

MYERS-BRIGGS TYPE INDICATOR® | STEP I™ PROFILE

Prepared for
JANE SAMPLE

April 22, 2015

Interpreted by
Kevin Consultant
ABC Consulting



CPP, Inc. | 800.624.1765 | www.cpp.com

Myers-Briggs Type Indicator® Step I™ Profile Copyright 1998, 2004, 2015 by Peter B. Myers and Katharine D. Myers. All rights reserved. Myers-Briggs Type Indicator, Myers-Briggs, MBTI, Step I, Introduction to Type, and the MBTI logo are trademarks or registered trademarks of the Myers & Briggs Foundation in the United States and other countries. The CPP logo is a trademark or registered trademark of CPP, Inc., in the United States and other countries.



Your Myers-Briggs® Profile is designed to help you understand your results on the Myers-Briggs Type Indicator® (MBTI®) assessment. This assessment identifies which of 16 different personality types best describes you.

Your answers to the questions on the MBTI assessment show which preference in each of four pairs of opposites you favor. Your preferences are choices between equally valuable and useful qualities. Each preference is indicated by a letter.

Your Myers-Briggs personality type
ENFP

Your preferences
Extraversion | Intuition | Feeling | Perceiving

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

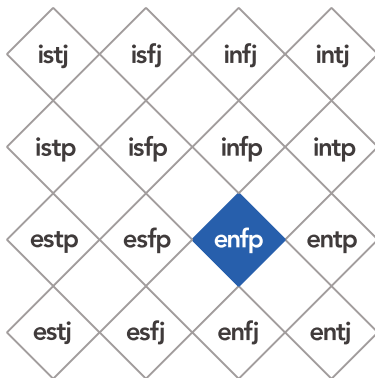
People who prefer Judging typically come to conclusions quickly and want to move on, and take an organized, planned approach to the world.



Perceiving

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

TYPE DESCRIPTION: ENFP



- Curious, creative, imaginative

- Energetic, enthusiastic, spontaneous

- Very perceptive of the people and the world around them

- Appreciate being affirmed by others and easily give appreciation and support

- Value harmony and goodwill

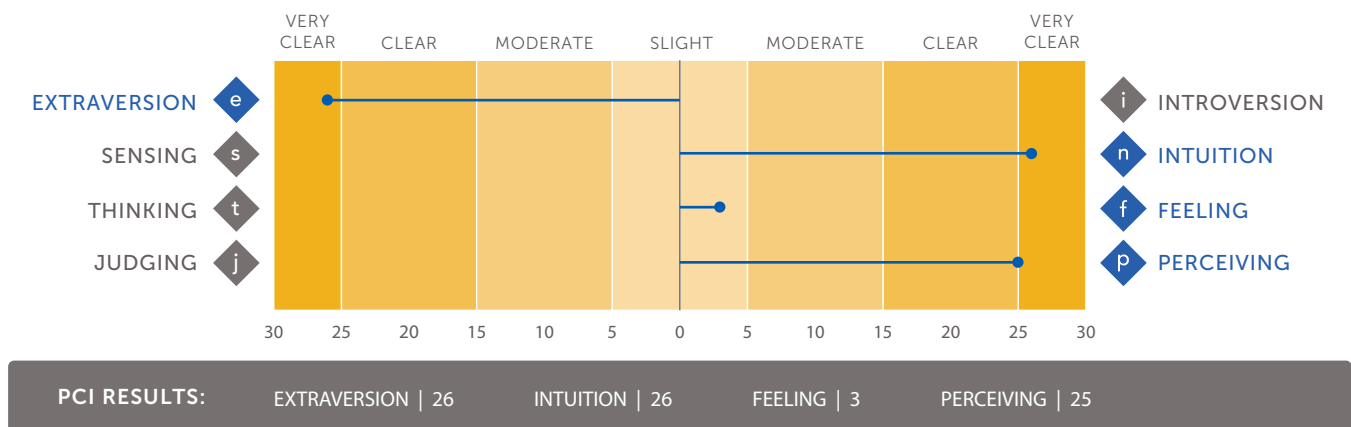
- Base decisions on their personal values and empathy

- Seen as friendly, perceptive, persuasive, 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



Each of the Myers-Briggs types is characterized by its own interests, values, and unique gifts. Although each individual tends to use his or her preferences most naturally and most often, keep in mind that everyone can and does use *all* of the preferences from time to time, depending on what the situation calls for. For a more complete understanding of the 16 different personality types, refer to the *Introduction to Myers-Briggs® Type* booklet by Isabel Briggs Myers or to the many other MBTI resources that are available.

Myers-Briggs Type Indicator®

Type Description



ENFP

Extraversion ▪ Intuition ▪ Feeling ▪ Perceiving

The 16 MBTI® Types

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

ENFPs represent approximately 8% of the U.S. population.

ENFPs are enthusiastic innovators, always seeing new possibilities in the world around them. Their world is full of possible projects or interests they want to pursue. Imaginative, high-spirited, and ingenious, they are often able to do almost anything that interests them. They are confident, spontaneous, and flexible, and often rely on their ability to improvise.

They value home, family, friendships, creativity, and learning.

ENFP Descriptors

- Curious
- Imaginative
- Creative
- Innovative
- Insightful
- Perceptive
- Sociable
- Gregarious
- Cooperative
- Supportive
- Warm
- Caring
- Friendly
- Personable
- Enthusiastic
- Energetic
- Spontaneous
- Lively
- Adaptable
- Versatile



Myers-Briggs Type Indicator®

Type Description



Characteristics of ENFPs

- ENFPs love variety—of ideas, people, and environments.
- They bring a lot of energy and enthusiasm to whatever they turn their attention to.
- They are stimulated by new people, ideas, and experiences.
- ENFPs see connections or relationships between ideas or events.
- They make their decisions based on their personal values.

ENFPs with others

- ENFPs are skillful in dealing with people and often have remarkable insight into the possibilities open to others.
- They look for the potential in others and then help them develop that potential.
- They are good at expressing appreciation and giving support.
- ENFPs enjoy meeting people from different cultures.
- They value harmony and goodwill; they like to please others and will adapt to others' needs and wishes when possible.
- They usually have a large circle of friends or acquaintances and sometimes don't distinguish between the two.
- ENFPs are extremely perceptive about the attitudes of others, aiming to understand rather than judge people.

Myers-Briggs Type Indicator®

Type Description



ENFPs at work

- ENFPs are always initiating new projects.
- They bring energy and enthusiasm to the group, team, or organization.
- They can become passionate champions of an idea or a vision.
- With talent, ENFPs can succeed in almost any field that captures their interest.
- They are drawn to counseling and other helping professions, as well as to art, journalism, science, advertising, sales, the ministry, or writing.
- They can be inspired and inspiring teachers or trainers, particularly when they have freedom to innovate.
- They are happiest and most effective in jobs that permit starting one project after another, with someone else taking over as soon as the situation is well in hand.
- They are least satisfied in jobs that require routine or in any environment that limits their natural desire to innovate.

Potential blind spots for ENFPs

- If ENFPs have not developed their Intuition, they may rely too much on personal value judgments and fail to take in enough information. They then will not trust their own insights, will be uncertain, and may accept others' opinions too readily.
- If they have not developed their Feeling preference, they may go from one enthusiasm to another without finishing anything.
- Also, they may have difficulty prioritizing their many possible projects, which can lead to burnout as they try to do it all.
- They may also commit themselves to ill-chosen projects, fail to finish anything, and squander their inspirations by not completing their tasks.
- They tend to hate uninspired routine and find it remarkably hard to apply themselves to the sometimes necessary detail connected with any major interest.
- They may get bored with their projects as soon as the main problems have been solved or the initial challenge has been met and then not follow through.