



Myers-Briggs Type Indicator® Interpretive Report

Report prepared for
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Introduction

This report is designed to help you understand your results on the *Myers-Briggs Type Indicator*® (MBTI®) assessment. The MBTI assessment is a tool for identifying 16 different personality types that can be used to describe people.

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

Your responses to the MBTI items indicate that your four-letter type code is:

ENFP
Extraverted Intuition with Feeling

Where Do Personality Types Come From?

The MBTI instrument is based on the work of psychologist Carl Jung and the instrument's authors, Isabel Briggs Myers and her mother, Katharine Cook Briggs, all of whom spent years observing human behavior. Their ideas help explain why different kinds of people are interested in different things, prefer different kinds of work, and sometimes find it hard to understand each other—all due to basic differences in how people take in information and make decisions about it.

The MBTI instrument was developed with great care and has been used by people around the world for more than 60 years.

- Organizations use it to improve employee communication, teamwork, and leadership.
- Adults and young people use it to choose careers that are likely to hold their interest and use their gifts.
- Teachers and students use it to make learning more interesting and efficient.
- Family members use it to better understand each other.

Isabel Briggs Myers created descriptions of each of the 16 types, including the description of your type that is included in this report. Your Interpretive Report also provides information on why the 16 types are different from one another and clarifies how ENFP is distinctive from the others.

A clear understanding of the basics of personality type and type development will help you gain greater understanding of yourself and others and the impact type has on your daily interactions.



How Your Responses Indicate Your Type: ENFP

When you completed the MBTI assessment, you made choices on four dichotomies, each of which is made up of two opposite preferences:

| | | | |
|-----------------------------------|------------------|--------|------------------|
| Where you focus your attention | Extraversion (E) | ◀ or ▶ | Introversion (I) |
| The way you take in information | Sensing (S) | ◀ or ▶ | Intuition (N) |
| The way you make decisions | Thinking (T) | ◀ or ▶ | Feeling (F) |
| How you deal with the outer world | Judging (J) | ◀ or ▶ | Perceiving (P) |

Although everyone uses all eight of these preferences, people find one preference in each pair more interesting or comfortable than its opposite. Think of your choices as somewhat like being right- or left-handed. Both hands are valuable, but most people reach first with the hand they prefer. They usually use that hand more often and become more skillful with it. In the same way, your type preferences are choices between equally valuable and useful qualities.

Your responses to the MBTI instrument indicate that you expressed preferences for ENFP, as shown in the chart below and described further in the pages that follow.

Reported Type: ENFP

| | | |
|--|---|---|
| Where you focus your attention | E Extraversion People who prefer Extraversion tend to relate easily to the outer world of people and things. | I Introversion People who prefer Introversion tend to relate easily to the inner world of ideas and impressions. |
| The way you take in information | S Sensing People who prefer Sensing tend to be interested in what the five senses show them—what exists in the present. | N Intuition People who prefer Intuition tend to use their imagination to see new possibilities and insights—focusing on the future. |
| The way you make decisions | T Thinking People who prefer Thinking tend to base decisions on objective analysis and logic. | F Feeling People who prefer Feeling tend to base decisions on values and people-centered concerns. |
| How you deal with the outer world | J Judging People who prefer Judging tend to like to have things decided; life is likely to be planned and orderly. | P Perceiving People who prefer Perceiving tend to not want to miss anything; life is likely to be spontaneous and flexible. |



Your Type Description: ENFP

ENFP

- Warmly enthusiastic and imaginative
- See life as full of possibilities
- Make connections between events and information very quickly, and confidently proceed based on the patterns they see
- Want a lot of affirmation from others, and readily give appreciation and support
- Spontaneous and flexible, often rely on their ability to improvise and their verbal fluency

People with ENFP preferences see life as a creative adventure full of exciting possibilities. They are keenly perceptive of people and the world around them and insightful about the present and future. ENFPs experience a wide range of feelings and intense emotions. They need affirmation from others and readily give appreciation and support to others.

ENFPs are innovators, initiating projects and directing great energy into getting them under way. Using Intuition primarily externally, they are stimulated by new people, ideas, and experiences. They find meaning and significance readily and see connections that others don't. They are likely to be curious, creative, imaginative, energetic, enthusiastic, and spontaneous.

ENFPs value harmony and goodwill. They like to please others and will adapt to others' needs and wishes when possible. ENFPs use Feeling primarily internally, making decisions by applying personal values through identification and empathy with others. They are likely to be warm, friendly, caring, cooperative, and supportive. They have exceptional insight into possibilities in others and have the energy to help actualize the possibilities.

ENFPs are usually lively, gregarious, and sociable, with a large circle of friends. They are interested in almost everything and bring a zest for life that draws others to them. At the same time, they value depth and authenticity in their close relationships and direct great energy to creating and supporting open and honest communication. ENFPs hate routine, schedules, and structure, and usually manage to avoid them. They are normally verbally fluent, even extemporaneously; however, when their deepest values need expression, they may suddenly be awkward. Their articulation of their judgments will often come out with great intensity. Others usually see ENFPs as personable, perceptive, persuasive, enthusiastic, spontaneous, and versatile. ENFPs are also seen as persons who give and want to receive affirmation.

Sometimes life circumstances have not supported ENFPs in the development and expression of their Feeling and Intuition preferences. If they have not developed their Feeling, they may go from enthusiasm to enthusiasm, never committing the energy necessary to actualize their insights. If they 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 will accept others' perceptions too quickly.



Your Unique Pattern of Preferences: ENFP

Your personality type is much more than the combination of your four individual preferences. Each of the 16 types has its own unique pattern of preferences; this helps explain why the things that are interesting or easy for your type are uninteresting or difficult for a different type.

The two middle letters of your four-letter type code indicate your preferred mental processes.

| | | |
|--------------|--------|---------------|
| Sensing (S) | ◀ or ▶ | Intuition (N) |
| Thinking (T) | ◀ or ▶ | Feeling (F) |

Everyone uses all four mental processes, but each of the 16 types has its own pattern showing which of these is first in importance or the most preferred, the second most preferred, the third most preferred, and the least preferred.

ENFPs like and use Intuition first and Feeling second. Their third favored process is Thinking, and their least preferred is Sensing. Youth is the time for ENFPs to develop Intuition and Feeling. At midlife, Thinking and Sensing often become more interesting and easier to use.

| | |
|--------------|-----------------------|
| #1 Intuition | Most preferred |
| #2 Feeling | Second most preferred |
| #3 Thinking | Third most preferred |
| #4 Sensing | Least preferred |

The patterns for each type also show whether the first, or most preferred, process is used mostly in the world of people and things (in an Extraverted way) or in the inner world of ideas and impressions (in an Introverted way). Here is how the whole pattern works for type ENFP.

ENFPs mainly use their first, or most preferred, process, Intuition, in the outer world of people and things. This is the preference most readily observable by others, since it is expressed in the outer life of ENFPs. They use their second most preferred process, Feeling, in the inner world of ideas and impressions. ENFPs also use Thinking and Sensing, but not so readily or easily as Intuition and Feeling. Sensing is the process most likely to be overlooked.

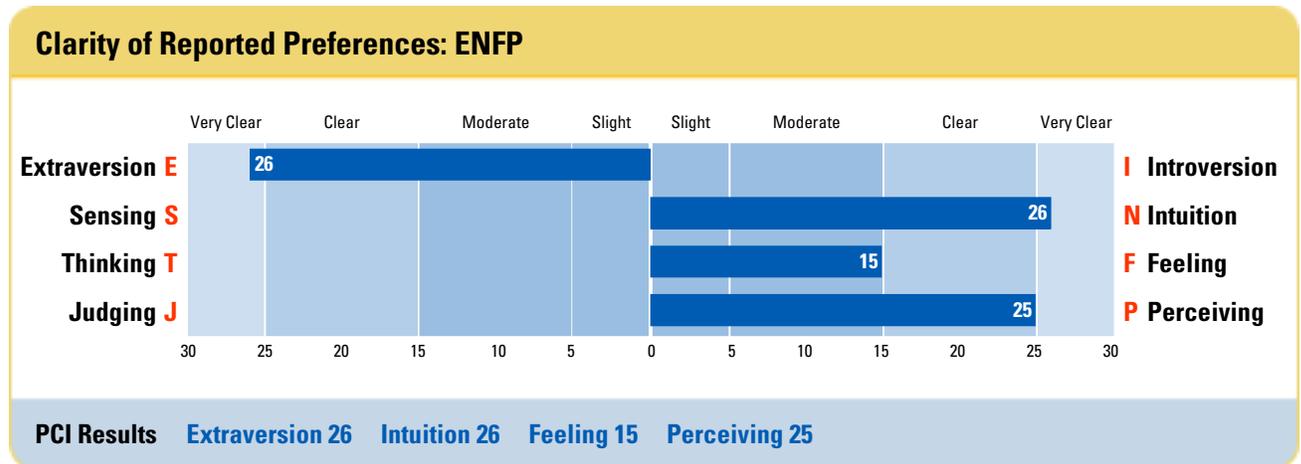
| | |
|--------------|-------------------------|
| #1 Intuition | Used in the outer world |
| #2 Feeling | Used in the inner world |

Your type description takes all these patterns into account in describing ENFP types in everyday life. Review this description carefully, matching it against your own self-knowledge. If the description makes you feel comfortably understood, your four-letter type code is probably right for you. The description is intended to help you trust and develop the preferences that come most naturally to you while keeping in mind that, like most people, you use all eight preferences from time to time, depending on what the situation calls for.



Clarity of Your Preferences: ENFP

Your MBTI responses also indicate the clarity of your preferences, that is, how clear you were in selecting each preference over its opposite. This is known as the *preference clarity index*, or *pci*, which is reported in the bar graph below. A longer bar suggests you are quite sure of your preference over its opposite, while a shorter bar suggests you are less sure about that preference. Do your choices seem to fit you?



If the ENFP Pattern Does Not Seem to Fit You

The human personality is too complex to be fully accounted for by a set of questions, no matter how good those questions may be. Here are some suggestions if your reported type does not seem to fit you:

- Think back to your frame of mind when you completed the MBTI assessment. Were you describing the preferences that come most naturally and easily to you? Or were you influenced by the way you think you ought to be, or the way someone else thinks you ought to be? If your responses did not reflect your own true way, do you have an idea of which preferences seem to describe you better?
- Was it difficult to determine your preference on many of the questions? If so, what would your type be if the choice had gone the other way? You will find complete descriptions of each of the 16 types in Isabel Briggs Myers' *Introduction to Type*® booklet or in *Gifts Differing*. Your type professional can also help guide you in finding the type that fits you best.

For more than 60 years, the MBTI tool has helped millions of people throughout the world gain a deeper understanding of themselves and how they interact with others, helping them improve how they communicate, work, and learn. For resources to help you increase your knowledge, visit www.cpp.com to discover practical tools for lifetime learning and development.

