

MYERS-BRIGGS TYPE INDICATOR (MBTI®)

ENFP

(Extroversion, Intuition, Feeling, Perceiving)

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

The above four letters are known as a 'type' and are based on the Myers-Briggs Type Indicator® (MBTI®). If you have not already completed an assessment to find out your type, [click here](#) to take the MBTI®. After completing the assessment, sign up for a **workshop** to learn more about the MBTI® and receive your results.

Note: The MBTI® is available to U of S students and alumni and an NSID is required to sign in and complete the assessment.

The following information has been compiled from numerous MBTI® resources. It is intended to be an overview and shows how type can apply to many aspects of life. It is not, however, a complete description. Please see the attached works cited list for additional information.



► ENFP Overview

ENFPs are generally warm, enthusiastic, creative, spontaneous, and compassionate. They are often outgoing and are energized by spending time with others. They enjoy opportunities to meet new people and typically have a desire to create deep relationships with open communication. Their appreciation and passion for life often makes them appealing to others and generally results in the ENFP having a large group of friends. They are typically high energy people that are usually flexible, adaptable, and adventurous. They also tend to enjoy variety, spontaneity, and taking risks. They prefer a challenge and often use a creative and unconventional approach to solve problems. The ENFP also tends to have strongly held values that directly influence how they live their lives. They often make decisions by considering their internal values and determining the impact their choices will have on others.

The ENFP often feels energized when they are identifying new possibilities and ideas. They are passionate about their ideas and tend to consider possibilities that relate to people. They apply their creativity and insight to identify peoples' capabilities and provide the energetic attitude that encourages others to meet their potential. They are perceptive to their surroundings and will often consider the big picture or future implications. It is important for them to be able to talk through their ideas with others as well as spend time reflecting on what they consider to be important or valued. The ENFP's focus on new ideas and possibilities often results in doing many different jobs or having a variety of interests. Their propensity to pursue various opportunities can result in them being easily distracted and they may need to focus on fulfilling their commitments.

ENFPs will often enthusiastically conceptualize projects based on their ability to generate and connect ideas. They are usually uninterested in facts or details that are not connected to their identified possibilities. They are often able to multitask and accomplish what others do not see as possible. Some ENFP's may need to focus on finishing projects and delaying their desire to advance onto the next exciting idea. They may find scheduling to inhibit their freedom and often end up pushing to complete a project by the deadline. The ENFP is often interested in the lives of others and are usually able to interact and draw out the best in people. They tend to work well with a variety of people and are able to persuade, motivate, and encourage others. They desire to create and maintain a harmonious work environment and they typically want the approval of others. In their daily lives, ENFP's should be cautious not to over commit to projects or people.



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► ENFP and School

Learning

The ENFP student will often...

- Maintain an interest in complex topics or areas that capture their imagination
- Apply information to determine ways to help other people
- Desire an instructor that believes in the message, communicates the big picture, and assigns creative assignments
- Require an opportunity to actively discuss information
- Take a variety of different classes that capture their wide range of interests
- Enjoy studying with other people
- Actively read additional non-required material

Writing

ENFPs are often creative writers that see the correlation between seemingly disconnected ideas and topics. They are typically able to write from the perspective of others and are interested in topics that have an impact on people. They tend to excel when writing on topics of particular interest and dislike having to follow a routine, incorporate a lot of facts, or adhere to a specific deadline. They tend to follow their inspired thoughts and may be inclined to start numerous writing projects or take on excessively large writing tasks. The ENFP may need to be cautious that they are able to finish all of the projects that they start.

In the writing process, the ENFP will often...

- Creatively brainstorm numerous writing ideas
- Limit the amount of time they spend reflecting on a topic
- Tailor their writing to connect with the audience
- Need to realistically evaluate the amount of time required to complete their writing
- Need to incorporate interaction with others to facilitate their writing process
- Benefit from returning to the original draft to include additional facts or reorganize the information

Procrastination

The ENFP's pursuit of numerous ideas and projects can result in not completing any tasks or producing inadequate work. It is often difficult for them to create closure because they are pulled in many directions and captivated by a variety of interests. These factors combine to make it difficult for the ENFP to maintain their attention on any one area. They often do not pay attention to the quantity of work that builds up and feel overwhelmed when they realize the amount of work they are required to complete. ENFPs may not take proper care of their bodies and become exhausted and feel unable to physically complete their tasks.

ENFPs will generally continue to procrastinate as long as possible and often work right up until the deadline. They often do not identify a need to change their procrastination when they are able to still complete their work and receive an acceptable outcome. They recognize a need to change only when their procrastination results in significantly affecting their lives. It is important for the ENFP to learn how to evaluate the possibilities they identify and establish a list of what is important. It can also be beneficial for them to identify and examine the long-term impact of their choices.



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► ENFP and Career Exploration

An ENFP tends to find career satisfaction with careers that have the following characteristics:

- Provides an opportunity to conceptualize an idea and bring it to fruition
- Involves tasks that reflect their values and make a difference for others
- Requires working with minimal details
- Encourages or permits spontaneity and freedom to follow their ideas and complete tasks
- Fosters a creative, enjoyable, and fun work environment with minimal conflict
- Involves a limited number of rules, requirements, or procedures
- Requires the completion of challenging and diverse tasks
- Structures daily activities to involve interacting with a variety of people

When exploring career options, an ENFP will often...

- Create numerous long-term goals and benefit from narrowing down their idealistic list
- Gather career-related information through networking
- Evaluate a variety of career options
- Benefit from reviewing career options based on an objective list of requirements
- Benefit from setting a decision deadline
- Need to be cautious of the amount they allow others to influence their choice

Careers to Consider

The following is a list of suggested occupations that fit the qualities of an ENFP or are careers that other ENFP have found to be satisfying. Use this list as a starting point for further investigation but do not limit your options to only this list.

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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • Psychologist • Social Worker • Social Scientist • Housing Director • Consultant • Counselor • Career Counselor • Pastoral Counselor • Clergy & Religious • Rehabilitation Worker • Preschool Teacher • Speech Pathologist | <ul style="list-style-type: none"> • Teacher: Liberal Arts/Special Education/Music/ Health • Administrator: Education • Public Relations Specialist • Publicist • Marketing Consultant • Advertising Sales Executive • Advertising Creative Director • Strategic Planner/Researcher • Research Assistant | <ul style="list-style-type: none"> • Radiologic Technician • Conference Planner • Sales: Intangibles/Ideas/ Services • HR Development Trainer • Employee Assistant Specialist • Computer Professional • Journalist • Columnist • Newscaster | <ul style="list-style-type: none"> • Copywriter • Reporter/Editor • Screen/Play Write • Musician/Composer • Character Actor • Entertainer • Cartoonist • Artist • Interior Decorator • Inventor • Ombudsman |
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For information on a specific career, check out www.saskjobfutures.ca or www.alis.gov.ab.ca



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Job Search

During their job search, an ENFP will often...

- Identify numerous job possibilities and potentially create their own position
- Benefit from organizing and following through with all aspects of their job search
- Network extensively with family and friends
- Persist in their job search despite setbacks
- Need to ensure they pay attention to the details of a job and realistically evaluate the requirements of a position
- Procrastinate on making a decision and may miss opportunities
- Benefit from making decisions throughout their job search

During an interview, an ENFP will often...

- Easily develop a connection with the interviewers
- Confidently discuss their skills and abilities
- Portray their team player attitude
- Need to be cautious not to talk too much
- Identify their future potential for an employer and benefit from also emphasizing their current contributions to the organization

► ENFP and Work

At work, the ENFP will often...

- Use their insight to identify creative ideas and new possibilities
- Focus on the big picture and consider future implications
- Take risks and persevere to rise above difficult situations
- Encourage the development of new ideas and challenging tasks
- Learn new tasks and effectively gather necessary information
- Interact with a variety of people to share their ideas and develop relationships
- Identify areas for change and easily adapt to adjustments or alterations
- Understand people and generate enthusiasm for their ideas
- Resolve conflict and promote a harmonious and sociable workplace
- Encourage coworkers and promote personal development
- Acknowledge and respond to the needs of others
- Desire to work with other imaginative people



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At work, the ENFP should be aware that they may...

- Lose motivation for a task after the initial brainstorming or creative stages
- Need to spend adequate time preparing for a project or meeting
- Benefit from developing their time management and organizational skills
- Neglect to consider specific facts or follow through on the details
- Require interaction with people to prevent boredom
- Refrain from following policies or procedures that inhibit their freedom, prevent employee development, or contradict their intuition
- Focus on helping others with their problems and inadvertently neglect their own tasks
- Struggle with making decisions and following repetitive routine
- Need to evaluate their tasks to determine what they are realistically able to complete
- Benefit from incorporating some structure into their daily activities
- Become frustrated and resist rules or procedures, miss deadlines, lack follow through, or easily lose focus when they feel unappreciated

Teamwork

On a team, the ENFP will often...

- Contribute numerous ideas and various options to consider
- Encourage people to contribute their ideas
- Create a feeling of inclusion among all team members
- Provide an enthusiastic attitude
- Easily offer encouragement and positive feedback

On a team, the ENFP should be aware that they may...

- Be easily distracted and need to focus on the task
- Cause frustration when they do not complete tasks, are unorganized, or repeatedly change their plans and switch their focus
- Need to pause and listen to others and maintain a realistic idea of what can be accomplished
- Need to be patient with the time required to bring an idea to reality
- Become frustrated with individuals that are cynical or argumentative, focus only on the details, lack originality, and prevent others from participating

Leadership

As a leader, the ENFP will often...

- Enthusiastically generate ideas and create a vision
- Focus on the initial stages of a project
- Limit the details they provide to encourage individual exploration
- Validate individual ideas by encouraging discussions and incorporating peoples opinions
- Balance group work with individual freedom to complete tasks
- Encourage the personal development of individual members
- Make decisions slowly only after considering various opinions



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► ENFP and Life

Communication

The ENFP will often...

- Participate in discussions and establish a connection with others
- Explain their broad, big picture ideas with minimal details
- Acknowledge individual contributions and provide encouragement
- Desire to hear peoples' thoughts, broad descriptions, application of theories, and promotion of teamwork
- Address conflict in order to resolve issues
- Question ideas that are not aligned with their values
- Desire positive feedback and supportive mentorship

The ENFP should be aware that they may need to...

- Include sufficient details when explaining their ideas and delegating tasks
- Intentionally provide constructive feedback
- Be cautious of the amount they rely on others feedback and approval
- Adapt their high energy communication style to quiet or withdrawn audiences

Decision Making

When it comes to decision making, the ENFP will often...

- Examine the big picture or broad context
- Need to intentionally include the details and facts
- Evaluate their options based on their personal values
- Consider the impact their choices have on others
- Desire to consider additional possibilities and struggle with making a final decision

Playing

The ENFP typically includes fun and excitement into all aspects of their daily lives. Their tendency to work with different ideas, projects, and people can lead them to overbook their time. It is therefore important for them to ensure they are meeting their personal needs. The ENFP has a desire to be surrounded by people and may struggle with being on their own. As a result, they are often involved in social activities and place a significant value on friendships. They are often interested in developing additional friendships and may need to be cautious not to neglect their current relationships as they pursue something fresh and new. As a post-secondary student, they often participate in social activities on campus. They also tend to enjoy having people get together for discussions or activities. The ENFP student also indicates that their personal lives often involve weekly dates.



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Stress

An ENFP will often experience stress when...

- Required to focus on too many details
- Forced to make a quick decision
- Experiencing a decline in friendships or relationships
- Unable to identify additional possibilities
- Feeling alone during health concerns or personal loss
- Working within an unenthusiastic or unenergetic environment
- Restrained by too many rules, regulations, or policies
- Required to work under close supervision and perceive that others doubt their abilities

When they are affected by stress, an ENFP will often...

- Become consumed with the specifics or focus solely on one irrelevant detail
- Reflect on the negative aspects of themselves and lose their ability to think positively
- Increase their work intensity but reduce their effectiveness
- Experience ongoing feelings of anxiety and worry
- Remove themselves from situations and avoid others
- Excessively generate ideas without any implementation plans

An ENFP can reduce stress by...

- Limiting their commitment to unnecessary tasks
- Spending time on their own to reflect on the realities of a situation
- Ensuring their personal needs are being met
- Delegating tasks and establishing a list of priorities
- Participating in physical activities
- Increasing their organization to reduce potential unknowns



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► What's Next?

Wondering where to go from here? Use any of the following suggestions to help guide you.

Are you wanting to:

Suggested Options:

Determine your MBTI® Type?

Take the **online assessment** and sign up for a **workshop**

Find out more about the MBTI®?

Sign out any of the Student Employment and Career Centre's **MBTI resources** or check out the following websites: **www.personalitypage.com**, **www.typelogic.com**, or **www.personalitypathways.com**

Discover more about yourself?

Return to the '**Discover Who I Am**' section and complete additional assessments or exercises

Learn about planning your career?

Explore additional sections of the '**Plan My Career**' website

Discuss your career questions with the friendly, helpful, and knowledgeable Student Employment and Career Centre staff?

Drop in to a **CareerChat** or schedule an appointment with a **career counselor**

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