



ENFP

Extraverted Intuitive Feeling Perceiving

The *Myers-Briggs Type Indicator*® (MBTI®), based on Jung's theory of psychological type, reports your preferences on four scales. Each scale represents two opposite preferences. The four letters that make up your type can help you understand yourself and your interactions with others.

Your type is the combination of preferences you chose when you answered the MBTI. It is up to you to decide what type you truly are, since only you know your true preferences. The scores on the MBTI indicate clarity of preference, not strength or ability to perform in the various areas. All of us use all of the functions at different times; your type indicates those functions you prefer to use most often.

There are no "good" or "bad" types. All types contribute special gifts to the world. Knowing your type can help you understand and develop both your most and least preferred functions, as well as help you understand and work with other people.

The information presented in this booklet was derived from various MBTI sources: the MBTI Manual by Isabel Myers and Mary McCaulley, *Introduction to Type* by Isabel Myers, *Introduction to Type in Organizations* by Sandra Hirsh and Jean Kummerow, and *Work, Play, and Type* by Judith Provost. CPP would like to thank these authors for their invaluable contributions to the world of type.

Useful Resources:

Gifts Differing (1980) by Isabel Briggs Myers with Peter Myers

The Inner Image (1990) by William Yabroff

LIFETypes (1989) by Sandra Hirsh and Jean Kummerow

Manual: A Guide to the Development and Use of the Myers-Briggs Type Indicator (1985) by Isabel Briggs Myers and Mary McCaulley

Portraits of Type (1991) by Avril Thorne and Harrison Gough

Work, Play, and Type (1990) by Judith Provost

E Extraversion

People who prefer Extraversion tend to focus on the outer world of people and things.

S Sensing

People who prefer Sensing tend to focus on the present and on concrete information gained from their senses.

T Thinking

People who prefer Thinking tend to base their decisions on logic and on objective analysis of cause and effect.

J Judgment

People who prefer Judgment tend to like a planned and organized approach to life and prefer to have things settled.

I Introversion

People who prefer Introversion tend to focus on the inner world of ideas and impressions.

N iNtuition

People who prefer Intuition tend to focus on the future, with a view toward patterns and possibilities.

F Feeling

People who prefer Feeling tend to base their decisions primarily on values and on subjective evaluation of person-centered concerns.

P Perception

People who prefer Perception tend to like a flexible and spontaneous approach to life and prefer to keep their options open.

Copyright © 1991 by Consulting Psychologists Press, Inc., 3803 E. Bayshore Road, Palo Alto, CA 94303.

Distributed by: OPP Limited, Elsfield Hall, 15-17 Elsfield Way, Oxford, OX2 8EP

Product Code: MB0194 NOT FOR RESALE 10 9 8 7 6 5 4 3

Description of an ENFP

People with ENFP preferences are enthusiastic innovators, always seeing new possibilities and new ways of doing things. They have a lot of imagination and initiative for starting projects, and a lot of impulsive energy for carrying them out. They are stimulated by difficulties and are most ingenious in solving them. ENFPs can get so interested in their newest project that they have time for little else. Their energy comes from a succession of new enthusiasms and their world is full of possible projects. Their enthusiasm gets other people interested too.

They see so many possible projects that they sometimes have difficulty picking those with the greatest potential. Their feeling can be useful at this point to help select projects by weighing the values of each. Their feeling judgment can also add depth to the insights supplied by their intuition.

The ENFPs feeling preference shows in a concern for people. They are skillful in handling people and often have remarkable insight into the possibilities and development of others. They are extremely perceptive about the attitudes of others, aiming to understand rather than judge people. They are much drawn to counseling, and can be inspired and inspiring teachers, particularly where they have freedom to innovate. With talent, they can succeed in almost any field that captures their interest—art, journalism, science, advertising, sales, the ministry, or writing, for example.

A difficulty for ENFPs is that they hate uninspired routine and find it remarkably hard to apply, themselves to the sometimes necessary detail unconnected with any major interest. Worse yet, they, may get bored with their own projects as soon as the main problems have been solved or the initial challenge has been met. They may need to learn to follow through and finish what they have begun, but are happiest and most effective in jobs that permit one project after another, with somebody else taking over as soon as the situation is well in hand.

Because ENFPs are always being drawn to the exciting challenges of new possibilities, it is essential that they develop their feeling judgment. *If their judg-*

ment is undeveloped, they may commit themselves to ill-chosen projects, fail to finish anything, and squander their inspirations by not completing their tasks.

Leisure Activities of an ENFP

ENFPs tend to be warmly enthusiastic about many kinds of leisure, including imaginative play possibilities beyond the conventional or obvious. They are often active and people-focused in sports and gatherings. They may appreciate art and be amateur performers. They often need lots of stimulation and try to bring elements of play into their work. Leisure options for them might include reading fiction, playing an instrument, acting in civic theater, writing poetry or songs, attending performances and films, or dancing.

Descriptive Adjectives of Your Type

creative	expressive	perceptive
curious	friendly	restless
energetic	imaginative	spontaneous
enthusiastic	independent	versatile

Personal Strengths of Your Type

E	Breadth of interests
N	Grasp of possibilities
F	Warmth and sympathy
P	Adaptability

Dynamics of Your Type

Dominant function	Intuition
Secondary function	Feeling
Tertiary function	Thinking
Least preferred function	Sensing

Organizational Preferences of an ENFP

ENFPs are enthusiastic, insightful,
innovative, versatile, and tireless in
pursuit of new possibilities.

Contributions to the Organization

- Initiate change
- Focus on possibilities, especially for people
- Energize others through their contagious enthusiasm
- Originate projects and actions
- Appreciate others

Leadership Style

- Lead with energy and enthusiasm
- Like to be in charge of the start-up phase
- Communicate and often become spokespersons for values relating to people
- Work to include and support others
- Pay attention to what motivates others

Preferred Work Environment

- Contains imaginative people focused on human possibilities
- Colorful
- Participative atmosphere
- Offers variety and challenge
- Idea-oriented
- Unconstrained
- Lively

Potential Pitfalls

- May move onto new ideas or projects without completing those already started
- May overlook relevant details
- May overextend and try to do too much
- May procrastinate

Problem-solving Approach

- Generate all the possibilities
- Consider the impact on others
- Examine the logical consequences
- Gather all the facts

Suggestions for Development

- May need to set priorities and develop follow-through
- May need to focus on important details
- May need to learn to screen projects rather than trying to do all that is initially appealing
- May need to learn and apply time management skills

Characteristics Frequently Associated with Each Type

Sensing Types

Intuitive Types

<p>ISTJ Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.</p>	<p>ISFJ Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough and painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.</p>	<p>INFJ Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.</p>	<p>INTJ Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.</p>
<p>ISTP Cool onlookers—quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.</p>	<p>ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.</p>	<p>INFP Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.</p>	<p>INTP Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.</p>
<p>ESTP Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.</p>	<p>ESFP Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.</p>	<p>ENFP Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.</p>	<p>ENTP Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.</p>
<p>ESTJ Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.</p>	<p>ESFJ Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.</p>	<p>ENFJ Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.</p>	<p>ENTJ Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well-informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.</p>