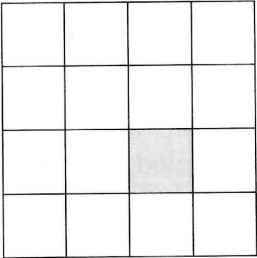


ENFP

Dominant Extraverted Intuition Auxiliary Introverted Feeling



ENFPs are energetic, creative, and warm. They are stimulated by new people and new ideas, are attuned to others, and especially enjoy helping people achieve their potential.

Because of this, ENFPs are excited by change. They are quick to seize the chance to expand their experience and create new opportunities for people. Their warmth, enthusiasm, and creative ideas energize others, and they can be real catalysts. They like to jump into activity, trusting their resourcefulness to deal with problems as they arise. They don't like routine and details, so they may have difficulty developing a structured plan. They also have strong values about supporting others, and they can become distressed if those values are not supported in the change.

When They Have to Deal with Losses

ENFPs contribute by:

- Allowing time for others to talk and process
- Working it through, considering all angles
- Scanning for the positive
- Talking a lot about it
- Organizing ceremony for closure—they will initiate this and include everyone

ENFPs have difficulty with:

- Breaking relationships with people, jobs, and their environment
- An ending that is too fast, when the past is incomplete
- Other people's bad feelings
- Their values being violated by the process

During the Transition Period

ENFPs report the following reactions:

- Excitement and anxiety
- "Roller coaster feelings"—being pulled in many directions
- Struggle with old loyalties
- Difficulty in focusing, not sure which way to focus

ENFPs tend to focus on:

- Creative possibilities for the future
- Others—how to keep people informed and involved
- How to influence the process
- Feelings and values—examining and possibly changing them

During the Startup Phase

ENFPs report the following as obstacles to starting:

- Their desire to include everyone may slow down progress
- At the outset, they may lack a plan
- They may feel torn—pulled back toward the old—especially if there are unresolved issues
- They will resist if the change plans ignore people's feelings

ENFPs contribute by:

- Having a vision of the future
- Enthusiastically and articulately communicating with others
- Including everyone
- Supporting the new plan
- Energizing others

What ENFPs need during a time of change:

- A chance to verbalize the positive possibilities
- A sense of options, possibilities, openness
- A great deal of information
- Attention to the effects on people
- Communication with many people
- Support—for themselves and others
- Being included in the process

What ENFPs report when not supported in a time of change:

- Can lose focus, become distractible
- Begin generating all the negative possibilities
- Become angry and rebellious
- Talk a lot and stir things up