

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

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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.

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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.

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Hallmark: Imagination

Lively, charismatic, and encouraging, ENFPs work well when they can innovate and be creative, persuade others to action, and stimulate positive change. They generate enthusiasm for startup activities, are tireless in pursuit of newfound interests, and anticipate the needs of people and organizations.

Communication

ENFPs contribute by:

- Responding appreciatively to different viewpoints
- Articulating values, possibilities, and generalities with enthusiasm

May irritate team members by:

- Talking too much or randomly interjecting ideas
- Persuading others to follow a plan without a thorough investigation of facts and specifics

May be irritated by team members who:

- Concentrate on details rather than possibilities
- Interrupt or criticize others

Can maximize effectiveness by:

- Speaking less, reflecting more
- Investigating facts and realities before rallying others to a course of action

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Team Style



Team Culture

ENFPs contribute by:

- Striving for diversity and fostering cooperation and fun
- Providing creativity, energy, and warmth

May irritate team members by:

- Being too flighty, flitting from cause to cause
- Expecting others to be comfortable with a free-flowing, open-ended approach

May be irritated by team members who:

- Restrict options and won't at least consider the impossible
- Fail to acknowledge the importance of insight and imagination

Can maximize effectiveness by:

- Determining what is most important to them and sticking to it
- Recognizing the usefulness of structures and guidelines

Leadership

ENFPs contribute by:

- Democratically soliciting everyone's opinions and negotiating differences
- Acting as a spokesperson for new ideas that relate to people

May irritate team members by:

- Promising more than is reasonable or possible
- Neglecting to give specific directions

May be irritated by team members who:

- Do not allow everyone to participate or have a role
- Place too many constraints on how and when a project should be completed

Can maximize effectiveness by:

- Prioritizing projects and saying no
- Offering others a detailed blueprint of what is desired so that the job is done right



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Team Style



Change

ENFPs contribute by:

- Joyfully embracing the novel and untried
- Supplying energy to initiate a new course of action

May irritate team members by:

- Encouraging change for change's sake
- Failing to appreciate the merits of tradition and past experience

May be irritated by team members who:

- Are overly cautious or resistant to change
- Cling to established routines when adaptation is required

Can maximize effectiveness by:

- Understanding that change is not always desirable or necessary
- Recognizing that the past can offer direction for the future

Problem Solving/Conflict Resolution

ENFPs contribute by:

- Seeing the need to include people and values in the decision-making process
- Being imaginative and flexible in their approach to a problem

May irritate team members by:

- Wanting to stay open to all the possibilities to the extent that no decision is made
- Losing track of the details in their enthusiasm for the big picture

May be irritated by team members who:

- Fail to consider the impact on people
- Are narrow minded or see the problem in black-and-white terms

Can maximize effectiveness by:

- Recognizing the importance of setting limits on the process so that a decision can be made
- Understanding that a better solution will arise if it is supported by facts and specifics

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Stress

ENFPs contribute to reducing team stress by:

- Injecting fun and spontaneity
- Keeping everyone energized by fostering variety

Under stress may irritate team members by:

- Being overly optimistic
- Overextending then shutting down, thereby breaking commitments

Under stress may be irritated by team members who:

- Insist on following rules, entrenched bureaucracy
- Expect precision of facts and figures

Can maximize effectiveness when under stress by:

- Carefully examining details and data to come to a more realistic understanding
- Screening projects rather than trying to do them all