



# ENTP

## Extraverted Intuitive Thinking 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.

### **I** Introversion

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

### **S** Sensing

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

### **N** iNtuition

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

### **T** Thinking

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

### **F** Feeling

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

### **J** Judgment

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

### **P** Perception

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

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Product Code: MB0195 NOT FOR RESALE 10 9 8 7 6 5 4

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## Description of an ENTP

People with ENTP preferences are ingenious innovators who always see 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 sure of the worth of their inspirations and tireless with the problems involved. They are stimulated by difficulties and most ingenious in solving them. They enjoy feeling competent in a variety of areas and value this in others as well.

They are extremely perceptive about the attitudes of other people, and can use this knowledge to win support for their projects. They aim to understand rather than to judge people.

Their energy comes from a succession of new interests and their world is full of possible projects. They may be interested in so many different things that they have difficulty focusing. Their thinking can then help them select projects by supplying some analysis and constructive criticism of their inspirations, and thus add depth to the insights supplied by their intuition. Their use of thinking also makes ENTPs rather objective in their approach to their current project and to the people in their lives.

ENTPs are not likely to stay in any occupation that does not provide many new challenges. With talent, they can be inventors, scientists, journalists, troubleshooters, marketers, promoters, computer analysts, or almost anything that it interests them to be.

A difficulty for people with ENTP preferences 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 major problems have been solved or the initial challenge has been met. They need to learn to follow through, 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 ENTPs are always being drawn to the exciting challenges of new possibilities, it is essential

that they develop their judgment. *If their judgment is undeveloped, they may commit themselves to ill-chosen projects, fail to finish anything, and squander their inspirations on incompleted tasks.*

### Leisure Activities of an ENTP

Often stimulating company, ENTPs like to be around exciting people in unconventional surroundings. Their desire for novelty attracts them to unique events. Their love of adventure leads them to enjoy travel and risk-taking activities. They are easygoing about leisure, often preferring not to plan it. Possibilities include travel to exotic places, exploring new activities, or attending unusual cultural events.

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### Descriptive Adjectives of Your Type

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adaptive	creative	questioning
analytical	enterprising	resourceful
challenging	independent	strategic
clever	outspoken	theoretical

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### Personal Strengths of Your Type

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E	Breadth of interests
N	Grasp of possibilities
T	Logic and analysis
P	Adaptability

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### Dynamics of Your Type

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

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## Organizational Preferences of an ENTP

ENTPs are innovative, individualistic, versatile, analytical, and attracted to entrepreneurial ideas.

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### Contributions to the Organization

- View limitations as challenges to be overcome
- Provide new ways to do things
- Offer conceptual frame of reference to problems
- Take initiative and spur others on
- Enjoy complex challenges

### Leadership Style

- Plan theoretical systems to address organizational needs
- Encourage independence in others
- Apply logical systems thinking
- Use compelling reasons for what they want to do
- Act as catalysts between people and systems

### Preferred Work Environment

- Contains independent people working on models to solve complex problems
- Flexible and challenging
- Change-oriented
- Includes competent people
- Rewards risk-taking
- Encourages autonomy
- Unbureaucratic

### Potential Pitfalls

- May become lost in the model, forgetting about current realities
- May be competitive and unappreciative of the input of others
- May over-extend themselves
- May not adapt well to standard procedures

### Problem-solving Approach

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

### Suggestions for Development

- May need to pay attention to the here-and-now
- May need to acknowledge and validate input from others
- May need to set realistic priorities and timelines
- May need to learn how to work within the system for their projects

**Characteristics Frequently Associated with Each Type**

**Sensing Types**

**Intuitive Types**

<p><b>ISTJ</b> 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><b>ISFJ</b> 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><b>INFJ</b> 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><b>INTJ</b> 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><b>ISTP</b> 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><b>ISFP</b> 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><b>INFP</b> 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><b>INTP</b> 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><b>ESTP</b> 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><b>ESFP</b> 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><b>ENFP</b> 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><b>ENTP</b> 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><b>ESTJ</b> 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><b>ESFJ</b> 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><b>ENFJ</b> 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><b>ENTJ</b> 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>

Introverts

Extraverts