

MYERS-BRIGGS TYPE INDICATOR® | GLOBAL STEP II™
INTERPRETIVE REPORT

Prepared for
GRACE SAMPLE

April 1, 2020

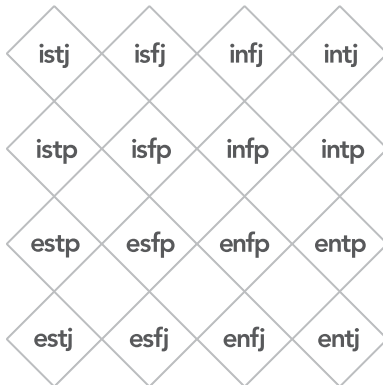
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About Your Report

Your Myers-Briggs® Step II™ Interpretive Report is an in-depth, personalized description of your personality preferences, derived from your answers to the MBTI® assessment. It includes your Step I™ results and your four-letter type, along with your Step II results, which show some of the unique ways you express your Step I type.

The MBTI assessment was developed by Isabel Myers and Katharine Briggs as an application of Carl Jung's theory of personality types. This theory suggests that we have opposite ways of directing and receiving energy (Extraversion or Introversion), taking in information (Sensing or Intuition), deciding or coming to conclusions about that information (Thinking or Feeling), and approaching the outside world (Judging or Perceiving).

Everyone can and does use each of these eight parts of personality at least some of the time but prefers one in each pair over the other, just as most people have a natural preference for using one hand rather than the other. No preference in a pair is better or more desirable than its opposite.

The MBTI assessment does not measure your skills or abilities in any area. Rather, it is a tool to help you become aware of your particular style and to better understand and appreciate the helpful ways that people differ from one another.

YOUR REPORT CONTAINS

- Your Step I™ Results
- Your Step II™ Facet Results
- Applying Step II™ Results to Communicating
- Applying Step II™ Results to Managing Conflict
- Applying Step II™ Results to Dealing with Change
- Applying Step II™ Results to Making Decisions
- How the Parts of Your Personality Work Together
- Integrating Step I™ and Step II™ Information
- Using Type to Gain Understanding
- Overview of Your Results

Extraversion

You focus on the outside world and direct and receive energy by actively engaging with people and things.



Introversion

You focus on the inner world and direct and receive energy by reflecting on ideas, memories, and experiences.

Sensing

You notice and trust facts, details, and present realities.



Intuition

You attend to and trust interrelationships, theories, and future possibilities.

Thinking

You make decisions using logical analysis to achieve objectivity.



Feeling

You make decisions using person-centered values to achieve harmony.

Judging

You tend to be organized and orderly and to make decisions quickly.



Perceiving

You tend to be flexible and adaptable and to keep your options open as long as possible.



Your Step I™ Results

Your reported Myers-Briggs personality type

ENFP

Your preferences

Extraversion | Intuition | Feeling | Perceiving

ENFPs are typically enthusiastic innovators, always seeing new possibilities and new ways of doing things. They have a lot of imagination and initiative for starting projects. ENFPs are energized by what is new and different, and they are spontaneous and enjoy action. They can become so interested in their current projects that they drop other things that are less exciting.

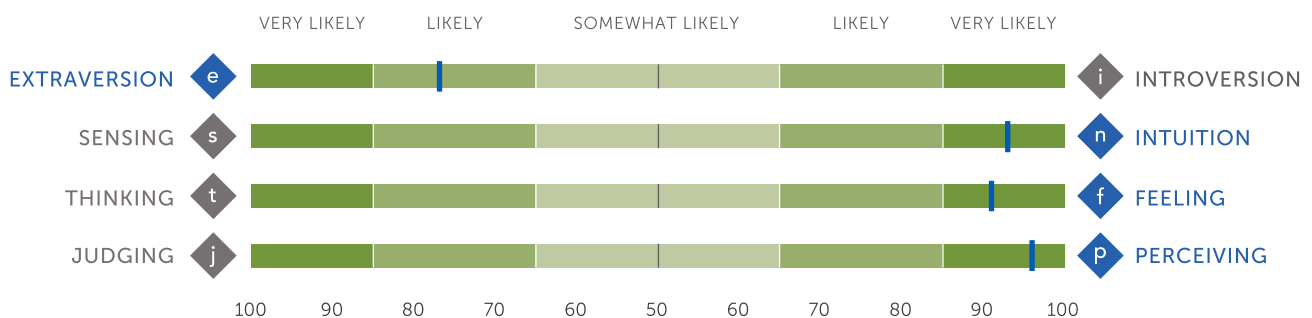
Because they see so many possibilities, ENFPs sometimes have difficulty picking those with the greatest potential. Disliking routine and easily bored, they find it hard to apply themselves to the sometimes necessary details involved in finishing projects. They are concerned about people and understand others' needs and aspirations. ENFPs readily communicate their enthusiasm, which can be infectious. They often inspire others as well.

ENFPs are likely to be most satisfied in a work environment that is welcoming to people, innovative, and full of exciting new possibilities. Others can count on them to find new ways of helping people solve problems and overcome barriers.

Does This Type Fit You?

Note the parts of the preceding description that fit you and any that don't. Your Step II results on the next pages may help clarify any areas that don't describe you well. If the Step I type you reported doesn't fit, your Step II results may help suggest a different type that is more accurate for you.

PROBABILITY INDEX FOR EACH OF YOUR MBTI® PREFERENCES



PROBABILITY: EXTRAVERSION | 77 INTUITION | 93 FEELING | 91 PERCEIVING | 96

The graph shows how likely it is that your reported preferences really do fit you, indicated by the probability index shown for each of your preferences. The closer the blue marker is to a preference, the greater the probability that the preference describes you well. The probability index does not measure how much of a preference you have or how well you use that preference. It simply shows how likely it is that the preference you reported is accurate for you.

STEP II™ FACETS



Extraversion Introversion

Initiating	Receiving
Expressive	Contained
Gregarious	Intimate
Active	Reflective
Enthusiastic	Quiet



Sensing Intuition

Concrete	Abstract
Realistic	Imaginative
Practical	Conceptual
Experiential	Theoretical
Traditional	Original



Thinking Feeling

Logical	Empathetic
Reasonable	Compassionate
Questioning	Accommodating
Critical	Accepting
Tough	Tender



Judging Perceiving

Systematic	Casual
Planful	Open-Ended
Early Starting	Pressure-Prompted
Scheduled	Spontaneous
Methodical	Emergent

Your Step II™ Facet Results

The MBTI Step II assessment indicates some of the complexity of your personality by showing your results on five different parts, called *facets*, for each of the Step I preference pairs, as shown on the left. Knowing your results on these 20 facets can help you better understand your unique way of experiencing and expressing your type.

Facts About the Facets

- The five facets within a preference do not cover or explain the full meaning of the preference.
- Each facet has a theme, such as “Ways to connect with others.”
- Each facet has two opposite poles (e.g., Initiating and Receiving).
- The facets are scored differently than are the preferences, so your five facet scores don’t add up to your Step I preference score.

How to Read Your Step II™ Results

The next few pages show graphs of your facet results. Each graph includes

- Brief descriptions of two opposite MBTI Step I preferences.
- The names of the five facet poles associated with each Step I preference and three descriptive words or phrases for each pole.
- Five vertical markers, one per facet.
 - A vertical marker on a blue background, indicating a score of 2–5, is an *in-preference* result, meaning you favor the facet pole on the same side as your Step I preference. For example, if you prefer Extraversion, you are likely to favor the Initiating pole, and if you prefer Introversion, you are likely to favor the Receiving pole.
 - A vertical marker on a dark green background, indicating a score of 2–5, is an *out-of-preference* result, meaning you favor the facet pole that is opposite to your Step I preference.
 - A vertical marker on a light green background, indicating a score of 0 or 1, is a *midzone* result, meaning you show no clear preference for either facet pole.

Below each graph is a chart describing your facet results. The left column lists the facet theme (e.g., “Ways to connect with others”), your facet result, and its category (in-preference, out-of-preference, or midzone). The middle and right columns list ways people with your facet results are typically described. If a set of statements in the chart doesn’t seem to fit, perhaps you would be better described by the opposite pole or the midzone.



INTERPRETIVE REPORT

MYERS-BRIGGS TYPE INDICATOR® | GLOBAL STEP II™

GRACE SAMPLE

ENFP | 5

EXTRAVERSION

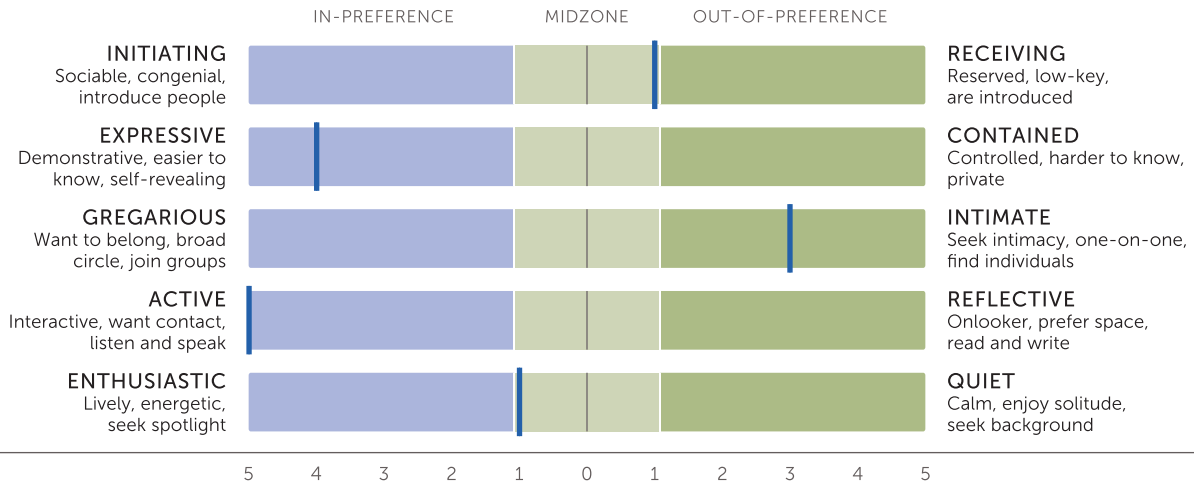


Directing energy toward the outer world of people, objects, and activities

INTROVERSION



Directing energy toward the inner world of ideas, memories, and experiences



Ways to connect with others

INITIATING-RECEIVING
midzone

Will initiate conversations in social situations with people you already know or if your role calls for this.

Are at ease socially in familiar situations, less at ease in large social gatherings.

Are comfortable talking to strangers at large gatherings when there is a shared interest.

Are willing to introduce people to each other if no one else does so and introductions are necessary.

Whether you initiate or receive depends on how much socializing or alone-time you've experienced that day.

Communicating feelings, thoughts, interests

EXPRESSIVE
in-preference

Talk a lot!

Find it easy to express your feelings and interests to others.

Are seen by others as cheerful and warm.

Are easy to get to know.

Want to talk about conflicts as soon as possible with anyone who will listen.

May sometimes wonder whether you've talked too much or said inappropriate or perhaps embarrassing things.

Breadth and depth of relationships

INTIMATE
out-of-preference

Prefer one-on-one interactions or small groups.

Like to have intimate conversations within large groups, but may quietly listen as well.

Need and want to share your innermost thoughts and feelings with people who are important to you.

Need to trust someone before you open up.

May be dissatisfied with an intimate relationship if your partner doesn't share confidences.

Ways to communicate, socialize, learn

ACTIVE
in-preference

Prefer active participation rather than passive observation.

Enjoy interacting with people and getting to know them.

Learn better by doing, hearing, and asking questions than by reading and writing.

Want to talk things over with someone before taking action.

Like to communicate in person, either face-to-face or voice-to-voice.

Would rather talk about than write about a topic.

Level and kind of energy

ENTHUSIASTIC-QUIET
midzone

Readily show enthusiasm when you know the people or the topic well; otherwise, you stay in the background.

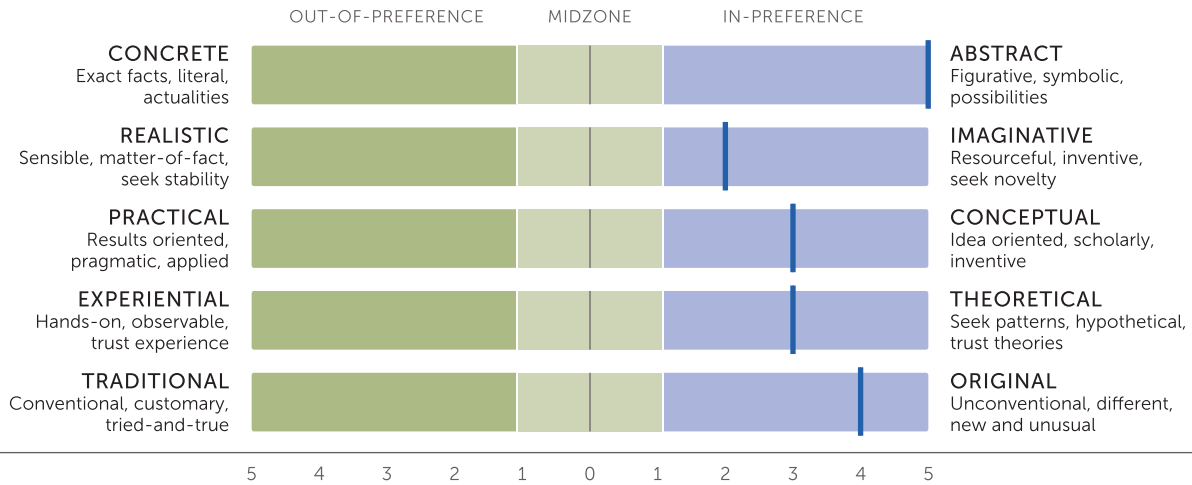
When interested in something, quickly show your excitement.

Find that your desire for action or quiet depends on how full or quiet your day has been.

Are seen quite differently by the people who regularly see your enthusiastic side and those who regularly see your quiet side.

SENSING 
INTUITION 

Focusing on what can be perceived using the five senses
Focusing on perceiving patterns and interrelationships



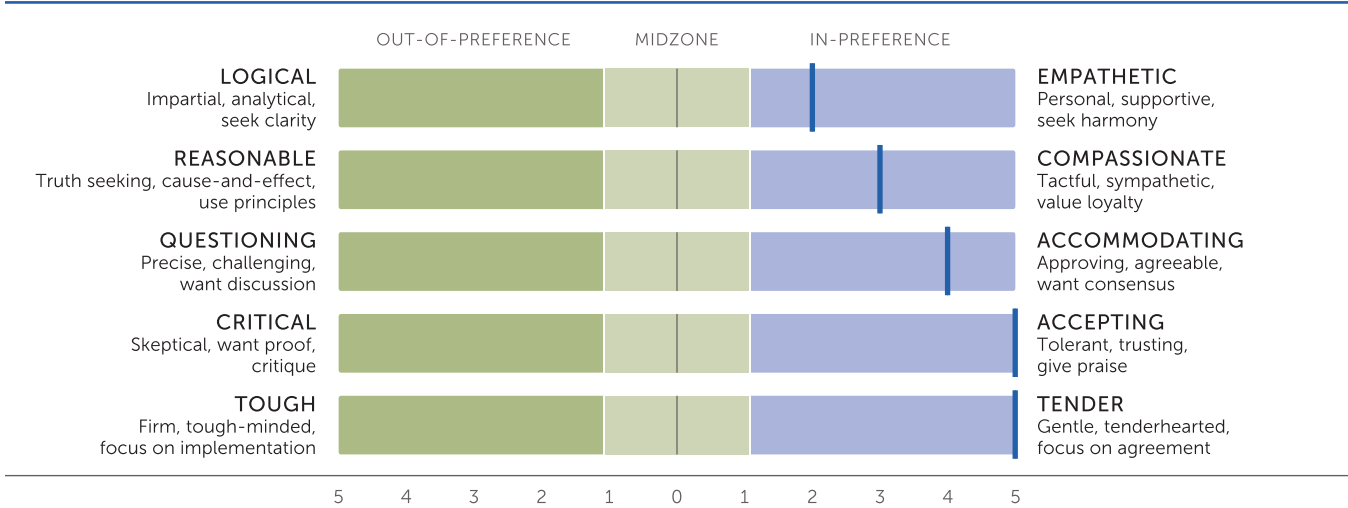
<p>Focus of attention ABSTRACT in-preference</p>	<p>Like to go below the surface and search for meanings.</p> <p>May use metaphors to explain your views.</p> <p>Consider context and interrelationships important.</p>	<p>Make mental leaps and enjoy brainstorming.</p> <p>Often have a hard time identifying the evidence behind your ideas.</p> <p>May find it hard to disengage from the intriguing tangents you've followed.</p>
<p>How information is used IMAGINATIVE in-preference</p>	<p>Like ingenuity for its own sake.</p> <p>Want to experience what is innovative and different.</p> <p>Are resourceful in dealing with new and unusual experiences.</p>	<p>Prefer not to do things the same way twice.</p> <p>Readily envision what is needed for the future and enjoy strategic planning.</p> <p>May enjoy humor and word games based on nuance.</p>
<p>How ideas are used CONCEPTUAL in-preference</p>	<p>Enjoy having a broad knowledge base in many areas.</p> <p>Like acquiring new knowledge for its own sake.</p> <p>Value mental virtuosity in yourself and others.</p>	<p>Focus on the concept, not its application.</p> <p>Find your own and others' ideas exciting and enjoy making unusual connections among ideas.</p> <p>Find that practical uses for your ideas may come only as afterthoughts.</p>
<p>Kind of knowledge trusted THEORETICAL in-preference</p>	<p>Trust theory and believe it has a reality of its own.</p> <p>Need an overall context to remember otherwise isolated facts.</p> <p>Find that your theories are often stimulated by curiosity.</p>	<p>Like to invent new theories even more than applying your "old" ones.</p> <p>See almost everything as fitting into a pattern or theoretical context.</p>
<p>Approach to traditions ORIGINAL in-preference</p>	<p>Place a high value on uniqueness.</p> <p>Want and need to demonstrate originality.</p> <p>Value cleverness and inventiveness.</p> <p>Would rather figure out your own way to do something than read the directions.</p>	<p>Will change things regardless of whether or not they work as they are.</p> <p>Enjoy coming up with new and unusual ways of looking at things.</p>

THINKING

Basing conclusions on logical analysis with a focus on objectivity

FEELING

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



<p>Criteria for decisions EMPATHETIC in-preference</p>	<p>Focus on how a decision may affect what's important to you and others.</p> <p>Are sensitive to the overall mood in a group.</p> <p>Want to include a consideration of the positive and negative impact on people in making any decision.</p>	<p>Notice how people feel in a situation and include that in your decision-making process.</p> <p>Are typically <i>unable</i> to explain your decision in a logical, linear way since this is not your natural style.</p>
<p>Impact of decisions COMPASSIONATE in-preference</p>	<p>See your values as a reliable basis for decision making but sometimes have difficulty explaining how you arrived at a decision.</p> <p>Try to convince others that objective criteria are only part of the task.</p>	<p>Want to consider possible impacts on as many people as possible.</p> <p>Weigh the benefit and harm to the people involved and want others to do that as well.</p> <p>Are usually able to balance your priorities at work and at home.</p>
<p>Ways to handle differences ACCOMMODATING in-preference</p>	<p>Believe in compromise and collegiality.</p> <p>Come across as supportive, modest, and deferential.</p> <p>Will ask some questions with as much tact as possible when you feel strongly about the issue.</p>	<p>Want to include people and have them agree.</p> <p>See persistent questioning as conveying criticism and promoting conflict.</p> <p>Minimize differences by emphasizing points of agreement or by reframing the issue.</p>
<p>Communicating about disagreements ACCEPTING in-preference</p>	<p>Focus on the good in people and situations and accept them as they are.</p> <p>Like to praise, forgive, and be kind to others.</p> <p>Expect others to respond to you with kindness.</p>	<p>Believe a win-win situation is usually possible.</p> <p>May be disappointed when a win-win outcome does not occur.</p>
<p>How to carry out decisions TENDER in-preference</p>	<p>Are seen as warm and want people to like you.</p> <p>Use gentleness and perhaps affection to achieve your objective.</p> <p>Give others the benefit of the doubt.</p>	<p>Recognize that a purely rational decision can't always be achieved.</p> <p>See lots of ways to arrive at an agreement.</p> <p>Want everyone to buy into the end result.</p> <p>Delay implementing a controversial decision when possible.</p>



INTERPRETIVE REPORT

MYERS-BRIGGS TYPE INDICATOR® | GLOBAL STEP II™

GRACE SAMPLE

ENFP | 8

JUDGING

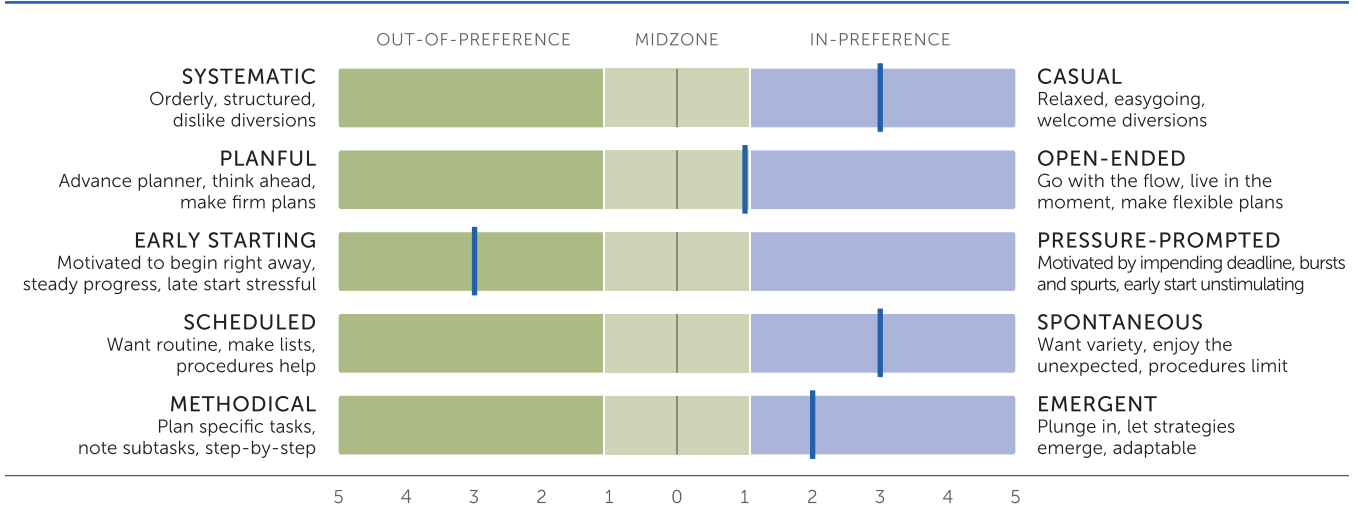


Preferring decisiveness and closure



PERCEIVING

Preferring flexibility and spontaneity



General organizational style CASUAL in-preference	Love being surprised and taking things as they come. Prefer a casual, informal work environment. Like a relaxed pace, letting things unfold.	Dislike having too many plans with too many details. Often want more information before moving to completion.
Approach to planning PLANFUL-OPEN-ENDED midzone	Like to plan at work and be flexible at home, or vice versa. May plan for a few important personal goals but not everything.	May go back and forth between imagining the future and enjoying the here and now.
Ways to manage time pressures EARLY STARTING out-of-preference	Value an efficient approach for accomplishing tasks. Are able to focus on the task at hand and avoid external distractions. May worry about being able to meet goals.	Experience some conflict between your varied interests and your desire for efficient task completion. May find that trying to avoid last-minute stress is an ongoing frustration.
Use of schedules and routines SPONTANEOUS in-preference	Seek freedom and opportunities for new experiences. Are at your best when you're free to work spontaneously. Dislike schedules in almost all situations.	Feel that routine interferes with your ability to respond to unexpected opportunities. Are uncomfortable with routines and see them as constraints.
Approach to completing large tasks EMERGENT in-preference	Take an informal approach to task completion. Plunge in without detailed plans. Operate in a nonlinear way and are able to switch approaches at any time.	Believe a solution will emerge regardless of where you start. Like to wait, see what happens, and then proceed.



Applying Step II™ Results to Communicating

All aspects of your type influence how you communicate, especially as part of a team. Eleven of the facets may be particularly relevant to communication. Your preferences for these facets along with tips for better communication appear below. Focus on those that are accurate and meaningful to you.

In addition to the tips in the table, keep in mind that communication for every type includes

- Telling others what kind of information you need.
- Asking others what they need.
- Monitoring your impatience when other styles dominate.
- Realizing that others likely are not trying to annoy you when they use their own communication styles.

YOUR FACET RESULT	COMMUNICATION STYLE	ENHANCING YOUR STYLE
Initiating–Receiving midzone	Are willing to introduce people to one another if no one else is doing so.	Be sensitive to the situation when deciding whether to make those introductions or not.
Expressive	Say what is on your mind to those present.	Recognize when it's important <i>not</i> to say what's on your mind and then don't say it.
Intimate	Share what you know only with selected people.	Recognize that broadening your circle and letting others know your thoughts might help both you and others.
Active	Like to communicate and interact with others face-to-face.	Recognize when face-to-face communication may be intrusive or unnecessary.
Enthusiastic–Quiet midzone	Show your enthusiasm or not, depending on your interest in the topic.	Recognize the circumstances when it's important to show enthusiasm or to keep quiet.
Abstract	Talk about what you can infer from the here-and-now data.	Be open to the important details that you may be ignoring.
Empathetic	Use tact and gentleness when communicating, sometimes to the point of avoiding the issue.	State clearly what is important to you, not what you think others want to hear.
Accommodating	Seek to ensure harmony by being agreeable.	Be aware that people may think you have no real opinions or that you're hiding your real views; let them know what you care about.
Accepting	Take a naturally inclusive stance toward a broad range of views.	Be aware that others may be frustrated by your refusal to favor one view over the others.
Tender	Try to win people over to your point of view.	Accept that sometimes a win-win result is not possible; someone getting hurt may be unavoidable.
Emergent	When working on a shared task, may neglect to let others know what you will work on next.	Try to communicate what you are doing to those who need more pieces and steps of the task up front.



Applying Step II™ Results to Managing Conflict

Conflicts are inevitable when working with others. People may differ in what they define as conflict, how they react to it, and how they reach resolution. Although perhaps unpleasant, conflicts may lead to improved situations and enhanced relationships when discussed and managed appropriately.

Part of conflict management for every type includes

- Making sure that the work gets done while maintaining your relationships with the people involved.
- Recognizing that all perspectives have something to add, but any perspective used exclusively may ultimately impede resolution of the conflict

The table below explains how your results on eight Step II facets may affect your efforts to manage conflict. If some of the statements seem contradictory, then focus on those that are most relevant to you.

YOUR FACET RESULT	CONFLICT MANAGEMENT STYLE	ENHANCING YOUR STYLE
Expressive	Discuss the conflict and your emotional reactions to it with whoever is available.	Be careful in selecting those with whom you talk and make sure you get help from those who can really make a difference.
Intimate	Rely on yourself or a few trusted others in resolving the conflict.	Widen your circle to include others affected; they may have something valuable to contribute.
Enthusiastic–Quiet <i>midzone</i>	Get overly excited or overly dismissive, depending on how much energy you have at the time.	Take a step back and consider if you have the energy to deal with the conflict immediately or need time to reenergize and then face it.
Compassionate	May be so focused on maintaining harmony that you neglect to promote and defend your own point of view.	Don't be afraid to promote your own perspective when it's important; if you don't, others will miss your valuable input and even take advantage of you.
Accommodating	Try to create harmony by accommodating different views, at times more than you need to.	Let people know when an issue is really important to you and what you want; you may be giving in too often.
Accepting	Look for points of agreement in others' arguments and ideas.	Recognize that some things are really worthy of criticism, so don't insist on agreement.
Tender	Strive for cooperation and minimize points of disagreement.	Recognize when cooperation is no longer helpful; sometimes people need to agree to disagree.
Early Starting	Believe some conflicts can be avoided by starting work on projects early.	Make allowances for people for whom starting early isn't comfortable or effective.



Applying Step II™ Results to Dealing with Change

Change is inevitable and affects people in different ways. To help you deal with change,

- Be clear about what is changing and what is remaining the same.
- Identify what you need to know to understand the change and then seek out that information.

To help others deal with change,





- Encourage open discussion about the change; be aware that this is easier for some than for others.
- Make sure that both logical reasons and personal or social values have been considered.

Many factors influence your style of managing change, including your results on the ten facets below. Review the facets and tips for enhancing your response to change. Recognize that not all of them may be relevant; focus on those that are.

YOUR FACET RESULT	CHANGE MANAGEMENT STYLE	ENHANCING YOUR STYLE
Expressive	Freely share your feelings about the change with others.	Be aware that some people may not want your input before they have considered the change on their own. Limit your expressiveness to those who appreciate your style and give others time to think things through on their own.
Intimate	Discuss the changes and their impact on you only with those closest to you.	Consider sharing your views with selected people outside your intimate circle.
Abstract	May make unwarranted inferences about the meaning of the change.	Check out your inferences with some facts and data.
Imaginative	Enjoy the novel aspects of the change and the resourcefulness it requires.	Recognize that there are real costs involved in pursuing the change.
Theoretical	Put the change into a theoretical system.	Recognize that people's experiences may not be explained adequately by your theory.
Original	Embrace change for the sake of change.	Be selective about which changes are really worth pursuing.
Tender	Want people affected by the changes treated with kindness and consideration.	Decide how much insensitivity you can tolerate and act accordingly.
Casual	Like letting the changes unfold as they may; see surprises as a welcome challenge.	Don't dismiss the concerns of people who think ahead; acknowledge the validity of their concerns.
Planful–Open-Ended <small>midzone</small>	Like to know the general directions the changes may take but don't need to know all details in the plans.	Pay attention to when you need more specifics and when you do not.
Emergent	Decide in the moment what's best to do next.	Remember—planning some steps now may prevent problems in the future.

Applying Step II™ Results to Making Decisions

Effective decision making requires using all four Step I processes in a specific order: Sensing first to get the facts, Intuition next to identify possibilities, Thinking third to consider logical consequences, Feeling last to know what's important. The Step II facets give us specific ways to access these processes. Below are questions associated with the relevant facets. The facet poles you prefer are in blue italic and thus are the ones you are more likely to consider. If you are in the midzone, neither pole is highlighted.

SENSING 	INTUITION 
Concrete: What do we know? How do we know it?	<i>Abstract: What else could this mean?</i>
Realistic: What are the real costs?	<i>Imaginative: What else can we come up with?</i>
Practical: Will it work?	<i>Conceptual: Are there other interesting ideas?</i>
Experiential: Can you show me how it works?	<i>Theoretical: How is it all interconnected?</i>
Traditional: Does anything really need changing?	<i>Original: What's a different way to do this?</i>
THINKING 	FEELING 
Logical: What are the pros and cons?	<i>Empathetic: What's really important?</i>
Reasonable: What are the logical consequences?	<i>Compassionate: What impact will this have on people?</i>
Questioning: But what about...?	<i>Accommodating: How can we get more people to agree?</i>
Critical: What's wrong with this?	<i>Accepting: What's right with this?</i>
Tough: Why aren't we following through now?	<i>Tender: What about the people who will be hurt?</i>

Six different ways of evaluating information, called decision-making styles, have been identified based on two facets of the Thinking–Feeling preference pair: Logical–Empathetic and Reasonable–Compassionate.

Your style is *Empathetic and Compassionate*. This style means that you likely

- Trust your Feeling preference and readily make decisions based on your system of values.
- Recognize logical cause-and-effect factors but see them as secondary.
- Seek to create and maintain harmony through your decisions.
- Are seen as sensitive and tactful.
- Are sometimes seen as too kind and considerate.
- May give in too soon in many conflict situations; however, when one of your strong values is involved, you are then likely to single-mindedly insist on your own view.

TIPS

In individual problem solving, start by asking *all* the questions (in S-N-T-F order) in the chart above.

- Pay careful attention to the answers. The questions that are not in blue may be key since they represent perspectives you are less likely to consider.
- Asking the questions associated with the less preferred parts of your personality may help balance your decision-making style.

In group problem solving, actively seek out people with different views. Ask for their concerns and perspectives.

- Do a final check to make sure that all the questions above have been asked and that different decision-making styles are included.
- If you are missing a perspective, make extra efforts to consider what it might add.

How the Parts of Your Personality Work Together

The way people take in information (Sensing or Intuition) and make decisions (Thinking or Feeling) is at the core of personality type. The middle letters of your ENFP type, Intuition (N) and Feeling (F), show your favorite ways of doing these two things.

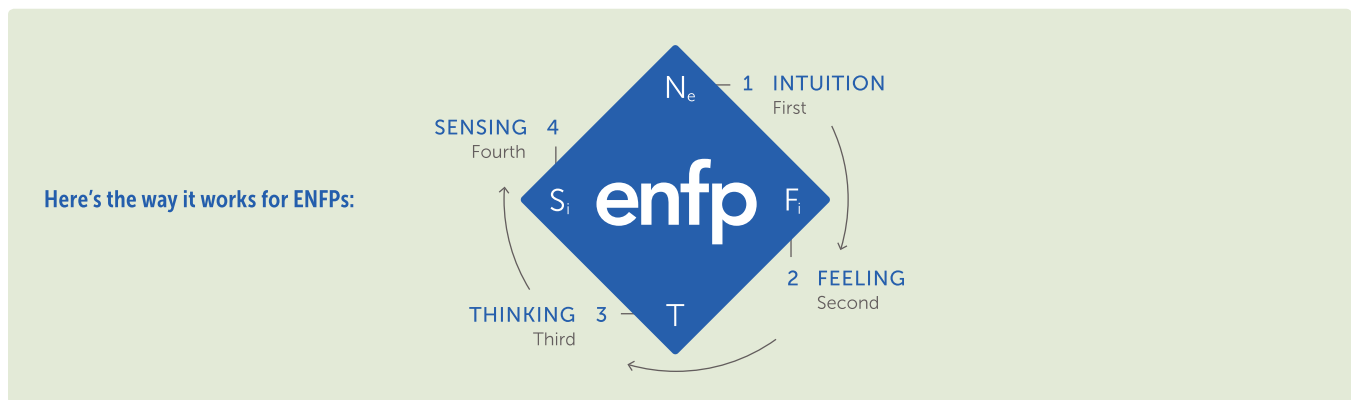
The first letter of your type, E or I, shows *where* you like to use your favorite processes—in the outer, extraverted world of people and things (e) or the inner, introverted world of ideas and impressions (i). Extraverts like to use their favorite (first) process mostly in the outer (e) world and for balance use their second process in their inner (i) world. Introverts use their favorite (first) process in their inner (i) world and for balance use their second process in the outer (e) world.

The Favorite Processes of an ENFP

- Intuition (N) is your favorite process and is used mostly in the extraverted (e) world to see possibilities and meanings. This is shown in the graphic below as **N_e**.
- Feeling (F) is your second process. To provide balance, it is used mostly in the introverted (i) world to guide you to what really matters for yourself and others, shown in the graphic as **F_i**.

Your Less Favored Processes

Your fourth, least favored process, Sensing (S), is opposite to your favorite process, Intuition, and is used mostly in the opposite, introverted (i) world, shown in the graphic as **S_i**. Your third process, Thinking (T), is used in either world, so no “e” or “i” is attached to it in the graphic. Particular situations may require you to use these less preferred processes, but doing so may make you feel awkward, tired, and/or frustrated.



Stress and Your Processes

Each type tends to experience and react to stress in predictable ways. As an ENFP, you may first exaggerate your favorite process, Intuition, by moving quickly and ineffectively from one project to another. Then as your stress continues or increases, negative versions of your least favored process, Sensing, may take over, so that you become fixated on negative, internal facts or physical symptoms.

To bring back some balance and return to being yourself, try the following:

- Stop what you are doing and take a break from the activity or situation that is stressful.
- Recall similar past experiences and what helped bring you back to your usual self.
- Consider the positives and negatives in the situation and what's important to you and others.



Using Your Type Effectively

ENFPs' preference for Intuition and Feeling makes them mostly interested in

- Exploring ideas and possibilities.
- Promoting harmony in their own and other people's lives.

They typically devote little energy to the less preferred parts of their personality, Sensing and Thinking. These parts may remain inexperienced and be less available for use in situations where they might be helpful.

As an ENFP,

- If you rely too much on your Intuition, you are likely to miss the relevant facts and details and what past experience might suggest.
- If you make judgments or decisions exclusively using Feeling, you may overlook the flaws, the pros and cons, and the logical implications of your decisions.

Your personality type is likely to develop in a natural way over your lifetime. As you get older, you may become interested in using the less familiar parts of your personality. In midlife or later, you may find yourself devoting more time to things that were not very appealing when you were younger. For example, you may find greater pleasure in tasks that require attention to facts and details and that call for logical analysis.

How the Facets Can Help You Be More Effective

Sometimes a particular situation calls for using a less preferred part of your personality. Your facet results can make it easier for you to temporarily adopt a less natural approach. Begin by identifying which facets are relevant and which poles are more appropriate to use.

- If you are *out-of-preference* on one or more of the relevant facets, make sure to focus on using approaches and behaviors related to those out-of-preference facets.
- If you are in the *midzone*, decide which pole is more appropriate for the situation at hand and make sure you use approaches and behaviors related to that pole.
- If you are *in-preference*, ask someone at the opposite facet pole for help in using that approach or read a description of that pole to get clues for modifying your behavior. Once you have a good approach, resist shifting back into your comfort zone.

Here are two examples of how to apply these suggestions.

- If you are in a situation where your natural way of taking in information (Intuition) may not be appropriate, try to modify your Abstract approach (an in-preference result) by considering important facts and details you may have missed (Concrete).
- If you are in a situation where you might need to adapt your way of getting things done (Perceiving), try modifying your Spontaneous approach to accomplishing tasks (an in-preference result) by asking yourself if following some routines (Scheduled) would help you achieve better results in this particular situation.

YOUR STEP II™
INDIVIDUALIZED TYPE

Intimate
Early Starting

enfp

Integrating Step I™ and Step II™ Information

Your Step II individualized type combines your four-letter Step I type and your Step II facet results as shown on the left. If you have one or more facet poles that are out-of-preference, their names will appear before your four-letter type. If you have no facets that are out-of-preference, you will be described as an “in-preference” type. Midzone results are not included in your individualized type name; however, they are helpful in identifying ways in which you are unique for your four-letter type.

If, after reading all the information in this report, you don't think you have been accurately described, perhaps a different four-letter type or some variation on the facets will fit you better.

To help you figure out your type,

- Focus on any type letters you thought were incorrect or any preference pairs on which you had some midzone or out-of-preference facet results.
- Read the type description for the type you would be if the letter or letters you question were the opposite preference.
- Consult your MBTI interpreter for suggestions.
- Observe yourself and ask others how they see you.

Using Type to Gain Further Understanding

Knowledge of type can enrich your life in several ways. It can help you

- *Better understand yourself.* Knowing your own type helps you understand the assets and challenges of your typical reactions.
- *Understand others.* Knowing about type helps you recognize that other people may be different. It can enable you to see those differences as useful and broadening, rather than annoying and restricting.
- *Gain perspective.* Seeing yourself and others in the context of type can help you appreciate the validity of other points of view. You can then avoid getting stuck in believing your way is the only way. No perspective is always right or always wrong.

Reading about type and observing yourself and others from the standpoint of type will enhance your understanding of personality differences and encourage constructive use of those differences.

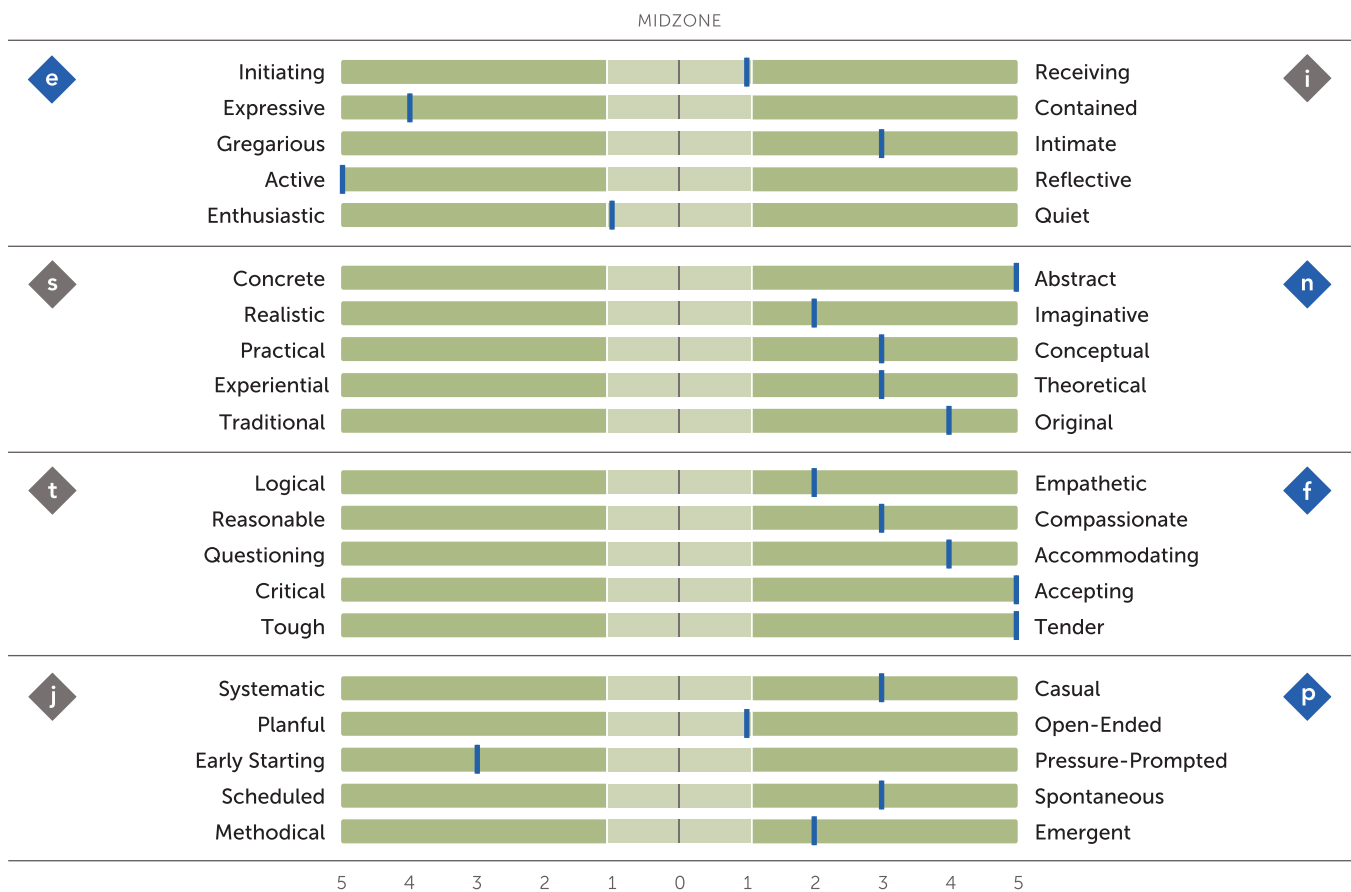


Overview of Your Results

Your Four-Letter Type from the Step I™ Assessment: ENFP

ENFPs tend to be warmly enthusiastic, high-spirited, innovative, and imaginative, always finding a new possibility to try. They are empathetic, quick with a suggestion for any difficulty, and ready to help anyone with a problem. They often rely on their ability to improvise rather than preparing in advance.

YOUR RESULTS ON THE 20 FACETS FROM THE STEP II™ ASSESSMENT



YOUR STEP II™ INDIVIDUALIZED TYPE

Intimate, Early Starting

ENFP



Interpreter's Summary Based on Reported Type

REPORTED TYPE: ENFP

PROBABILITY FOR EACH REPORTED PREFERENCE

Extraversion: Likely (77)

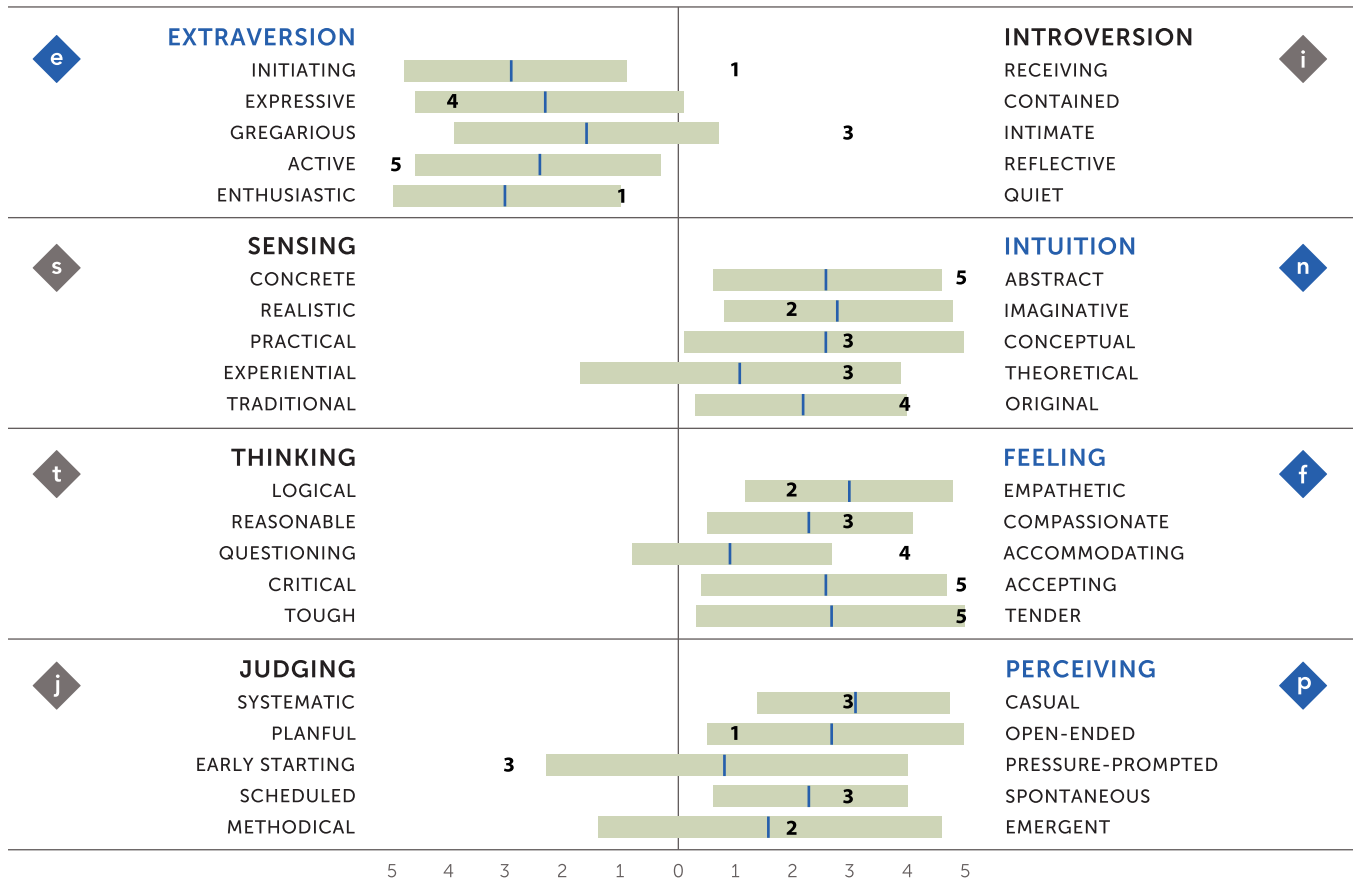
Intuition: Very Likely (93)

Feeling: Very Likely (91)

Perceiving: Very Likely (96)

FACET SCORES AND THE AVERAGE RANGE OF SCORES FOR OTHER ENFPs

The bars on the graph below show the average range of scores that occurred for the ENFPs in the global sample. The bars show scores that are 1 standard deviation above and below the mean. The vertical line in each bar shows the mean score for ENFPs. The bold numbers show the respondent's scores.



Polarity Index: 67

The polarity index, which ranges from 0 to 100, shows the consistency with which a respondent scores toward the poles of the 20 facets, regardless of which pole it is. Most adults score between 50 and 65, although higher indexes are common. An index below 45 means that the respondent has many scores in or near the midzone. This may be due to mature situational use, answering the questions randomly, or lack of self-knowledge. Some such profiles may be invalid.

Number of Omitted Responses: 1