

CenterMark Type : ENFP

CenterMark Type Map Introduction

CenterMark is based on eight variables, with four pairs of preferences. In each preference pair, you fall more on one side of the scale or the other. Everyone has a natural preference for one of the two opposites on each of the four scales, but everyone uses each of the preferences to some degree. The differences in people result from our preference for:

Extraversion or Introversion (E – I) - Where they prefer to focus their attention and energies.

Extraversion Characteristics.

Those who choose Extraversion derive satisfaction from their involvement with people and their surroundings. They are energized by their affiliation with others and are easily engaged by friends and strangers alike. Extraverts prefer to explore ideas through conversation. They act-think-act.

Introversion Characteristics.

Those who choose Introversion want less interaction with others. They are energized by reflection and solitude. They prefer to voice their opinions after they have ample time to process the issue. They think-act-think.

Sensing or Intuition (S – N) - The way they prefer to take in information, the kinds of information they want and give weight to, and usually how they communicate information. The S and N preference seems to have the most influence on occupational choice.

Sensing Characteristics.

Those who choose Sensing tend to take in tangible information; this means they focus on present reality, count their practical experience, trust facts, and like full, detailed, and verifiable information. They are described as left-brain and identify with efficiency, standardization, cost benefits, precision and quick response.

Intuition Characteristics.

Those who prefer Intuition, on the other hand, tend to take in information as a kind of snapshot; they notice present reality but are quickly drawn toward connections, finding patterns in data and seeing possibilities in the future. Intuitors are described as right brain. They prefer to focus on possible innovations, new markets and products, and adding value.

Thinking or Feeling (T – F) - The way they prefer to make decisions and the different ways of prioritizing and organizing information and coming to conclusions.

Thinking Characteristics.

Those who choose Thinking take a detached approach. They step back to analyze the situation, assess the pros and cons, and choose the rationale alternative. They question and critique before making decisions. For them, a good decision is one that is based on objective reasoning

Feeling Characteristics.

Those who choose Feeling put themselves into the decision-making situation to assess how it will affect everyone involved: They will ask, Does it fit with my values? How does it affect people? For them, a good decision is one that "feels good."

Judging or Perceiving (J – P) - How people prefer to arrange their external lives. The J-P preference can be the source of the greatest amount of interpersonal tension.

Judging Characteristics.

Those who choose Judging plan ahead and work toward closure. They want structure and schedules, and like to come to decisions and move on. Judgers are annoyed by interruptions and surprises. For Judgers there is usually a "right way" and a "wrong way" to do anything.

Perceiving Characteristics.

Those who choose Perceiving like to have an open, fluid calendar with loosely defined plans. They find structure and schedules inhibiting, and trust their ability to respond resourcefully and energetically to changing environments and final deadlines. Perceivers enjoy the process and options. They handle surprises and interruptions well.

General Characteristics of CenterMark™ Sixteen Types

Below are thumbnail descriptions of each of the sixteen types. There is no right or wrong type, the workplace needs them all. Self-knowledge is validating and strengthening. An in depth description of each of the sixteen types is accessible on the type map.

Sensing Types		Intuitive Types	
with Thinking	with Feeling	with Feeling	with Thinking
ISTJ - 11-14% Overseer, Inspector Depth of concentration Detailed, Systematic Reliance on facts Super dependable Conservative Logic and analysis Task-oriented	ISFJ - 9-14% Provider Protector Depth of concentration Painstakingly systematic Facts and details Warmth and sympathy Stable, Dependable Organized	INFJ - 1-3% Prescient Developer Innovator of ideas Quietly forceful Grasp of possibilities Determined People-oriented Organized	INTJ - 2-4% Director, Strategist High achiever Logical Critical Decisive Innovator of ideas Independent, Determined Often stubborn
ISTP - 4-6% Practical analyzer Values exactness Cool and curious Observer, Reflective More interested in organizing data than situations or people	ISFP - 5-9% Sympathetic manager of facts and details People-oriented Dependable Systematic Concerned with systems and organization	INFP - 4-5% Proponent, Messenger Imaginative, Independent Reflective Inquisitive Empathic Perfectionist Possibilities vs Practicalities	INTP - 3-5% Inquisitive analyzer Creative ideas Definer Reflective, Curious Independent Logic and analysis Adaptable
ESTP - 4-5% Promoter, Realistic Adapter in the world of material things Practical Tolerant Detail-oriented	ESFP - 4-9% Performer, Entertainer Ease with environment Natural negotiator Observant Sociable	ENFP - 6-8% Planner of change Grasp of possibilities Communicator Integrator Understands others Energetic, Flexible	ENTP - 2-5% Planner of change Inventive Analytical Resourceful, Enthusiastic Offers solutions Alert and outspoken
ESTJ - 8-12% Executive type Industrious Decisive Fact-minded Aggressive Gets the job done Practical organizer	ESFJ - 9-13% Provider, Guardian, Harmonizer, Sociable Involved Realistic, Fact-oriented Opinionated Tuned to here and now Organized	ENFJ - 2-5% Teacher Imaginative, harmonizer Expressive, Opinionated Conscientious Persuasive Ideas and possibilities Organized	ENTJ - 2-5% Commander Innovative Organizer Aggressive, Forceful Analytic, Systematic Frank, Decisive New ideas and possibilities

The range of percentages given demonstrates distribution of types in the U.S. population at large.

Remember, the assessment is not a measure of your abilities in any area. It is designed to help you become aware of your particular personality and to understand and appreciate the ways in which people differ. Each type and each individual has special gifts. There is no right or wrong type. Each person is unique.

Your results on CenterMark suggest your probable type based on your choices, however you should decide if this fits your personal perceptions of your personality type. We suggest that you explore the descriptions of all the types to verify your results.

ENFP Introduction

Apocalyptic, Communicators, Integrators

- Optimistic about people and their potential
- Warm and fun-loving; strive for harmony in the workplace
- Skilled at bringing people and resources together
- Focus on achieving concrete, tangible results

ENFP

Male 5-7%
Female 8-10%

Percent of
US Population

ENFPs are energetic, action-oriented troubleshooters who respond quickly to crisis.

The theme of ENFPs is inspiration, both of their own and that of others. They lead through their contagious enthusiasm for "causes" that further good and develop latent potential.

They are very perceptive of others' motives and interested in what is going on around them. Their inspiration leads them to disclosing and unveiling the fake, the sham, and the evil, and enthusiastically communicating their "message."

ENFP Characteristics

ENFPs are outgoing, democratic, and participative. Their style is likely to be highly people-oriented, and they lead by their energy and enthusiasm for causes.

They are tuned in to the motivations of others and they can spend untold hours on interpersonal intrigues and problems, and love every minute of it.

ENFPs are masters at showing appreciation, both verbal and nonverbal, giving frequent and abundant praise. They seem to know just what to say and do to make the other person feel appreciated. In fact, they are a natural inspiration and encourage people to reach out.

ENFPs are skilled at anything having to do with people—listening, deploying, training, motivating, recruiting, counseling, and understanding their perspectives.

ENFPs are naturals for thinking with imagery. Their writing style captures one's imagination. With their penchant for unveiling and disclosing, their interest in all that is going on around them, and their talent for communicating, they are particularly gifted in reporting and rephrasing events so they become more illuminating, interesting, and valuable.

They tend to get interested in other projects before current ones are complete.

ENFPs can easily spot what is fake, a scam, or destructive.

They like variety in what they do, frequently inventing new ways of doing things, and are masters at spur-of-the-moment activities.

ENFP Learning Style

ENFPs learn through interaction, in dialogue with others or with the written word. They are abstract, not linear, or concrete learners. Theory, ideas, and concepts can hold their fascination for long periods.

They enjoy learning that is an adventure and a creative experience.

Are left cold by hard-core structure or straight lectures.

Learn through a variety of methods: reading, writing, listening, interacting with others and observation.

Are interested in how information will affect the future.

Become entranced with new ideas and, if a topic is interesting, will pursue it.

Excel when the instructor or facilitator takes a personal interest in them and provides deadlines.

Need time to explore possibilities, ask questions, and use their imagination.

Global learners. Need choices and deadlines.

Enjoy seminars.

Like harmonious group projects, team competition, and group reports.

Prefer open-ended instruction.

Need help with organizing.

ENFP On a Team

ENFPs have an infectious excitement that inspires others.

Contribute creative ideas along with humanitarian values and limitless potential.

Constantly empower and validate others and their contributions.

Allow team members to share and express themselves.

Terrific at integrating people, resources, and overall vision.

Make team members feel understood, appreciated and part of the crew.

Have little patience with the small details, preferring to concentrate on the larger picture.

Need others to set timelines and deadlines.

Can sometimes lead the team off track because they are able to see so many possibilities in a project.

Are often optimistic about time schedules and workload, sometimes promising more than what is "doable" or reasonable.

Irritated by team members who think/see negatively or through a small lens.

Irritated by team members who do not respect others.

May distract the team from its purpose by constantly speaking random thoughts and sharing multiple solutions aloud.

Influence team members by understanding, including, and empowering them.

ENFP Contributions to an Organization

ENFPs value ethics and morals, and strive for what is best for everyone. Integrity is very important to them. They bring a special brand of warmth, graciousness, enthusiasm, color, and vivaciousness to an organization.

Seek variety, challenge, diversity, novelty, and ideas.

Easily handle and excel in ambiguous situations.

Have little hesitancy in becoming involved with the surrounding projects—do not hold back.

Are committed to the progress and growth of people.

Versatile, can do many different types of tasks.

Bring positive attitudes, passion, and ongoing inspiration to almost any endeavor.

Masterful at troubleshooting, putting out fires, and finding innovative routes toward goals.

Easily see and grasp all the future possibilities in a situation, especially for people.

Frequently originate projects and activities.

Are drawn to harmonious environments and the opportunities to interact with others.

Enjoy focusing on the big picture.

Highly people-oriented.

Unafraid of change and are often catalysts for it.

Strongly loyal, particularly to the people of an organization.

Link people and resources.

Suggestions when coaching ENFPs:

- Encourage ENFPs to schedule time for themselves, to rejuvenate their energies.
- ENFPs will appreciate the coach who puts a high priority on communication, and involves them in decision-making.
- It is important to stress deadlines for ENFPs. The deadlines must be real, for they will not respond to contrived deadlines.

- ENFPs need a well-organized support staff to provide reminders of commitments and to follow through. Do not expect their best solutions to be permanent; tomorrow they may invent a better way.
- Remember that the work ethic of ENFPs is quite different. On one hand, bursts of energy and enthusiasm are their great contributions. On another hand, when boredom takes over, few can be less enamored than ENFPs.

ENFP Approaches to Problem Solving and Decision Making

ENFPs are terrific improvisers and can intuitively place together new combinations of material for innovative solutions.

They sometimes tend to find more problems embedded within problems that delay decision-making.

Look at problems contextually and weigh the different options from a "big-picture" viewpoint.

Seek to understand what others are currently doing about a problem.

Consider all the alternatives first, along with the impact of each solution.

Quickly and deftly, perceive all the parts of a problem and their interrelationships.

Determine the values involved for each solution.

Look for solutions that will contribute to overall harmony.

First consider the larger picture, secondly focus on people, then move to applying logic, and finally consider all the facts.

ENFP Change Management

Individuals in organizations deal with changes and challenges differently. Some are excited and stimulated. Some are fearful and cautious. Some feel overwhelmed, depressed, and unmotivated.

At the extremes, one person finds change stimulating and exciting, responding energetically and creatively to new challenges; another feels depressed and stuck, unable to let go of the past and ineffective in adjusting to new realities. A number of factors influence how individuals respond to organizational change: personal history and past experiences, family, education, and cultural values. Still another factor that affects how we respond to change is our personality type.

ENFPs are excited by change. They are quick to seize the chance to expand their experience and create new opportunities for people. Their warmth, enthusiasm, and creative ideas energize others, and they can be real catalysts. They like to jump into activity, trusting their resourcefulness to deal with problems as they arise. They do not like routine and details, so they may have difficulty developing a structured plan. They also have strong values about supporting others, and they can become distressed if those values are not supported in the change.

Needs:

Options, openness, and information. Attention to people.

Chances to verbalize positive possibilities.

When needs are not met:

Lose focus, become distracted, and generate negative possibilities.

Become angry, rebellious. Stir things up and talk a lot.

Contributions:

Support the new; include everyone.

ENFP Management Style

ENFPs' management style is outgoing, democratic, and participative. They persuade and motivate others through infectious excitement.

Their commitment is to the progress and growth of those around them and thus on the development of staff instead of development of systems, procedures, and corporate policies.

Are enthusiastic and easily step in when visionary leadership is required and tend to become interested in other projects before current ones are complete.

Focus on acknowledging the contributions that people bring to an organization and their individual needs.

Are much more interested in developing personal relationships with coworkers than taking a hands-off management or leadership approach.

ENFPs act as catalysts, seeing a possibility and graciously enrolling people in their projects. They deftly bring together the variety of people, resources, commitments, and programs necessary for a project's completion.

Focus on the impact of a crisis on people.

Accept risks, particularly if people will benefit.

Prefer to focus on areas of agreement, but easily negotiate any differences among members so everyone can get back to a harmonious environment.

Are values-oriented. Believe leadership and authority are granted by integrity, not position. They seek respect and expect loyalty and support.

Suggestions when persuading ENFPs:

- Show why the idea is valuable to people and how it will affect people.
- Support ENFPs' vision, ideas, and enthusiasm.

ENFP Conflict Resolution

ENFPs may avoid any confrontation as long as possible since conflict is upsetting.

Experience, periodically, very intense and emotional feelings during periods of conflict avoidance.

Are highly sensitive and will tend to sweep conflict under the rug to preserve harmony.

Tend to take conflict or upsets very personally.

Will bend over backwards to please others in order to avoid conflict.

Are so uncomfortable with conflict, they may opt to leave a situation rather than deal with it.

Under stress, may be direct or confrontational, compulsive about small tasks and details, or take a rigid stance.

Under extreme stress, or fatigue, ENFPs may:

- Do things in excess—e.g.: eating, drinking, or exercising.
- Be critical of others, and find fault with almost everything.
- Take charge without consideration of others.

ENFP Careers

Because of their combination of preferences, ENFPs are naturally drawn to a wide variety of occupations. In listing occupations that are popular among ENFPs, it is important to note that there are successful people of all types in all occupations. However, the following are careers ENFPs may find particularly satisfying. This is by no means represents a comprehensive listing. It is included to suggest possibilities the ENFPs may not have previously considered.

BUSINESS/ENTREPRENEURIAL

- Consultant
- Inventor
- Sales: Intangibles/Ideas
- Insurance Broker/Underwriter
- Human Resources Manager
- Human Resources Development Trainer
- Conference Planner
- Employee Assistance Counselor
- Employment Development Specialist
- Restaurateur

CREATIVE/MARKETING/PLANNING

- Public Relations Specialist
- Marketing Consultant
- Copywriter
- Publicity Writer
- Advertising Account Executive
- Advertising Creative Director
- Strategic Planner
- Publicist
- Research Assistant
- Journalist
- Screenwriter/Playwright
- Columnist/Reporter/Editor/Newscaster
- Artist/Cartoonist
- Character Actor
- Musician/Composer
- Interior Decorator

EDUCATION/SOCIAL SERVICE

- Teacher: Preschool/Special Education
- Teacher: Art/Drama/Music/English/Reading
- Social Worker
- Social Scientist
- Residential Housing Director

- Psychologist
- Career Counselor
- Rehabilitation Worker
- Clergy
- Speech Pathologist
- Ombudsperson

ENFP Communication Style

ENFPs are global and metaphoric in their speech. They are adept communicators in their sensitivity to the nuances and unspoken aspects of communication. Indeed, when they apply themselves to human needs, they are superb listeners.

Speak with energy and excitement; are genial and friendly. Think on their feet and reply quickly.

Prefer talking in person to communicating in writing.

Fill conversation with possibilities and alternatives; use lively, vivid imagery with both oral and written words.

Their conversation can wander as they see relationships between topics and put the pieces together.

Like insights and unusual approaches.

Begin communicating by recapping areas of accord.

Offer presentations that cover all of the points, but are roundabout in nature.

Will consider a schedule, but avoid tight timetables.

Present information and schedules as always tentative and adaptable.

Present personal experiences to make points.

See the big picture and typically present that first. Speak of missions and objectives, focusing on long-range results.

Like to cover future challenges and additional possibilities or relationships.

Suggestions when communicating with ENFPs:

- Remember ENFPs think while talking.
- Like to talk face-to-face. If that is not possible, prefer the telephone and short e-mails to paper.
- Remember their feelings and personal values when giving them feedback.
- Verbally acknowledge their contributions.
- Ask for their personal opinions, not logical analysis.
- Have patience—their presentations will cover all the points.
- Ask open-ended questions.

ENFP Motivators

ENFPs pursue environments that are warm, accepting, and people-oriented.

Prefer situations where their vision can be implemented.

Enjoy work that is fun and playful, or interest is lost.

Prefer work environments that are flexible and spontaneous.

Like being affirmed, acknowledged and recognized.

Avoid situations where people are not allowed to participate and contribute.

Love to put out fires and create last minute improvisations.

Desire freedom to improvise and dislike being placed in a box.

Maintain interest when there is always something new to master.

Want the ability to express themselves, grow, and learn.

ENFPs value commitment and passion, independent thinking and sincerity and kindness.

ENFPs appreciate being recognized with personalized gifts that acknowledge them for their superior customer service, championing a cause or creative ideas.

ENFP Opportunities for Growth

ENFPs can achieve personal growth by:

Prioritizing personal and others' needs and values-it is easy for ENFPs to start drowning in an ocean of ideas and possibilities, each of which seem important and critical.

Turning their mind off by getting into physical exercise-information overload and burnout is always around the corner.

Trying to develop realistic objectives within realistic timeframes.

Placing greater attention on depersonalizing material, projects, information, and solutions.

Choosing tasks carefully to avoid missing rewards and recognition-incomplete tasks, being irresponsible and frittering away time and energy are real dangers.

Practicing setting goals, carefully choosing a particular course of action to which they can stay committed and then stay on course until it is complete.

Paying more attention to those irritating details and routines-they will miss less and be more accurate in their decision-making.

Avoiding getting lost by obsessing about any one particular fact-writing down all the information about a situation, looking at the pros and cons, and ranking importance.

Pausing and reflecting first before bounding off in another direction-others can get easily frustrated by their tendency to switch gears in midstream.