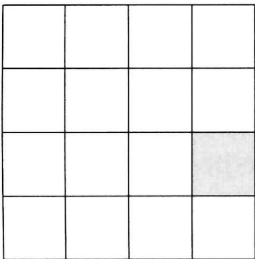


ENTP

Dominant Extraverted Intuition Auxiliary Introverted Thinking



ENTPs are creative, stimulating, and flexible. They are excited by ideas, theories, people, and situations. They use logic and reasoning in their decision making, but their greatest gifts lie in generating innovative solutions to problems.

Because of this, ENTPs find changing situations stimulating. They respond quickly, and, to them, no idea is too crazy to try out. They read their environment and the people in it well and enjoy interacting with others; this, added to their enthusiasm and creative ideas, can energize a group. They avoid plans, routines, and details whenever possible, preferring to take action and trust their resourcefulness. The problem ENTPs may have in change situations is changing too quickly and too globally, ignoring positive parts of the past and the needs of others.

When They Have to Deal with Losses

ENTPs contribute by:

- Finalizing and moving on—what's next?
- Analyzing why this is happening
- Looking for pros and cons—the reasons
- Talking a lot about it

ENTPs have difficulty with:

- Other people's feelings, especially if expected to do something about them
- Accepting the change, unless it's their own idea
- People who want to hang on to the past
- Changes that aren't logical

During the Transition Period

ENTPs report the following reactions:

- Are excited, expectant, hopeful, optimistic
- Are looking for opportunities
- Need to talk, evaluate, get ideas
- "We spend most of our lives here!"

ENTPs tend to focus on:

- What they can make out of this opportunity
- Brainstorming, generating possibilities
- Gathering information, connecting with others

During the Startup Phase

ENTPs report the following as obstacles to starting:

- Other people who want/need emotional support
- People who want them to have a detailed plan before they begin
- Not having enough information—being out of the loop
- Others who cannot see the vision

ENTPs contribute by:

- Talking about what's going on—spreading information
- Getting people moving
- Developing creative solutions as problems arise
- Selling new ideas
- Responding flexibly to the need for more changes, new goals

What ENTPs need during a time of change:

- Opportunities to talk about their ideas for the change
- Opportunities to generate further possibilities
- Independence
- A way to buy in, to participate
- A chance to play a leadership role
- To keep moving!

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

- Become easily distracted—go from one thing to another without finishing anything
- Become rebellious, even troublemakers
- Ignore structure and schedules
- Become vocal critics, putting out competing ideas