to avoid ISTJ structures and to seek opportunities to work with people in a helpful, creative way.

ENFJs may not realise if they have ennui: it is likely to be caused by boredom and staleness, and those words are not on their radar.

ENFJs usually place their self-needs last: *Can't construct a different path right now; I'll get around to it someday, but I'm flat out at the moment.* This behavioural pattern is visible when the ENFJ is busy beavering on behalf of others and doesn't stop until they have sorted out their futures. (Since that never happens in 'people' jobs, ENFJs are less likely to change careers by choice.)

ENFJs are usually distracted by non self-serving surprise or incredulity. There can be a Pollyanna tendency to anticipate that somehow a positive outcome will occur in the face of potential disaster, such as impending retrenchment or lack of funding:

*I expected that things would turn out OK for me, but they haven't and now I feel paralysed. I'm fluffing around doing busy but not essential activities. When the job stopped, my loss of confidence caught up with me.*

ENFJs may push themselves beyond reasonable limits to 'get it done', lurching from crisis to crisis without adequate time in lieu, personal space, sleep, relaxation or nutrition. They may become fatigued or too unwell to maintain the speed and output. Longing for people 'time out' may lead to snippiness or hiding from others. Resentment at unrelenting responsibility may lead to inability to complete tasks. ❖

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I have met so many wonderful people, and I really like to help people.

I love the wide variety of people I meet.

Sally Carr

Photos of Sally, Geraldine and Jenny were taken by Brian Walsh and Meredith Fuller