

# MYERS-BRIGGS TYPE INDICATOR®

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## Interpretive Report



Report prepared for

**JOE SAMPLE**

January 16, 2004

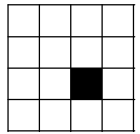


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## INTRODUCTION

This report is designed to help you understand your results on the *Myers-Briggs Type Indicator*<sup>®</sup> (MBTI<sup>®</sup>) instrument. The MBTI assessment indicates 16 personality types among people. Your answers to the MBTI questions indicate that your four-letter type is ENFP. This is also known as Extraverted Intuition with Feeling.

### EXTRAVERTED INTUITION WITH FEELING

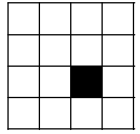
<b>ISTJ</b>	<b>ISFJ</b>	<b>INFJ</b>	<b>INTJ</b>
<b>ISTP</b>	<b>ISFP</b>	<b>INFP</b>	<b>INTP</b>
<b>ESTP</b>	<b>ESFP</b>	<b>ENFP</b>	<b>ENTP</b>
<b>ESTJ</b>	<b>ESFJ</b>	<b>ENFJ</b>	<b>ENTJ</b>

### Where Do Types Come From?

The MBTI instrument is based on years of observations by psychologist Carl Jung and by the instrument's authors, Isabel Briggs Myers and her mother, Katharine Cook Briggs. Their ideas help explain why different kinds of people are interested in different things, are good at different kinds of work, and sometimes find it hard to understand each other. The MBTI instrument was developed with great care and has been used by people around the world for more than 20 years. Family members use it to understand each other better. Teachers and students use it to make learning more interesting and efficient. Young people and adults use it to choose careers that are likely to hold their interest and use their gifts. Organizations use type information to improve communication, teamwork, and leadership.

Isabel Briggs Myers wrote a description of each of the 16 types. Page 3 of your report describes type ENFP. The remaining pages give reasons why the 16 types are different from one another and tell more about your answers. Be sure to read all the pages to see your full report.

A clear understanding of the basics of your type and type development will be helpful throughout the rest of your life. Type development is a lifelong process of gaining greater command over the powers of perception and judgment.



## **ENFP**

### **Extraverted Intuition with Feeling**

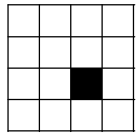
For people with ENFP preferences, life is a creative adventure full of exciting possibilities. They are keenly perceptive of people and the world around them and insightful about the present and future. ENFPs experience a wide range of feelings and intense emotions. They need affirmation from others 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 good will. They like to please others and will adapt to others' needs and wishes when possible. ENFPs primarily use Feeling internally, making decisions by applying personal values through identification and empathy with others. ENFPs are likely to be warm, friendly, caring, cooperative, and supportive. ENFPs 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 to 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 in extemporaneous situations; 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.

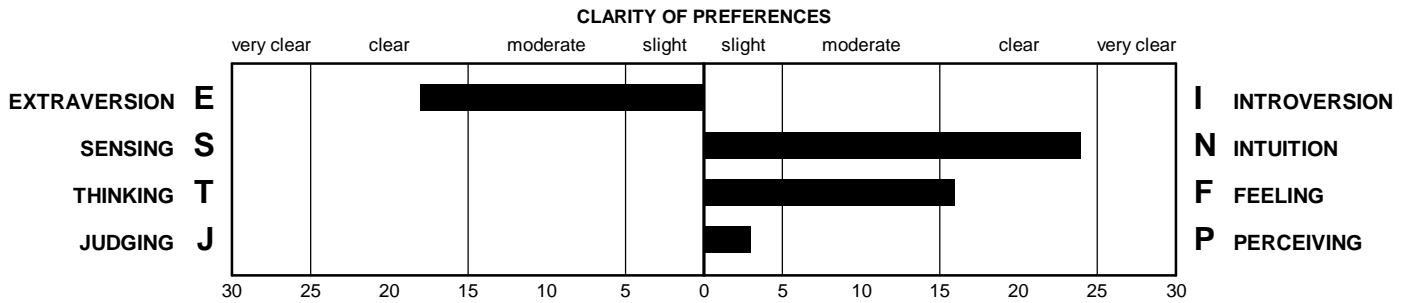
Sometimes life circumstances have not supported ENFPs in the development and expression of their Feeling and Intuitive preferences. If they've not developed their Feeling, they may go from enthusiasm to enthusiasm, never committing the energy necessary to actualize their insights. If they've not developed 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. For more information about psychological type, MBTI preferences, and the 16 types as well as applications for understanding type, see the *Introduction to Type*<sup>®</sup> booklet by Isabel Briggs Myers and the *Introduction to Type*<sup>®</sup> series.



Below is a graph of your preference clarity indexes (pci). The placement of each bar is based on a formula by Isabel Briggs Myers that compares the two choices for each preference. “Very clear” means you chose the preference consistently. “Slight” means your choices were more evenly divided. Do your choices seem to fit you?

**REPORTED TYPE: ENFP**

**PCI:** EXTRAVERSION **E** 18  
 INTUITION **N** 24  
 FEELING **F** 16  
 PERCEIVING **P** 3



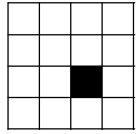
## HOW THE FOUR-LETTER PATTERNS FIT TO EXPLAIN THE 16 TYPES

Each of the 16 types has its own unique pattern of preferences. When you understand the patterns, you will see why the things that are interesting or easy for your type are uninteresting or difficult for a different type. (Note that these patterns are shown by the letters. They are not affected by the size of your preference clarity indexes.)

The four mental processes described by the MBTI instrument are Sensing (S), Intuition (N), Thinking (T), and Feeling (F). Everyone uses all four, but each of the 16 types has its own pattern showing which of these four processes is the favorite or first in importance, the second favorite, the third, and the least favorite.

ENFPs like and use Intuition best and Feeling next best. Their third favorite process is Thinking, and their least preferred is Sensing. Youth is the time for ENFPs to develop Intuition and Feeling. In middle life, Thinking and Sensing often become more interesting and easier to use.

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



ENFPs use mainly their first process, Intuition, in the outer world of people and things. They use their second process, Feeling, in the inner world of ideas. Other people see their first or best process, which shows in their outer life. 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.

The description on page 3 takes all these patterns into account to describe how ENFPs appear in everyday life. Think about the description, matching it against your own knowledge of yourself. If the description makes you feel comfortably understood, your four letters are probably right. You probably like to act in the ways described on page 3. Of course, you are free to act in other ways when the situation calls for you to do so. The description is intended to help you trust and develop the preferences that come most naturally to you.

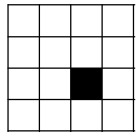
## **IF THE ENFP PATTERN DOES NOT SEEM TO FIT**

Every person is too complicated to be completely explained by a set of questions, no matter how good those questions may be. Here are some suggestions if your report does not seem to fit you:

Think back to your frame of mind when you completed the MBTI personality inventory. 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 answers did not reflect your own way, can you tell what letters might fit 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? If you suspect that another four-letter type might fit you better, you will find a description for that type in the *Introduction to Type*<sup>®</sup> booklet by Isabel Briggs Myers. You will find more in-depth information about type in *Gifts Differing* by Isabel Briggs Myers.

Ask the person who administered the MBTI instrument to you for other suggestions about finding the type that fits you best.



## HOW YOUR ANSWERS INDICATED TYPE ENFP

When you completed the MBTI instrument, you made choices on four scales. Each scale has two preferences. The letters for these preferences are E or I, S or N, T or F, and J or P. The instrument assumes that every person uses all eight of the qualities described by these letters, but that people find one letter of 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 and become more skillful with that hand. In the same way, your type preferences are choices between equally valuable and useful qualities.

### CHOICE 1: EXTRAVERSION (E) OR INTROVERSION (I)

*These are two different orientations or attitudes toward the world around us.*

You chose more answers for → **E**

When you are in the Extraverted attitude, you relate more easily to people and things outside you.

**I**

When you are in the Introverted attitude, you relate more easily to the ideas and thoughts in your mind.

### CHOICE 2: SENSING (S) OR INTUITION (N)

*These are two different ways of perceiving or gathering information.*

**S**

When you are perceiving with your Sensing process, you are interested in what your five senses show you—what exists in the present.

You chose more answers for → **N**

When you are perceiving with your Intuition, you are using your imagination to see new possibilities and insights hidden from the eye.

### CHOICE 3: THINKING (T) OR FEELING (F)

*These are two kinds of judgment or decision making.*

**T**

When you make judgments with your Thinking preference, you base your decisions on impersonal analysis and logic.

You chose more answers for → **F**

When you make judgments with your Feeling preference, you base your decisions on your values.

### CHOICE 4: JUDGING (J) OR PERCEIVING (P)

*These are two ways of living in the world around us.*

**J**

When you are living by your Judging preference, you like to have things decided; your life is likely to be planned and orderly.

You chose more answers for → **P**

When you are living by your Perceiving preference, you do not want to miss anything; your way of life is likely to be spontaneous and flexible.

## Profile



**JANE SAMPLE**

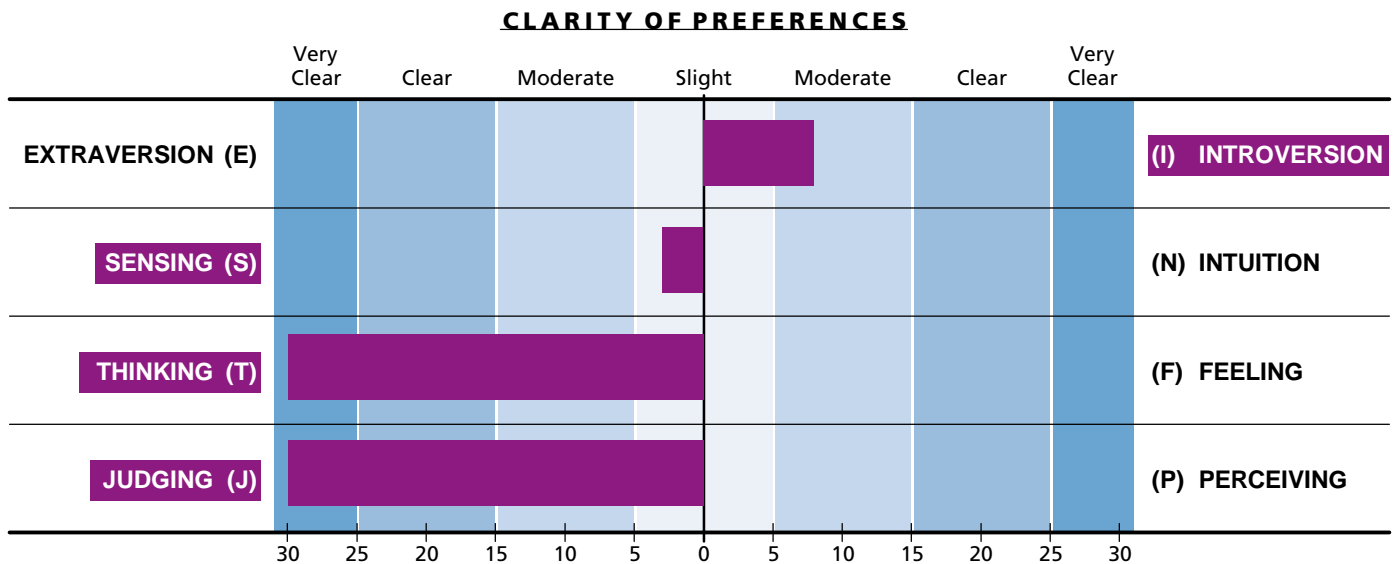
REPORTED TYPE: **ISTJ**

NOVEMBER 10, 2003

This Profile gives you information about your personality type based on your answers to the MBTI® Form Q instrument. It first indicates your Step I results—your reported four-letter type. Next it shows your Step II results—your expression of five facets of each of the four type dichotomies.

### Your Step I Results

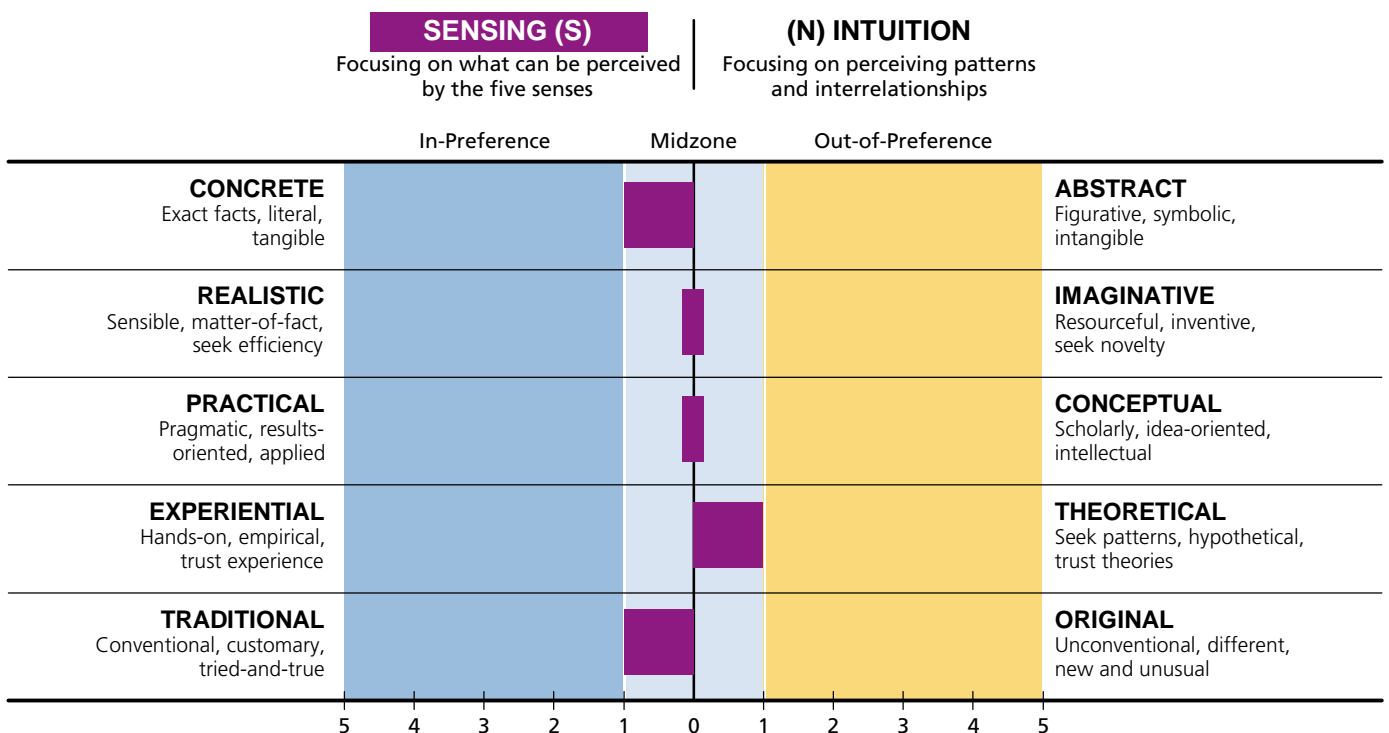
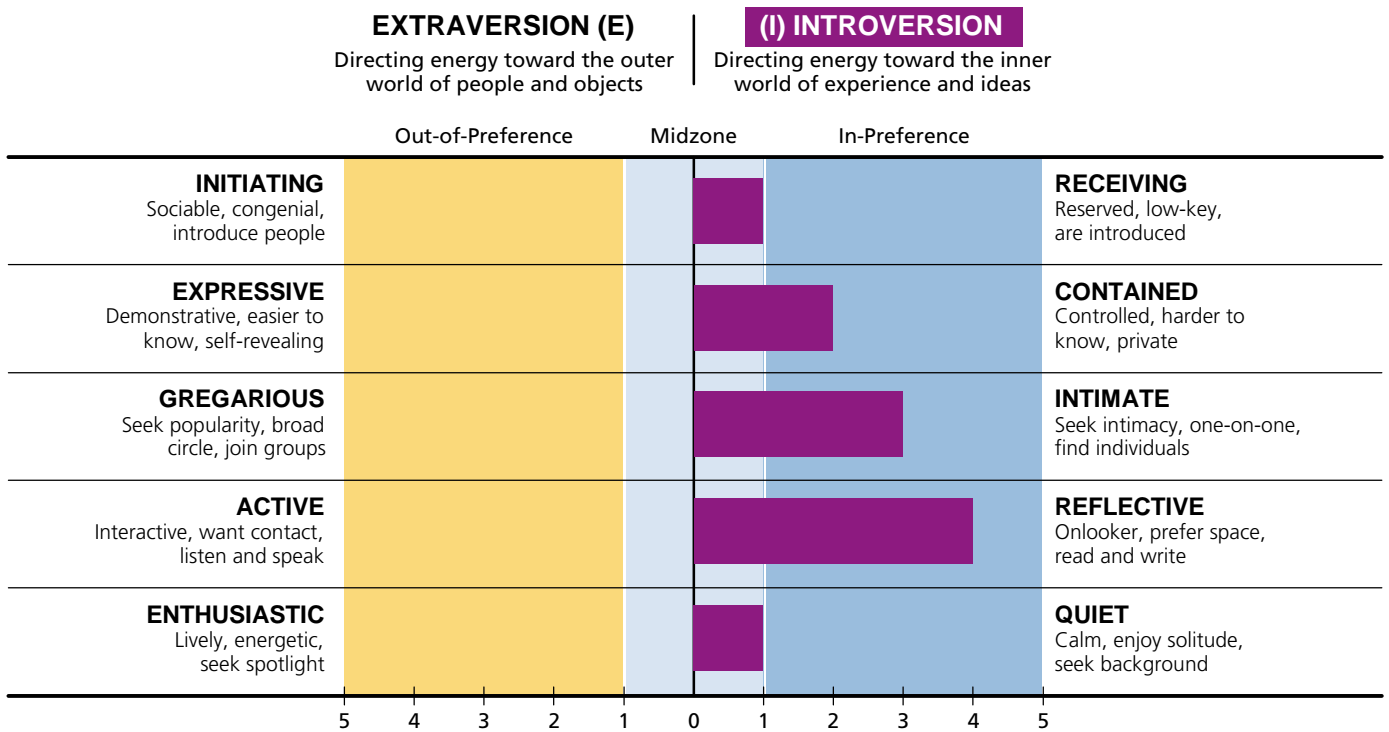
ISTJs tend to be serious, quiet, thorough, and dependable. They see to it that everything is well organized and accurate. They are practical, orderly, matter-of-fact, logical, and realistic. ISTJs take responsibility, notice what needs to be done, and follow through steadily, regardless of protests or distractions.



The length of the bars on the graph above shows how consistently you chose one preference pole over the other. The longer the bar, the more often your answers indicated that pole, and the more likely it is that the instrument has accurately reflected your preference.

## Your Step II Results

The graphs show how you express five facets of each MBTI dichotomy. Your results indicate how you may be similar to and different from other people of your personality type. The longer the bar, the clearer your preference is for that pole of the facet. Scores of 2-5 that are on the same side as your overall preference indicate in-preference results. Scores of 2-5 on the opposite side of your preference indicate out-of-preference results. Scores of 0 and 1 are in the midzone and often mean a situational or muted use of either pole.

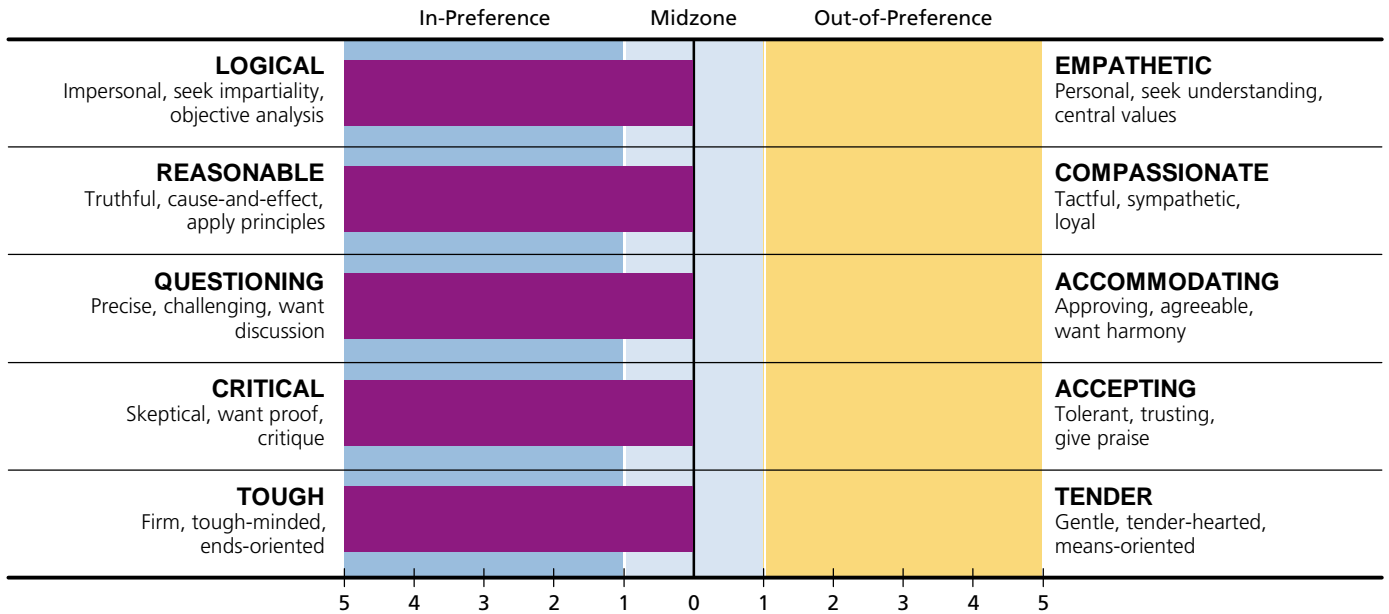


**THINKING (T)**

Basing conclusions on logical analysis with a focus on objectivity

**(F) FEELING**

Basing conclusions on personal or social values and a focus on harmony

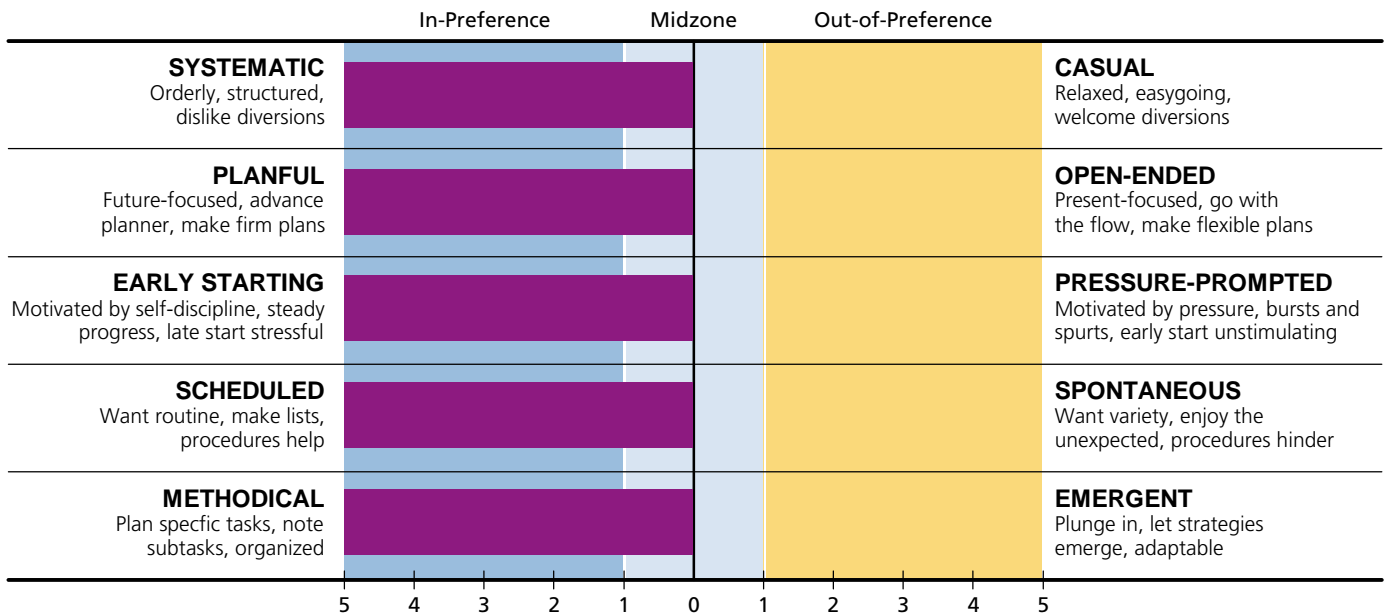


**JUDGING (J)**

Preferring decisiveness and closure

**(P) PERCEIVING**

Preferring flexibility and spontaneity



## Interpreter's Summary

### PREFERENCE CLARITY INDEXES FOR REPORTED TYPE: ISTJ

Introversion: Moderate (8)

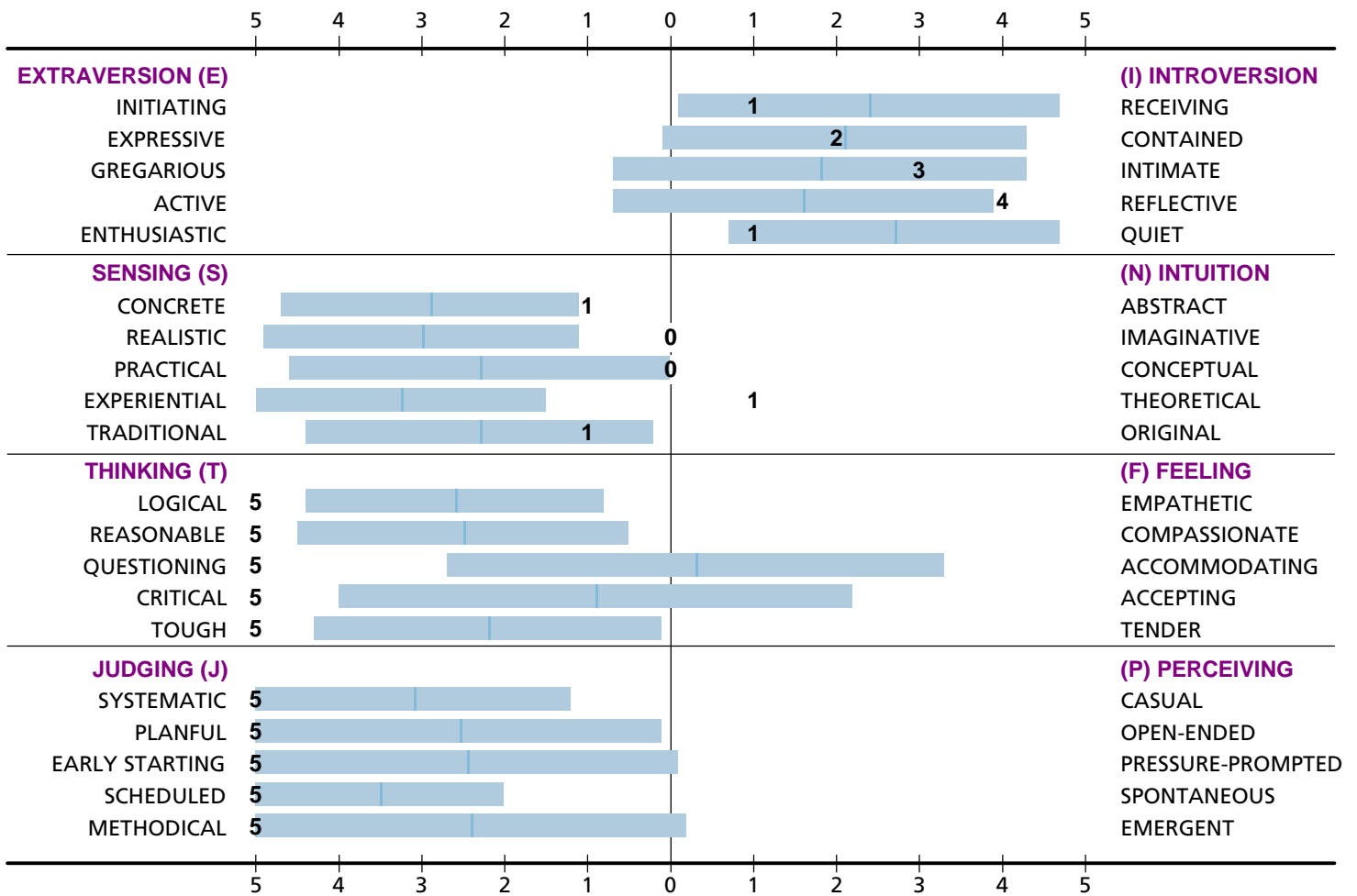
Sensing: Slight (3)

Thinking: Very Clear (30)

Judging: Very Clear (30)

### FACET SCORES AND THE AVERAGE RANGE OF SCORES FOR OTHER ISTJs

The bars on the graphs below show the average range of scores that occurred for the ISTJs in the national sample. The bars show scores that are -1 to +1 standard deviations from the mean. The vertical line in each bar shows ISTJs' mean score. The bold numbers show the respondent's scores.



### POLARITY INDEX: 75

The polarity index, which ranges from 0 to 100, shows the consistency of a respondent's facet scores within a profile. Most adults score between 50 and 65, although higher indexes are common. An index that is below 45 means that the respondent has many scores in or near the midzone. This may be due to mature situational use of the facet, answering the questions randomly, lack of self-knowledge, or ambivalence about use of a facet. Some such profiles may be invalid.

### Number of Omitted Responses: 0

