



# ENTJ CAREER GUIDANCE KIT



**QAMAR CONSULTING**  
Discovering Potential & Optimizing Performance

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## **CHAPTER 01**

# *Know Yourself & Understand Others*



# About Human Preferences

## EXTRAVERSION

## INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

## SENSING

## INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

## THINKING

## FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

## JUDGING

## PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

**LEFT**

**Right**



# Understanding Preferences Through Pictures

## EXTRAVERSION (E)

Keywords:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

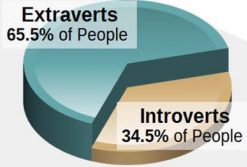
## INTROVERSION (I)

Keywords:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

## SENSING (S)

Keywords:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetition

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

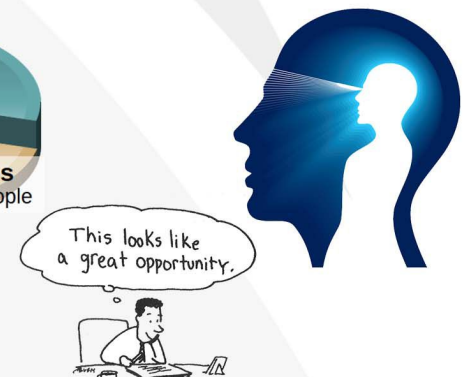
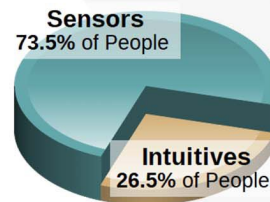
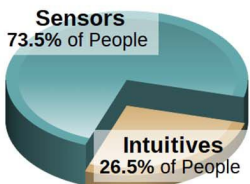
## INTUITION (N)

Keywords:

- Pay attention to patterns
- Future focused
- Imaginative
- Change
- variety

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

## THINKING (T)

Keywords:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

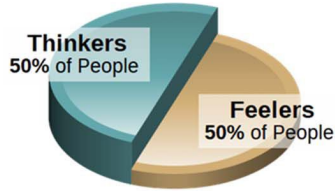
صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



## FEELING (F)

Keywords:

Decides with heart

Use personal convictions

Empathize and appreciate Personal

Concerned with values,

relationships and harmony

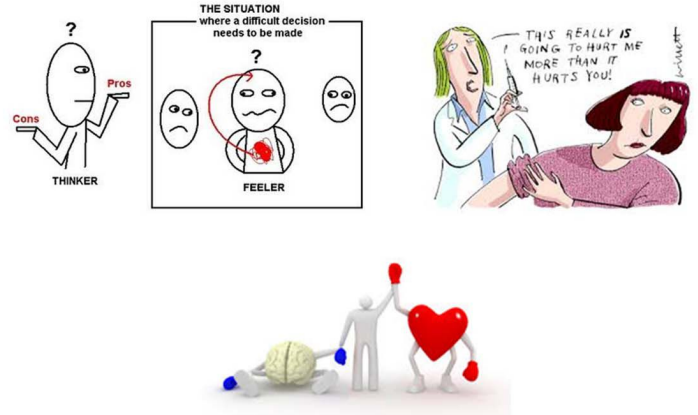
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رحمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

## JUDGING (J)

Keywords:

Organized

Control

Decisive

Deliberate

Plan

صفات:

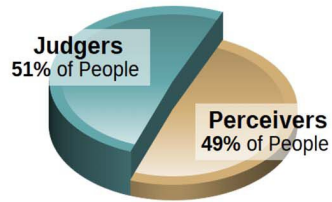
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



## PERCEIVING (P)

Keywords:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

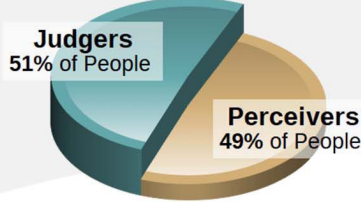
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?



# Brief Overview Of 16 Personality Types

## ISTJ



**DUTIFUL**

- PRACTICAL
- SENSIBLE
- REALISTIC
- SYSTEMATIC
- REASONABLE

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## ISFJ



**PROTECTOR**

- REALISTIC
- CONCRETE
- SPECIFIC
- KIND
- SENSITIVE

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## INFJ



**GUIDE**

- INSIGHTFUL
- VISIONARY
- IDEALISTIC
- COMPLEX
- DEEP

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## INTJ



**MASTERMIND**

- CONCEPTUAL
- CREATIVE
- INSIGHTFUL
- LONG RANGE THINKERS

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## ISTP



**CRAFTSMAN**

- PRACTICAL
- REALISTIC
- FACTUAL
- PRAGMATIC

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## ISFP



**ARTIST**

- TRUSTING
- KIND
- SENSITIVE
- GENTLE
- OBSERVANT

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## INFP



**HEALER**

- CONCERNED
- CARING
- IDEALISTIC
- CURIOUS
- CREATIVE

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## INTP



**CONCEPTUALIZER**

- LOGICAL
- ANALYTICAL
- OBJECTIVELY
- CRITICAL
- INSIGHTFUL

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## ESTP



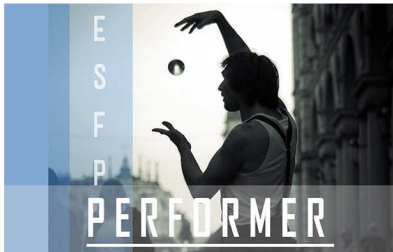
**ACTIVIST**

- OBSERVANT
- PROBLEM SOLVERS
- PRACTICAL
- RATIONAL
- STRAIGHTFORWARD

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# Brief Overview Of 16 Personality Types

## ESFP

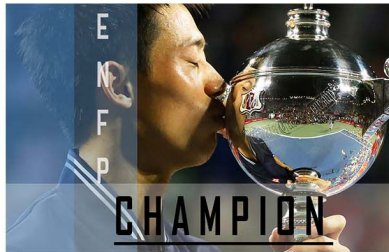


**PERFORMER**

PRACTICAL  
 SPECIFIC  
 ACTIVE  
 OPTIMISTIC

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## ENFP



**CHAMPION**

PRACTICAL  
 SPECIFIC  
 ACTIVE  
 OPTIMISTIC  
 PERSUASIVE

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## ENTP



**INVENTOR**

CREATIVE  
 IMAGINATIVE  
 CONCEPTUAL  
 ASSERTIVE

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## ESTJ



**GUARDIAN**

OBJECTIVELY  
 CRITICAL  
 DECISIVE  
 ASSERTIVE  
 SYSTEMATIC

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## ESFJ



**PROVIDER**

WARM  
 SYMPATHETIC  
 PERSONABLE  
 TACTFUL

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## ENFJ



**MENTOR**

PERSONABLE  
 LOYAL  
 SUPPORTIVE  
 TRUSTWORTHY  
 IMAGINATIVE

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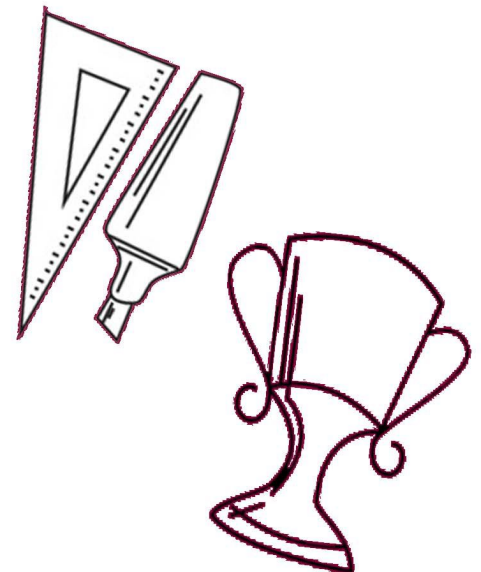
## ENTJ



**COMMANDER**

ANALYTICAL  
 ANALYTICAL  
 DECISIVE  
 CLEAR  
 CONCEPTUAL

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## ***CHAPTER 02***

### ***Mapping Your Career Journey***

**ENFJ (Mentor)**

# ENFJ Born Talents

Appreciative قدردان

Idealistic تصویری

Congenial ہمدرد

Loyal وفادار

Diplomatic سفارتی

Organized منظم

Energetic جوشیلہ

Personable خوش انداز

Enthusiastic پرجوش

Responsible ذمہ دار

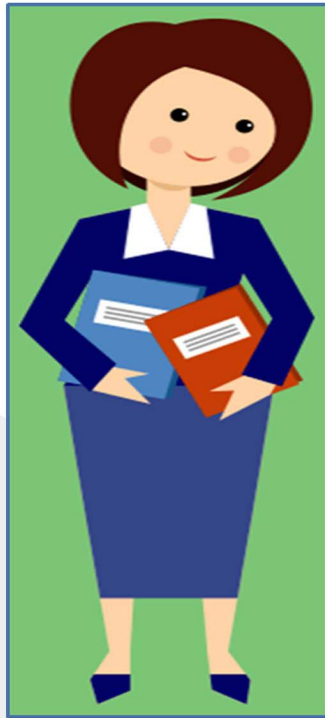
Expressive وضاحت کار

Supportive سہارا دینے والا





# MENTOR (ENFJ)



Sincere, sociable, friendly, expressive  
open & supportive

Collaborative & cooperative seek  
consensus & harmony

Potential & development of people  
is their first & foremost focus

Enjoy leading others organizing  
projects & mobilizing people

## What Excites ENFJ the Most?

### Doing work that

- Lets me establish and maintain warm and supportive interpersonal relationships with coworkers, clients, customers, etc.
- Lets me develop creative solutions to problems on projects that I believe in and where I can see the positive results of my efforts for other people
- Is done in an environment where expectations are clear, contributions are appreciated, and personal and professional growth and development are encouraged.
- Lets me be a part of a team of other creative people I trust as well as being busy and productive
- Allows me time to develop creative solutions to problems and then share them with other supportive and caring people
- Is done in an active and challenging environment where I am able to juggle several projects at once
- Lets me use my organizational and decision making skills and have control and responsibility for my own projects
- Gives me a variety of activities but allows me to work in a relatively orderly and well planned manner
- Is done in an environment that is free from interpersonal conflicts and ongoing tension
- Exposes me to new ideas and lets me explore new approaches, especially those that will improve the lives of other people

## During an Interview an ENFJ will Often

- Create a feeling of rapport with the interviewers
- Confidently and enthusiastically discuss their skills and experience
- Need to ensure they refrain from talking too much
- Benefit from being able to discuss how their people skills can financially benefit the company
- Discuss their future potential for the company and should include their current contributions to the organization

# ENFJ Career Trend and Potential Strength

## Career Trends

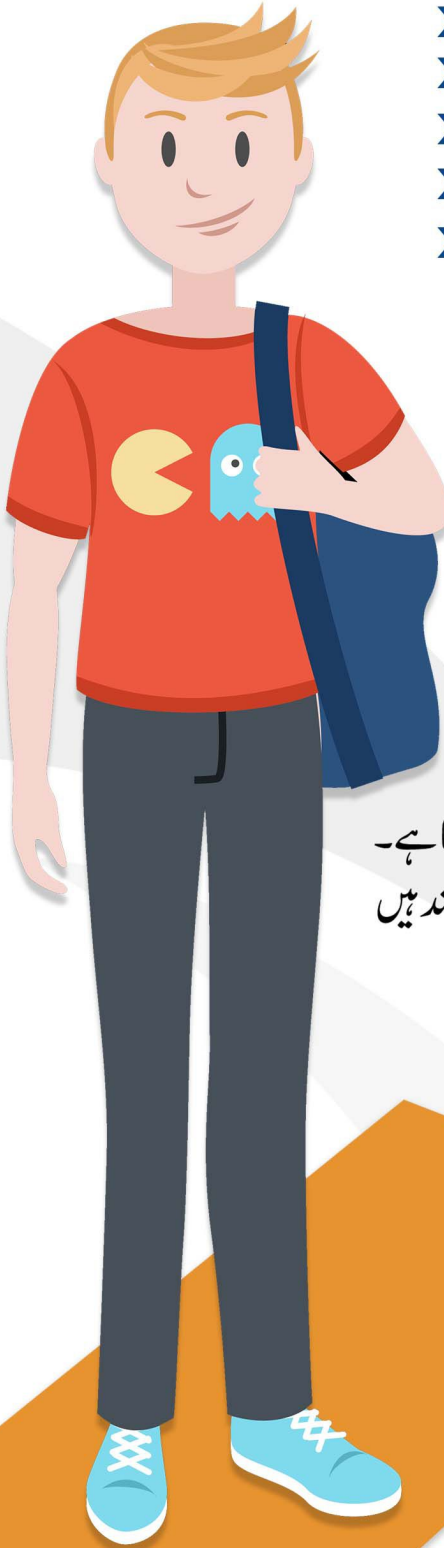
There are two major trends in the occupations that appeal to ENFJs. Most of the popular occupations involve working directly with people as a helper, counselor, teacher or administration. The next largest group of occupations is found in the arts. There are also some occupations in business that appeal to ENFJs, all of which also involve working closely with people.

## Potential Strength

- Can get things organized
- Ability to develop human resources
- Skilled at building consensus
- People skills
- Energy & enthusiasm

## کیریئر ٹرینڈ :

کیریئر کے لحاظ سے دو رجحانات ایسے ہیں جو کہ ENFJ کو پسند ہیں، سب سے زیادہ مقبول پیشے ہیں لوگوں کے ساتھ ان کا مددگار بننے کے ان کے ساتھ کام کرنا، ان کو صلاح مشورہ دینا، استاد بن کر سکھانا، یا پھر انتظامیہ سمجھانا۔ اگلا سب سے بڑا پیشوں کا گروپ آرٹ میں پایا جاتا ہے۔ کاروبار میں بھی کچھ ایسے پیشے ہیں جو ENFJ کو پسند ہیں جو کہ لوگوں کے ساتھ مل کر کیے جاسکتے ہیں۔





# Popular Occupations of ENFJ

People with ENFJ preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

1. Religious profession
2. Counseling mental health, school, career
3. Community service & social work
4. Fine arts & craft artist
5. Arts & entertainment: actor, composer
6. Interior design
7. Photographer
8. Teaching, art, drama,
9. Teaching all level
10. Lodging & hospitality
11. Medicine, family, general practice
12. Writing & journalism
13. Marketing, public relation
14. Health education
15. Psychology, clinical, counseling
16. Social & political science
17. Optometry
18. Dental hygiene
19. Child care
20. Physical therapist



## Popular Occupations of ENFJ

However, there are successful people of all types in all occupations. The key to getting where one wants to go involves firstly identifying what one really wants, something that comes from a more individual place than type. Individuals with ENFJ preferences then need to use knowledge of their type to gain insight into how they might approach the different activities in planning a career. In other words, ENFJs need to build on the strengths of their type and address potential obstacles that may come along with their style as they explore options, connect with others, make decisions, and manage their careers.

## Less Popular Occupations of ENFJ

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with ENFJ preferences are, however, less often attracted to careers and occupations characterized by a great deal of technical or tough-minded analysis and attention to detail, as in engineering or computer operations. They are also found much less often in careers that involve a great deal of interpersonal conflict (as in police or corrections work), business management (particularly if that work is not related to a people-oriented or service profession), or careers that have a low level of contact with people and/or a significant amount of hands-on precision work, as in many out-of-doors jobs, production/construction, and repair and maintenance jobs.





## ABOUT US

*"Qamar consulting excels in generating human and organizational development solutions".*

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

## FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

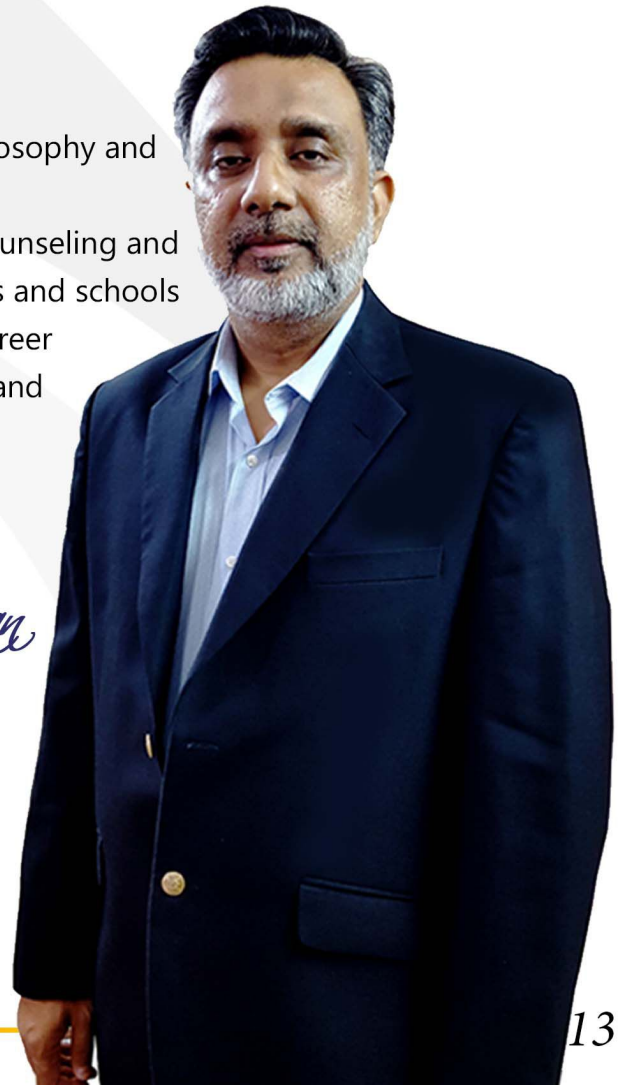
### TWO WORDS:

**UNDERSTAND** and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

*Dr. Muhammad Qamar Ul Hassan*

(CEO of Qamar Consulting)





**QAMAR CONSULTING**  
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