



Name - ENFP

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:

- ☐ Acknowledge what is fresh, new, and unusual about the present problem
- ☐ Don't overwhelm me with details or argue about specifics
- ☐ Before a discussion or debate, first mention points of agreement
- ☐ Recognize feelings and values as legitimate decision-making criteria
- ☐ Talk about "people" concerns and factor those equally with more objective criteria
- ☐ Do a stakeholder analysis, determining what is important to those involved
- ☐ Talk about the "big picture" and its implications
- ☐ Talk about and brainstorm possibilities and alternatives
- ☐ Use analogies and metaphors

What Energizes and Motivates Me:

- ☐ Variety and challenge
- ☐ Having autonomy when accomplishing tasks
- ☐ Being taken seriously and being valued for my competence and skill
- ☐ Creating innovative solutions
- ☐ Permission to delegate implementation of tasks
- ☐ Adequate unstructured time

Frustrations Others Have With Me:

- ☐ "Stop changing your mind and the team's direction!" I love ideating but can find it hard to follow-through.

Pitfalls I Am Working On:

- ☐ Not knowing my own limitations
- ☐ Embracing new ideas or new leaders too quickly
- ☐ Procrastinating and not limiting my options
- ☐ Ignoring facts and details

What Stresses Me:

- ☐ Having to reach closure too soon
- ☐ Being disrespected or having my competence doubted
- ☐ Being overloaded with details
- ☐ Being micromanaged
- ☐ Experiencing too little outside stimulation or observing very low 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, or avoid
- ☐ I 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:

- ☐ Be extremely clear that you care about me and are for me before you start the conflict
- ☐ Explain to me how your desires (i.e. the heart of the conflict) could benefit me, and ask for partnership
- ☐ Be gentle and tactful; I am prone to feeling really bad if I learn I've caused harm to others!
- ☐ Empathize; frequently check in to make sure we both agree