



 **TypeCoach**

CAREER REPORT

SPONTANEOUS
SENSITIVE
IMAGINATIVE IDEALISTIC
ENERGETIC
INSIGHTFUL
ENFP
COLLABORATIVE

GREGARIOUS
VISIONARY
CASUAL

IDEA GENERATORS, FUTURE-FOCUSED

ENFPs are “idea generators” much more than they are “detail people.” Often ingenious designers of “win-win” solutions that have a long-term positive impact on people, ENFPs are a continuous source of “out of the box” ideas. Exceptionally optimistic, ENFPs, more than any other type, believe that everything is possible. There are two phases of most projects or meetings: 1) the initial “big picture,” “vision setting” stage; and 2) the logistics or “action items” stage. Innovative visionaries, ENFPs shine during the former, gaining much more energy from envisioning future possibilities and idea generating than from completing concrete tasks. They tend to lose steam toward the end of projects when everything is decided and only the final execution steps remain, particularly when this involves handling details. ENFPs report that remembering random specifics is not a natural gift. As a result, they tend to rely heavily on copious note-taking for things like “action items” and logistics.

INSTANT RAPPORT, HIGH ENERGY

Insightful, humorous, and highly energetic with “the gift of the gab,” ENFPs as a group tend to develop rapport with others faster than any other type. They intuitively “get” what makes others tick, and then swiftly and naturally adapt their approach accordingly. Their exceptional social skills, genuine warmth, passion, and infectious enthusiasm draw others to them. They spend a great deal of time connecting on a “personal level” in their work relationships, and maintaining a large professional network. ENFPs are “people” people who become drained by long stretches of time working alone. They need the stimulation of a collaborative environment to feel energized and to be able to “fire on all cylinders.” ENFPs think best out loud, and generate ideas most easily in group brainstorming sessions.

ENFPs THRIVE MOST IN ROLES THAT PROVIDE

- A team of people they like and admire
- A fun, relaxed group willing to share a laugh
- Lots of variety in daily activities
- Support to assist with administrative matters



EMPATHETIC, GENEROUS, INSPIRATIONAL

Generous and empathetic, ENFPs have a special gift for leaving others feeling inspired and valued for their unique gifts. ENFPs naturally provide energetic support, appreciation, and positive feedback to others. As people who “aim to please,” ENFPs feel a surge in motivation when they themselves also receive regular and genuine compliments. ENFPs love to inspire others to gain a new perspective and reach their maximum potential. As the MOST idealistic type, they would rather err more on the side of giving others the benefit of the doubt, and thus usually meet others well more than half way.

CASUAL, SPONTANEOUS

Flexible, casual, spontaneous, and easy going, ENFPs love surprises and tend to leave their options open as long as possible. ENFPs might struggle a bit to stay organized, and they can be easily distracted from the task at hand.

EMOTIONALLY INTELLIGENT, SENSITIVE

Staggeringly perceptive, ENFPs are one of the types MOST highly attuned to the emotional reactions of others (and their own feelings as well). Their insights into the emotions at play, and motivations behind behavior, are usually amazingly accurate. They naturally put others needs before their own, and often go well out of their way to maintain harmony in their relationships. ENFPs develop thicker skins over the course of their career, but generally they tend to take criticism personally, and may read more into feedback than was intended.

ENFPs ARE THE PERSONALITY TYPE MOST LIKELY TO:

1. Develop instant rapport with a stranger
2. Find that others readily share personal information with them
3. Decide by involving others; value consensus
4. Be seen as optimistic, idealistic and emotionally intelligent
5. Follow their “gut” or hunches without concrete facts
6. Build consensus
7. Create a collaborative, team environment
8. Be able to adapt their style to each situation or person
9. See life as a fun adventure with endless possibilities
10. Be a celebrity musician, talk show host, or theater actor



TOP 5 POTENTIAL ENFP STRENGTHS

Generating Ideas	Perhaps more than any other type, ENFPs generate a constant flow of out-of-the-box ideas, especially when brainstorming with others. Find ways to increase the percentage of your time spent generating ideas, as this is what keeps you most inspired, engaged and passionate.
Reading People	ENFPs are very adept at quickly assessing what others are thinking and feeling, as well as what motivates them. They do not miss subtle clues in body language or tone of voice, and have a knack for getting others to share personal information.
Customizing Communication	ENFPs are the chameleon type – incredibly flexible – and able to very quickly adjust their style, facilitating communication. The enthusiasm and humor of ENFPs makes them highly engaging presenters. Seek out opportunities to stretch yourself in this area (i.e. negotiations, facilitating, coaching, presentations, training).
Building Consensus	Of all the personality types, ENFPs are perhaps the most naturally adept at persuading others to get on board with new ideas/plans. When there is tension between individuals who don't necessarily see eye-to-eye, ENFPs are gifted at helping them understand and be more sympathetic to the others' position.
Collaboration	ENFPs are very open to the input of others, and have a naturally collaborative approach that typically brings out the best work from others. They love working in groups, and are naturally gifted at helping everyone on the team feel that their opinion and perspective is valued. Teams with ENFPs tend to work much more smoothly and collaboratively than those without.

TOP 5 POTENTIAL ENFP CHALLENGE AREAS

Being Organized	It is common to meet ENFPs who struggle to keep track of key to-do items, projects, or deadlines. They also often have a love/hate relationship with technology, which may not help their sense of organization. Most effective ENFPs have found repeatable processes and habits to help organize and prioritize their projects.
Working with Detail People	Most ENFPs find that working with or discussing a lot of details, step-by-step procedures, and repetition can be difficult for them. It is worth the extra effort to provide more specifics to satisfy your more detail-oriented colleagues.
Managing Conflict	ENFPs are passionate, especially about their values. They care deeply about their ideas and beliefs, and can have strong reactions emotionally. Working to take things less personally and to react less intensely in the moment is worthwhile. When you feel very emotional, taking 24 hours before responding can be helpful.
Finishing the Last 5%	The initial brainstorming, idea generating, and goal-setting stage of any project is typically the most exciting to an ENFP. The final stages of a project, mostly executing details, can be a particular challenge. It may be helpful to schedule uninterrupted time to finish the last pieces, or partner with a detail person who excels at finishing.
Balanced Decision Making	ENFPs are naturally in tune with peoples' emotional reactions to things, so they tend to make decisions based heavily on feelings. Considering the pros and cons, taking a close look at the data, or checking in with a logic-driven colleague could be helpful.

TOP 10 ACTIONS ENFPs CAN TAKE TO BECOME BALANCED

1. Consider the facts or logic longer than you are naturally inclined to
2. Respond directly to each statement others make, before going off on a tangent
3. Follow through! Follow through! Follow through!
4. Jot down the pros and cons on paper when making big decisions
5. Develop and maintain a system for organizing emails, papers, and your calendar
6. Keep ONE bound "Meeting Notebook" for taking notes, and include a "to do" list, starting from the back page
7. Write down details, or you have less than a 20% chance of remembering them
8. Set deadlines for decisions to avoid "analysis paralysis"
9. As soon as a task comes across your desk, decide if you can delegate it – if so, delegate it immediately
10. Wait 24 hours before responding if you have a strong emotional reaction to a situation or email

STRESS TRIGGERS FOR ENFPs

- Keeping track of an overwhelming amount of individual facts or details
- Aggression or lack of sympathy from others
- Physical exhaustion
- Having to make a decision before they are ready to

ENFPs EXPERIENCING EXTREME STRESS

- Obsess about unimportant details (tunnel vision)
- Experience chronic anxiety; worry
- Become passive aggressive
- Withdraw; lose enthusiasm and optimism

STRESS SOLUTIONS FOR ENFPs

- Get caught up on your rest (ENFPs reach exhaustion more quickly than many other types)
- Get a change of scenery or outside stimulation
- Participate in sports or enjoyable activities that put you "in the moment"
- Prioritize a "to do" list and delegate what you can
- Speak with a friend who will share optimism about your future possibilities



ENFP COMMUNICATION DRIVE

ENFPs tend to be motivators. They are driven to facilitate involvement from team members in order to build buy-in to the end result. They naturally reach out to others and believe it is worth the time it takes to get people engaged. They tend to focus on movement towards the goal and trust that, with the group committed, the correct goal will emerge. They tend to prefer to gain input from others by using statements, making suggestions and sharing thoughts rather than by telling people what to do and are constantly aware of who is connected and who is not.

ENFPs drive tends to result in consensus decisions in that they prefer everyone to be working towards the same goal, and will take the time to interact with others to gain their consent to the goal. If they have not been able to get others to buy-in, or they perceive that they are not interested, they may become over-enthusive and push even harder for a positive response.

COMMUNICATION STRENGTHS

- Energetic and expressive communicators who demonstrate interest in and learn about others by asking open questions.
- Able to empathetically “tune in” to team and group energy, read between the lines, and intuitively recognize others commitment and/or interest in a task.
- Sense of humor and liveliness is infectious.
- Excel at engaging and keeping a group moving positively towards a goal.
- Their use of statements, suggestions and observations can stimulate multiple inputs.

COMMUNICATION CHALLENGES

- May appear scattered and unfocused when they jump into exploring new possibilities to engage the group.
- May use too many words, particularly when they perceive others are not engaged.
- Involving style and use of statements might appear unclear to others on specifically what action needs to be taken.
- Their sense of fun might be judged by others as too frivolous.
- May jump into new ideas, especially if the group is interested, and then fail to follow through as enthusiasm drops.

TIPS FOR IMPROVING COMMUNICATION

- Understand that the constant exploration of new ideas might be tiring to others, so try to consciously “rein in” your natural enthusiasm to give others time to digest thoughts.
- Practice being more explicit and direct when you want something so that you reduce misunderstandings.
- Try to maintain more focus when engaging with others, or, if you jump topics, explain the connection between what might appear to be unrelated topics.
- Monitor the amount of words that you use – particularly if you think the other person, team or group is unresponsive.
- Make sure you give other styles time to reflect and not make a judgment that they are not interested – they may just be thinking!





 TypeCoach

CAREER REPORT

written by Paul D. Tieger

ABOUT THE AUTHOR:

Paul D. Tieger is an internationally recognized expert in Personality Type and the co-author, with Barbara Barron, of the best-selling career book *Do What You Are*. This career report is included in the TypeCoach report with Paul's permission and reflects the collective insights from his work in applying personality type to career selection and planning. A true pioneer in the application of personality type, Paul has co-written 5 leading books in the field.

GENERAL DESCRIPTION

ENFPs love possibilities. Because of their strong Intuition, they are compelled to see beyond the obvious and are driven to understand the reasons things are as they are. ENFPs are especially intrigued and energized by other people. They have an almost insatiable curiosity and a wide spectrum of interests. Enthusiastic, friendly, and energetic, ENFPs are generally fun-loving, easygoing people who seek to find meaning in all they do.

Unconventional and occasionally irreverent, ENFPs are seldom impressed by authority or rules. To the contrary! They pride themselves on their uniqueness and originality, they are talented at solving problems and overcoming obstacles, and they find creative ways to bend rules they consider unnecessary. One of ENFPs' greatest gifts is their belief that nothing is impossible. Brainstorming and bouncing new ideas off other creative people is one of their favorite pastimes.

But ENFPs are often inattentive to details. Frequently, they find themselves searching for some lost object. Tasks that require them to focus all their attention on a single activity for long periods of time, especially by themselves, can be extremely stressful. Although ENFPs are usually capable of generating a torrent of new ideas, they can lack the ability to determine whether any of them are practical or workable. And because they are driven by the idea rather than the logistics of making the idea a reality, they can become bored and may neglect to follow through on details once a project has moved past the energizing inspiration (and fun!) stage.

ENFPs are usually well connected, counting among their legion of friends and associates people from many different walks of life. Because they hate to close doors, they tend to maintain friendships for many years. They are enthusiastic and effective catalysts who derive great satisfaction from tapping into their huge network and putting people together for their mutual benefit. Perceptive, insightful, and empathetic, they are often gifted at understanding others' motivations. And they are usually good talkers, capable of persuading people of the merits of their positions. Because ENFPs dislike being tied down, they may experience difficulty making decisions and have a tendency to procrastinate. They have great enthusiasm for starting projects, but can be easily distracted.

Warm, caring, and concerned, ENFPs have strong personal values on which they base most of their decisions, especially important ones. They are deeply committed to their relationships and are usually eager to help a friend at a moment's notice. Though generally cheerful, ENFPs can become withdrawn and moody when they feel frightened or overwhelmed. Under the influence of their gloomier side, their usual perceptiveness can become badly flawed, and they may misjudge others' intentions and motives and generally feel pessimistic and alone. Usually a change of scenery or the reassurance of a friend or partner helps restore their natural optimism.



WORK-RELATED STRENGTH

- Eagerness to “think outside the box” and consider new possibilities
- Courage to take some risks, try new things, and overcome obstacles
- A broad range of interests and ability to quickly learn things that interest you
- Natural curiosity and skill for getting the information you need
- Ability to see the big picture and to see implications of actions and ideas
- Excellent communication skills and ability to rouse others’ enthusiasm
- Adaptability; you can shift gears and change directions quickly
- Perceptiveness about people; you understand their needs and motivations

WORK-RELATED WEAKNESSES

- Difficulty setting priorities and making decisions
- Impatience with uncreative people
- Reluctance to do things in traditional or routine ways
- Lack of discipline when attending to and following through on important details
- Tendency to become bored or side-tracked, especially after creative process is done
- Dislike for doing repetitive tasks
- Impatience working with systems or people who are too rigid
- Propensity to always focus on what’s possible rather than what’s doable or probable
- Tendency to be disorganized



WHAT YOU NEED IN A CAREER FOR IT TO BE SATISFYING. DOING WORK THAT:

1. Lets you work with a diverse group of people on a variety of projects, motivated by creative inspiration
2. Lets you create new ideas, products, services, or solutions to problems that will help other people, and then see your projects become reality
3. Is fun, challenging, and always varied
4. Rarely requires you to handle the follow-through, routine details, or maintenance of a system or project
5. Lets you work at your own pace and schedule, with a minimum of rules or structure and the freedom to act spontaneously
6. Lets you meet new people, learn new skills, and continually satisfy your curiosity
7. Is consistent with your personal beliefs and values and lets you create opportunities that benefit others
8. Is done in a friendly and relaxed environment with humor, goodwill, and a minimum of interpersonal conflict
9. Allows you the freedom to follow your inspirations and participate in exciting and intriguing adventures
10. Is done in an environment that appreciates and rewards enthusiasm, ingenuity, and imagination



SOME SATISFYING CAREER FIELDS AND JOBS FOR ENFPs:

Creative

- Artist
- Screenwriter/playwright
- Journalist
- Columnist
- Actor
- Newscaster
- Interior decorator
- Musician/composer
- Reporter/editor (magazine)
- Informational-graphics designer
- Desktop publisher
- Editor/art director (Web sites)
- Creative director on a multimedia team
- Developer of educational software
- Multimedia producer
- Director of regional/community theater
- Documentary filmmaker
- Costume attendant
- Television producer
- Broadcast news analyst
- Cartoonist and animator
- Exhibit designer

Educational/Counseling

- Teacher: art/drama/music/English
- Special education teacher
- Early childhood education teacher
- Child welfare counselor
- Substance abuse and behavioral disorder counselor
- Social worker (elderly and child day care issues)
- Development director
- Career counselor / Life coach
- Residential housing director
- Ombudsperson
- Pastoral counselor
- Rehabilitation counselor
- Social scientist
- Educational psychologist
- Planned-giving officer
- Philanthropic consultant
- Social psychologist
- Counseling psychologist
- Anthropologist
- Parent instructor, child development course
- High school guidance counselor

Health Care/Social Service

- Dietitian/nutritionist
- Speech-language pathologist/audiologist
- Holistic health practitioner (alternative medicine)
- Massage therapist
- Employee assistance program counselor
- Physical therapist
- Legal mediator
- Chiropractor
- Urban regional planner
- Public health educator
- Occupational therapist

SOME SATISFYING CAREER FIELDS AND JOBS FOR ENFPs:

Marketing/Planning

- Public relations specialist
- Marketing consultant
- Advertising account executive
- Copy writer/publicity writer
- Advertising creative director
- Strategic planner
- Publicist
- Research assistant
- Editor/art director (magazine)

Entrepreneurial/Business

- Consultant
- Inventor
- Sales: intangibles/ideas
- Human resources manager
- Human resources development trainer
- Conference planner
- Employment development specialist
- Restaurateur
- Management consultant: change management/
team building/diversity
- Merchandise planner
- Diversity manager-human resources
- Corporate/team trainer
- Advertising account manager or account executive
- Public relations specialist
- Marketing executive: radio/TV/cable broadcast industry
- Outplacement consultant
- Environmental lawyer
- Personnel recruiter
- Labor relations specialist

Technology

- Customer relations manager
- Staff advocate (technology consultant)
- Coach Project manager
- Engagement manager
- Human resources recruiter



HOW TO USE YOUR PERSONALITY TYPE STRENGTHS TO CONDUCT A SUCCESSFUL JOB SEARCH

1. Create your own job opportunities
2. Develop and use your active network of contacts
3. Impress your interviewer with your natural enthusiasm and confidence
4. Consider and keep several options open
5. Be resourceful at getting job interviews
6. Pay attention to the realistic facts of a career or job
7. Curb your tendency to leap before you look!
8. Work on developing self-discipline
9. Don't put off making a decision
10. Follow through on all phases of the job search

IF YOU PLAN TO STAY IN YOUR CURRENT POSITION... (AT LEAST FOR NOW)

1. If possible, delegate routine tasks to others
2. Team up with co-workers and/or work on teams
3. Find other creative people to brainstorm ideas with
4. Work different shifts, arrange more flexible hours, or job-share
5. Change your focus if you're not stimulated or challenged; work on something else
6. Make sure you have a variety of projects to work on.
7. Talk through detailed projects with someone
8. Join or start organizations for people with similar expertise or interests
9. Attend conferences and get involved in professional organizations



ADDITIONAL TYPECOACH OFFERINGS



ONLINE COACHING VIDEOS

A series of engaging coaching videos featuring Rob Toomey, President of TypeCoach, covering the top 5 ways to maximize your effectiveness given your type as an ENTP. These practical, actionable strategies and tips can be applied tomorrow.



TYPE-TO-TYPE ONLINE TOOL

Interactive tool that provides Top 10 Tips for communicating and working effectively with any individual based on the unique combo of YOUR type and THIER type (i.e. EN++TP with INFP).



IN PERSON TRAINING AND COACHING

Please contact us to learn about our keynote talks, facilitator led training programs and executive coaching.

Our signature training program teaches two skills:

1. The ability to quickly identify key aspects of an individual's personality type.
2. The ability to tailor communication with each individual to have the maximum impact based on their personality type.

Our team programs help groups maximize the effectiveness of their team given their type dynamics. Our master classes are customized to the group, and can cover a variety of topics including: stress, change in management, and innovation, as well as conflict resolution.

