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ENERGETIC
value authenticity

PERSUASIVE ZEST FOR LIFE
creative **energetic** LIFE

ENFP LIVELY
curious
restless

INSPIRE LEADERSHIP

gregarious **EXPRESSIVE**

INDEPENDENT friendly

versatile VALUE DEPTH
perceptive **CARING**

enthusiastic
cooperative WARM

imaginative

SPONTANEOUS

SOCIABLE **supportive**



Source: Introduction to Myers-Briggs Type® in Organizations (4rd ed.) by Sandra Krebs Hirsh and Jean M. Kummerow



ENFP

Imaginative Motivator

Work Style

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

Leadership Style

- Share their energy and enthusiasm
- Take charge of the start-up phase
- Communicate readily, possibly becoming spokespersons for worthy causes
- Make an effort to include and support people while allowing for autonomy
- Focus on what motivates people and encourage them to act

Potential Pitfalls

- May want to move on to new ideas or projects without finishing what they've already started
- May overlook relevant facts and details
- May overextend themselves and try to do too much
- May procrastinate while searching for the best possible answer

Suggestions for Development

- May need to set priorities based on what is most important and then follow through
 - May need to pay attention to key details and then stay focused on them
 - May need to screen tasks and say no rather than try to do them all, no matter how appealing they may sound
 - May need to use project- and timemanagement skills to meet goals
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