



MYERS-BRIGGS TYPE INDICATOR® | STEP I™

INTERPRETIVE REPORT

Prepared for
JANE SAMPLE

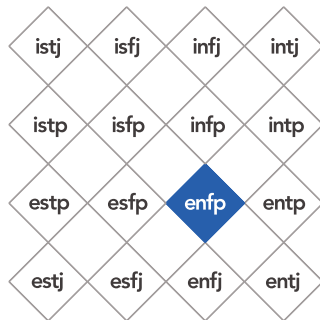
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Interpreted by
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About Your Report

Your Myers-Briggs® Interpretive Report 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 reported Myers-Briggs personality type
ENFP

Your preferences
Extraversion | Intuition | Feeling | Perceiving

The MBTI assessment was developed by Isabel Briggs Myers and her mother, Katharine Cook Briggs, who spent years observing people. They created the assessment based on the personality type theory proposed by psychologist Carl Jung. Their goal was to help people understand how natural, healthy differences in the way people take in information and come to conclusions lead so clearly to the different ways people act and react, make life choices, relate to others, and make sense of the world. These insights help explain why different people are interested in different things, prefer various kinds of work, and sometimes find it hard to understand each other. The MBTI assessment is now used by organizations and individuals around the world to improve their interactions and to promote effectiveness in their work and personal lives.

- Organizations use it to improve communication, teamwork, and leadership.
- Those entering the work world use it to choose careers likely to match their interests and strengths; those seeking a change use it to target new career directions.
- Educators and students use it to make learning more interesting and compatible with individual learning and teaching styles.
- People in relationships of all kinds use it to better understand one another, improve communication, and reduce conflict, resulting in more positive and productive interactions.

Isabel Briggs Myers created descriptions of the 16 personality types, including the description presented for you in this report. Your type description will help you see your type's distinctive characteristics and how your type differs from others. The insights gained will help you better understand and appreciate the basic differences between people and more successfully manage the impact of those differences.



Your Myers-Briggs Personality Type: ENFP

The questions on the MBTI assessment are designed so that when you respond to a question, you show which preference in one of the four pairs of opposites you prefer.

EXTRAVERSION	e	or	i	INTROVERSION	Opposite ways to direct and receive energy
SENSING	s	or	n	INTUITION	Opposite ways to take in information
THINKING	t	or	f	FEELING	Opposite ways to decide and come to conclusions
JUDGING	j	or	p	PERCEIVING	Opposite ways to approach the outside world

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. Think of your choices as something like being right- or left-handed. Both hands are valuable and useful, but most people use the hand they favor naturally 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.



Life is full of possibilities

Enthusiastic, warm, imaginative

Make quick, confident connections between events and information and proceed accordingly

Want frequent affirmation, readily appreciate and support others

Spontaneous, flexible, verbally fluent, often rely on their ability to improvise

Your Type Description: ENFP

ENFPs see life as a creative adventure full of exciting possibilities. Unusually perceptive about people and the world, they are 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.

ENFPs are innovators, initiating projects and directing lots of energy into getting them going. They are stimulated by new people, ideas, and experiences. They readily find meaning and significance in things 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 other people's needs and wishes when possible. ENFPs tend to make decisions by applying their personal values while keeping others' needs in mind. 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 bring them to fruition.

ENFPs are usually lively, gregarious, and sociable, with a large circle of friends. They are interested in almost everything and have a zest for life that draws others to them. At the same time, they value depth and authenticity in their close relationships and will go to great lengths to create and support open and honest communication.

ENFPs hate routine, schedules, and structure and usually manage to avoid them. They are normally verbally fluent, even in extemporaneous situations; however, when talking about their deepest values, they may suddenly become awkward and express their opinions with uncharacteristic intensity. Others usually see ENFPs as personable, perceptive, persuasive, enthusiastic, spontaneous, and versatile.

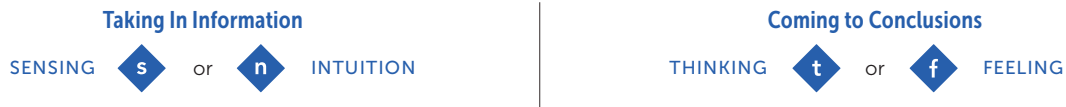
Sometimes life circumstances have not supported ENFPs in the development and expression of their Intuition and Feeling preferences. If they have not developed their Intuition, ENFPs may fail to take in enough information, mistrust their own insights, be uncertain, and accept others' perceptions too quickly. If they have not developed their Feeling, they may go from enthusiasm to enthusiasm, never committing themselves, or they may make overly personal decisions.



Your Unique Personality Type: ENFP

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

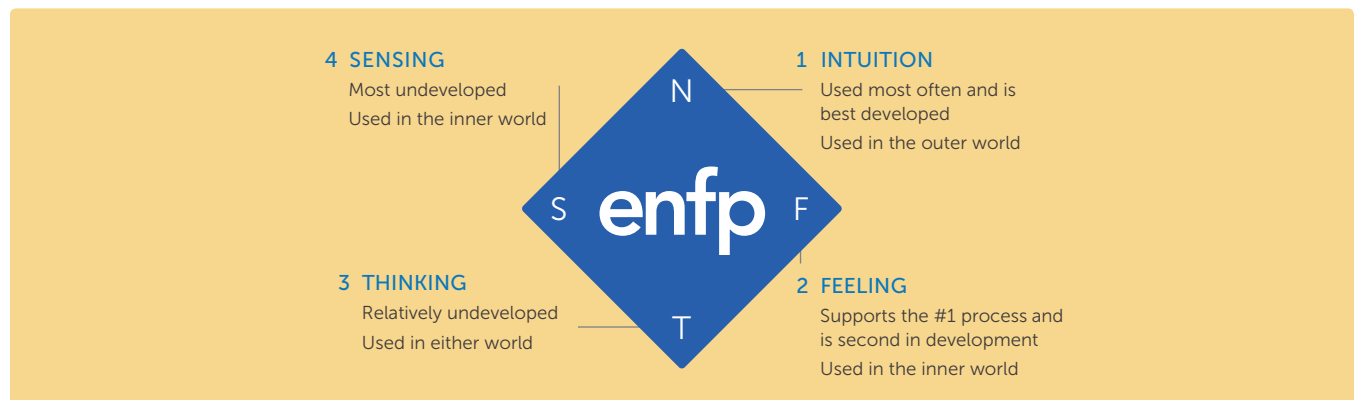
THE MENTAL PROCESSES



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 not as appealing for your type and therefore is much less likely to be used. Least preferred and most rarely 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.

The letters of your type also show what others are most likely to notice about you—what you use in the outside world versus what you reserve for your inner world of ideas and impressions. Here’s how that works for ENFP.

You use your favorite process, Intuition, mostly in the outer world of people, things, and activities; this is what people can easily see when they observe you in action. You use your second process, Feeling, mostly in your inner world of thoughts and ideas, where others are unlikely to see it. You tend to use your third and fourth processes, Thinking and Sensing, when a situation requires their use but quickly return to what is most natural and comfortable for you, Intuition and Feeling. Sensing is least appealing for you.



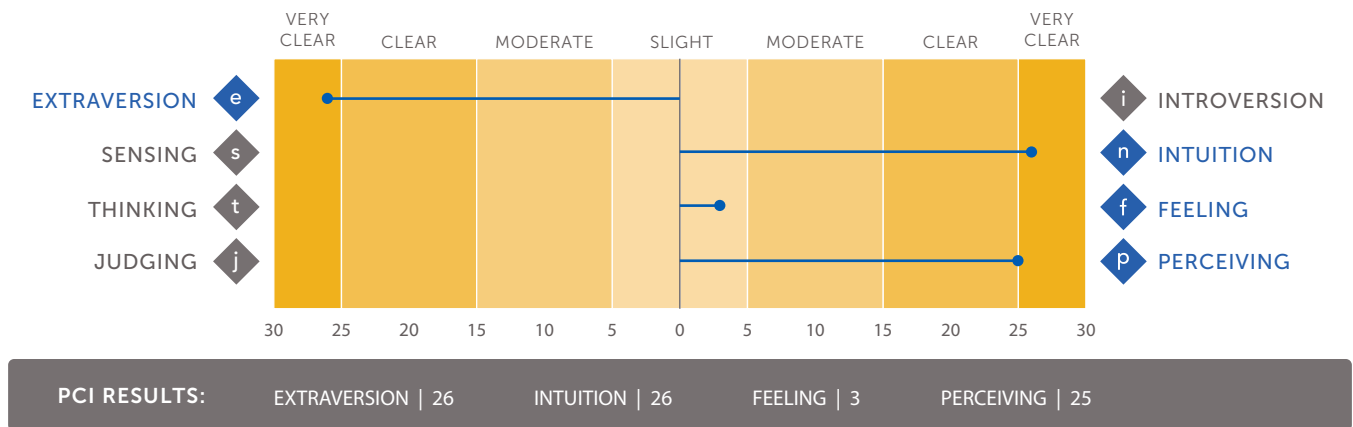
Your type description takes all of the above into account in describing ENFPs in everyday life. Review your description carefully. Does it match up with your self-knowledge? If the description makes you feel comfortably understood, then the Myers-Briggs personality type described for you is likely on target. The description is meant 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 of the preferences from time to time, depending on what the situation calls for.



Clarity of Your Preferences

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



Do your assessment results seem to fit? Many find that their type results capture their personality attributes quite well. Others find that changing one or more of the preferences in their four-letter type yields a type description that fits them better. If in doubt, consider these suggestions.

- Think back to your frame of mind when you took the assessment. Did you answer the questions describing what truly comes most naturally and easily to you? Were your responses perhaps influenced by the situation in which you answered the questions, or by how you felt you should respond? If your responses did not reflect your natural way of being, then the type description presented for you may not entirely match.
- Was it hard to decide between the response options for some of the questions? If so, those choices may have affected your results and created a mismatch. You will find complete descriptions of all 16 Myers-Briggs personality types in the *Introduction to Myers-Briggs Type®* booklet by Isabel Briggs Myers. Review them with your type practitioner, who can assist you in finding the type that fits you best.

