

MYERS-BRIGGS TYPE INDICATOR® | STEP I™

# INTERPRETIVE REPORT FOR ORGANIZATIONS

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## About Your Report

Your Myers-Briggs® Interpretive Report for Organizations is designed to help you understand your results on the *Myers-Briggs Type Indicator*® (MBTI®) assessment and how you can use them to optimize success at work.

The MBTI assessment provides a useful method for understanding people by identifying 16 Myers-Briggs personality types. The personality types arise from the four pairs of opposite preferences shown below. Each preference is indicated by a letter.

EXTRAVERSION		or		INTROVERSION	Opposite ways to <b>direct and receive energy</b>
SENSING		or		INTUITION	Opposite ways to <b>take in information</b>
THINKING		or		FEELING	Opposite ways to <b>decide and come to conclusions</b>
JUDGING		or		PERCEIVING	Opposite ways to <b>approach the outside world</b>

Although each of us can and does use all of the preferences at least some of the time, people typically find one in each pair more comfortable and natural than its opposite. Your four preferences—your choice from each pair of opposites—make up your four-letter Myers-Briggs type.

The MBTI assessment was developed by Isabel Briggs Myers and her mother, Katharine Cook Briggs, based on the personality type theory proposed by psychologist Carl Jung. As you explore your Myers-Briggs personality type, remember that the MBTI assessment

## HOW YOUR REPORT IS ORGANIZED

- Your Myers-Briggs® Personality Type
- Your Snapshot
- Your Work Style
- Your Preferences at Work
- Your Communication Style
- Your Unique Preference Pattern
- Your Problem-Solving Approach
- Next Steps

- Describes rather than prescribes; it is used to open possibilities, not limit options
- Identifies natural preferences, not skills, abilities, or competencies
- Assumes that all preferences are equally important and valuable, and are used by every person
- Is research based and well documented with thousands of scientific studies
- Is supported by ongoing research



## Your Myers-Briggs® Personality Type

Your answers to the questions on the MBTI assessment show which preference in each of the four pairs of opposites you prefer.

Your reported Myers-Briggs personality type  
**ENFP**

Your preferences  
**Extraversion | Intuition | Feeling | Perceiving**

Think of your choices as something like being right- or left-handed. Both hands are valuable and useful, but most people use their favored hand more often and become more adept with it. In the same way, your type preferences are choices between equally valuable and useful qualities. Your ENFP results are described below.

### THE WAY YOU DIRECT AND RECEIVE ENERGY

#### Extraversion

People who prefer Extraversion tend to direct their energy toward the outside world and get energized by interacting with people and taking action.



#### Introversion

People who prefer Introversion tend to direct their energy toward their inner world and get energized by reflecting on their ideas and experiences.

### THE WAY YOU TAKE IN INFORMATION

#### Sensing

People who prefer Sensing tend to take in information that is real and tangible. They focus mainly on what they perceive using the five senses.



#### Intuition

People who prefer Intuition tend to take in information by seeing the big picture. They focus mainly on the patterns and interrelationships they perceive.

### THE WAY YOU DECIDE AND COME TO CONCLUSIONS

#### Thinking

People who prefer Thinking typically base their decisions and conclusions on logic, with accuracy and objective truth the primary goals.



#### Feeling

People who prefer Feeling typically base their decisions and conclusions on personal and social values, with understanding and harmony the primary goals.

### THE WAY YOU APPROACH THE OUTSIDE WORLD

#### Judging

People who prefer Judging typically come to conclusions quickly and want to move on, and take an organized, planned approach to the world.

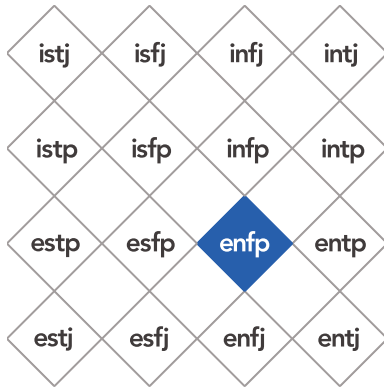


#### Perceiving

People who prefer Perceiving typically look for more information before coming to conclusions and take a spontaneous, flexible approach to the world.



**ENFP SNAPSHOT**



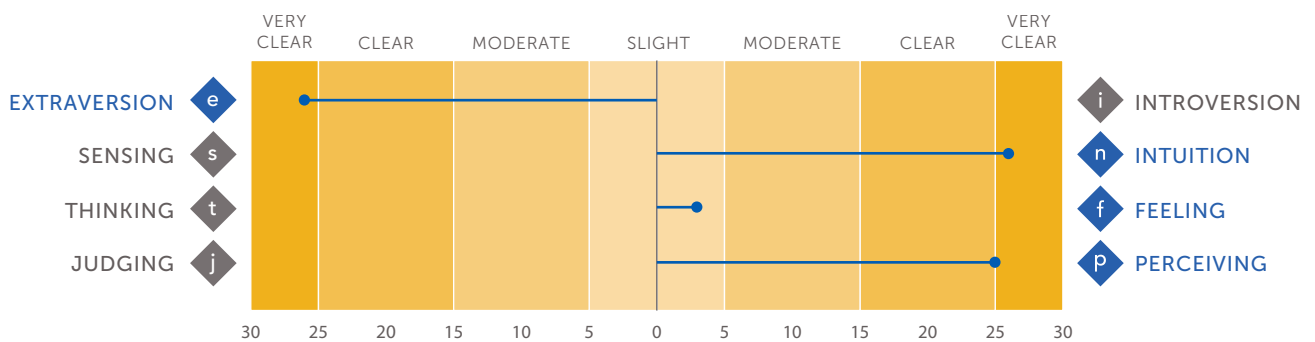
**ENFPs are enthusiastic, insightful, innovative, versatile, and tireless in pursuit of new possibilities. They enjoy working on teams to bring about change related to making things better for people.**

- |              |             |             |
|--------------|-------------|-------------|
| Creative     | Expressive  | Original    |
| Curious      | Friendly    | Restless    |
| Energetic    | Imaginative | Spontaneous |
| Enthusiastic | Independent | Versatile   |

Some of these descriptors may not fit you because you are a unique person. Although most ENFPs have personality attributes in common, there are still plenty of individual differences among people who share the same four-letter type.

Your MBTI responses also provide a picture of how clearly or consistently you chose your preference in each pair of opposites. This *preference clarity index* (pci) is indicated in the graph below. A longer line suggests that you are quite sure about a preference; a shorter line means that you are less sure about whether that preference truly describes you. Your preference clarity does not indicate how well developed your preferences are or how well you use them.

**CLARITY OF YOUR PREFERENCES: ENFP**



**PCI RESULTS:**    **EXTRAVERSION | 26**    **INTUITION | 26**    **FEELING | 3**    **PERCEIVING | 25**

Because a variety of influences, such as work responsibilities, family demands, and any number of other pressures, may have affected the way you answered the MBTI questions, the results you received may not entirely fit you. If that is the case, work with your Myers-Briggs practitioner, who can assist you in finding the type that fits you best.



## Learning Tip

You'll do best and be most satisfied if you're able to work mostly in a style that suits your natural preferences. If you're forced to work outside your natural style for long periods, you'll likely find yourself more fatigued and less productive as a result.

## YOUR WORK STYLE: ENFP

### What You Contribute at Work – *You are likely to*

- See the need for change and initiate it
- Focus on possibilities, especially for people
- Energize and persuade others through your enthusiasm
- Bring creativity and imagination to projects and actions
- Appreciate and acknowledge others

### How You Lead – *When leading others, you make an impact by*

- Sharing your energy and enthusiasm
- Taking charge of the start-up phase
- Communicating readily, possibly becoming a spokesperson for worthy causes
- Making an effort to include and support people while allowing for autonomy
- Focusing on what motivates people and encouraging them to act

### Your Ideal Workplace – *You thrive in work settings that*

- Include imaginative people focused on possibilities
- Allow for sociability and flair
- Foster participation with different kinds of people and perspectives
- Offer variety and challenge
- Encourage sharing ideas
- Are flexible, casual, and unconstrained
- Mix in fun and enjoyment

### How You Like to Learn – *Learning works best for you when it is*

- Active, experiential, and imaginative
- Interesting, whether or not it has practical applications

### Potential Pitfalls – *Take note when you find yourself*

- Wanting to move on to new ideas or projects without finishing what you've started
- Overlooking relevant facts and details
- Overextending yourself and trying to do too much
- Procrastinating while searching for the best possible answer

### Success Boosters – *You may find it helpful to*

- Set priorities based on what is most important and then follow through
- Pay attention to key details and then stay focused on them
- Screen tasks and say no rather than try to do them all, no matter how appealing they may sound
- Use project and time management skills to meet goals



## Learning Tip

Remember that the MBTI assessment identifies preferences, not skills or abilities. You may find that you are adept at a number of things that are outside your preferences.

There are no “good” or “bad” preferences or “good” or “bad” personality types for any role in an organization. Each person has something to offer and learn that enhances his or her contribution.

## YOUR PREFERENCES AT WORK: ENFP

### EXTRAVERSION – *You are likely to*

- Enjoy participating actively in a variety of tasks
- Become impatient with long, slow jobs
- Be interested in the activities involved in your work and in seeing how other people do them
- Act quickly, sometimes without thinking
- Welcome disruptions when working on a task
- Develop ideas by discussing them with others
- Want to have people around and work on teams

### INTUITION – *You are likely to*

- Enjoy solving new, complex problems
- Enjoy the challenge of learning something new
- Seldom ignore insights but tend to overlook facts
- Prefer to do things you view as innovative
- Present an overview of your work first
- Prefer change, sometimes radical, to continuing with things the way they are
- Work in bursts of energy, following your inspirations

### FEELING – *You are likely to*

- Use values to reach conclusions
- Work best in harmony with others, concentrating on the people
- Enjoy meeting people’s needs, even in small matters
- Let decisions be influenced by your own or others’ likes and dislikes
- Be sympathetic and avoid telling people unpleasant things
- Look at the underlying values in the situation
- Want appreciation throughout the process of working on a task

### PERCEIVING – *You are likely to*

- Want flexibility in your work
- Enjoy starting tasks and leaving them open for last-minute changes
- Want to include as much as possible, deferring needed tasks as long as you can
- Prefer to stay open to experiences, not wanting to miss anything
- Postpone decisions so you can continue to search for options
- Adapt well to change and feel restricted by too much structure
- Use lists to remind yourself of possible things to do



## Learning Tip

Understanding and adapting to differences in communication style can enhance your interactions with managers, co-workers, employees, and customers.

## YOUR COMMUNICATION STYLE: ENFP

### EXTRAVERSION – *You tend to*

Communicate with energy and enthusiasm  
Respond quickly without long pauses to think  
Converse about people, things, and ideas in the outside world  
Sometimes need to moderate your delivery  
Seek opportunities to communicate with groups  
Like at least some communication to be face-to-face  
In meetings, like talking out loud to build your ideas

### INTUITION – *You tend to*

Like global schemes, with broad issues presented first  
Want to consider future possibilities and challenges  
Use insights and imagination as information and anecdotes  
Rely on a roundabout approach in conversations  
Like suggestions to be new and unusual  
Refer to general concepts  
In meetings, use the agenda as a starting point

### FEELING – *You tend to*

Prefer to be personable and in agreement  
Want to know an alternative's impact on people and values  
Be appreciative and accepting of others  
Be convinced by personal authenticity  
Present points of agreement first  
Consider logic and objectivity as secondary data  
In meetings, seek involvement with people first

### PERCEIVING – *You tend to*

Be willing to discuss timetables but resist tight deadlines and unchangeable schedules  
Enjoy surprises and adapt to last-minute changes  
Expect others to respond to situational requirements  
Present your views as tentative and modifiable  
Want to hear about options and opportunities  
Focus on autonomy and flexibility  
In meetings, pay attention to how things are proceeding

## Learning Tip

When faced with an issue, you'll have greatest success if you use all four of the mental processes. Often people with your type use this order to work things out.

### 1 INTUITION

Explore creative possibilities for growth

### 2 FEELING

Align with your values

### 3 THINKING

Apply logic dispassionately

### 4 SENSING

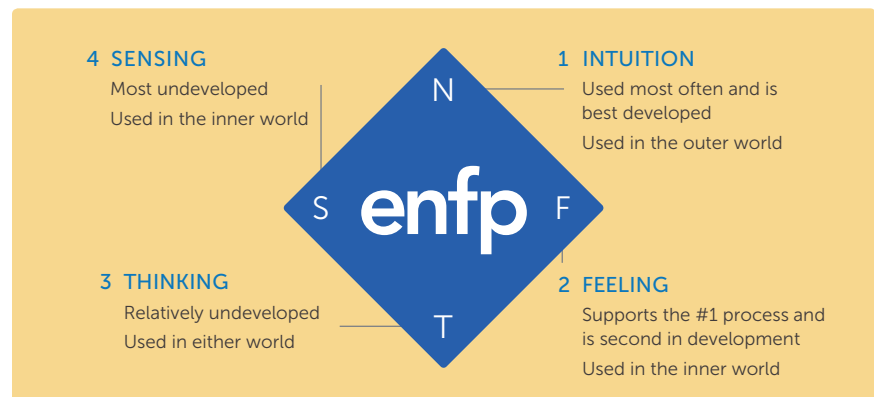
Consider the relevant facts and details

## Your Unique Preference Pattern: ENFP

The two middle letters of your Myers-Briggs personality type show the two mental processes that make your type unique.



Your two middle letters are N (Intuition) and F (Feeling). As an ENFP, you devote most of your energy to Intuition and support your Intuition with Feeling. Thinking (T) is less attractive to your type, and therefore you are less likely to use it. Least preferred and least used of all is Sensing (S). ENFPs tend to develop Intuition and Feeling during the first half of life, and at midlife they begin to find Thinking and Sensing more interesting and easier to use.



**Intuition is your favorite process, the one you use most frequently.**  
*It enables you to leverage your strengths in*

- Recognizing new possibilities
- Coming up with new solutions to problems
- Delighting in focusing on the future
- Watching for additional ideas
- Eagerly starting something new

***If you're stressed, you may***

- Become overwhelmed with ideas and possibilities, all equally enticing
- Obsess over unimportant details
- Become so preoccupied with one irrelevant fact that it becomes your whole focus
- Overindulge the senses—with excessive eating, drinking, exercising, or watching TV, for example—to avoid facing reality





## Learning Tip

To improve your decisions and problem solving even more, consider the remaining preferences at each step along the way.

Use **INTROVERSION** to reflect on the situation and choices

Use **EXTRAVERSION** to discuss things before moving on

Use **PERCEIVING** to keep discussions and options open and avoid cutting things off prematurely

Use **JUDGING** to draw conclusions and determine the deadline and schedule

## Your Problem-Solving Approach: ENFP

When you are solving problems, a better solution is likely to result if you use all four mental processes—Sensing, Intuition, Thinking, and Feeling. This may seem straightforward, but it can be hard to do because people tend to rely on their favorite and most used processes and skip those parts of problem solving that require use of their third and fourth processes. The chart below, as well as the tips on the left, will help guide you in this approach.

### 1 INTUITION – *You are most likely to start with Intuition by asking*

- What can I interpret from the facts?
- What insights and hunches come to mind about this situation?
- What would the possibilities be if there were no restrictions?
- What other directions/fields can I explore?
- What is the problem similar to?

### 2 FEELING – *You may then proceed to Feeling and ask*

- How will the outcome affect the people, process, and organization?
- What do I like and dislike about each alternative?
- How will others react and respond to the options?
- What are the underlying values involved for each choice?
- Who is committed to carrying out the solution?

### 3 THINKING – *You are not as likely to ask questions related to Thinking, such as*

- What are the pros and cons of all the alternatives?
- What are the logical consequences of the options?
- What are the objective criteria that need to be met?
- What are the costs of each choice?
- What is the most reasonable course of action?

### 4 SENSING – *You are least likely to ask questions related to Sensing, such as*

- How did this problem occur?
- What are the verifiable facts?
- What exactly is the situation now?
- What has been done and by whom?
- What already exists and works?



## Learning Tip

Even though you can flex when needed, you'll contribute most when using your natural preferences and drawing on your strengths.

## Next Steps

Working with your Myers-Briggs practitioner or on your own, consider ways you can build on your strengths at work.

- Identify your top strengths and consider how you've used them to achieve a result you're proud of. Are there ways you can leverage those strengths in other areas or situations?
- Next, identify up to three opportunities to boost your effectiveness by expanding your style. You may want to consider ways to flex your work style to accomplish a set objective. Think of a colleague whom you like and respect who clearly demonstrates a preference that differs from yours. What can you learn from your colleague that might help you adjust your style? Are there opportunities to use a different communication style to improve your effectiveness?

Although people of any type can successfully perform any role in an organization, individuals tend to gravitate toward jobs that fit their preferred work, learning, and communication styles. Even though people can learn to flex their type when needed as part of everyday functioning, all of us contribute more effectively when using our natural styles and drawing on our strengths.

