



Name - ENTP

INSTRUCTIONS: As you can see below, there are 7 sections. In each section, the goal is to have 3 characteristics that best describe you. In some sections, like "Strategies For Working Successfully With Me," there are more than 3 characteristics typical of your personality type. With sections such as "Frustrations Others Have With Me," there are less than 3 characteristics. Please add, alter, or omit characteristics to get to 3 items per section that are most true of you. Remember that this document will be shared with your team. If everyone is real, your team will move to the next level. Once you are done please let the person who sent this to you so they can review it. Thanks!

Strategies For Working Successfully With Me:

- ☐ Talk about the "big picture" and its implications
- ☐ Recognize it is natural when the conversation or meeting takes a turn from the original agenda
- ☐ Talk about and brainstorm possibilities and alternatives
- ☐ Use analogies and metaphors
- ☐ Avoid arguing about specifics
- ☐ Don't overwhelm me with the details
- ☐ Be organized and logical
- ☐ Create frameworks and decision-making criteria
- ☐ Draw attention to cause-and-effect relationships
- ☐ Supply data to support decisions
- ☐ Ask what I "think", not how I "feel"
- ☐ Appeal to my sense of fairness
- ☐ Don't repeat yourself

What Energizes and Motivates Me:

- ☐ Variety and challenge
- ☐ Autonomy in accomplishing tasks
- ☐ Being taken seriously and being valued for my competence and skill
- ☐ Creating innovative solutions
- ☐ Permission to delegate implementation on tasks

☐ Adequate unstructured time

Frustrations Others Have With Me:

☐ "Stop generating new actions!" Sometimes, I can ideate a bit too much.

Pitfalls I Am Working On:

- ☐ Overextending myself or available resources
- ☐ Bending the rules
- ☐ Being too competitive
- ☐ Being impatient and impulsive

What Stresses Me:

- ☐ Having to reach closure too soon
- ☐ Being disrespected or having my competence doubted
- ☐ Being overloaded with details
- ☐ Being micromanaged
- ☐ Too little outside stimulation (too little excitement about projects)
- ☐ Rules that inhibit creativity

Signs I Am Experiencing Chronic Stress:

- ☐ I generate a barrage of undifferentiated ideas with no data and no follow-through
- ☐ I withdraw, shut down, and avoid
- ☐ I can get "tunnel vision", no perspective beyond one fact, which is obsessed over and projected into the future ad infinitum
- ☐ All sense of possibility is gone
- ☐ I over-interpret physical sensations as indicative of illness
- ☐ I get passive-aggressive

How I Prefer to Manage Conflict and Receive Feedback:

- ☐ Please be clear at the start of the conflict if you would *not* like to debate the issue, but would simply like for me to consider it
- ☐ Give me space to explore and try out numerous viewpoints; be flexible and open-minded
- ☐ Don't take my "argument exploration" personally; I simply love thinking through various ideas