



Myers-Briggs Type Indicator® Communication Style Report

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Introduction

You communicate with others every day on many levels. You may not always take time to analyze how your natural communication style affects others, however. Learning about personality type preferences can help you understand some important differences in communication styles. The MBTI® personality type framework used in this report comes from the insights and writings of Carl Jung, as interpreted and developed in the work of Katharine Cook Briggs and Isabel Briggs Myers. Personality type is a nonjudgmental tool that looks at the strengths and gifts of individuals. All preferences and personality types are equally valuable and useful.

This Report Can Help You

- Understand your results on the *Myers-Briggs Type Indicator*® (MBTI®) instrument
- Learn about and appreciate your natural communication style
- Become aware of how your personality type preferences influence your communication style
- Learn strategies for adapting your style to communicate effectively with others

As you read, keep in mind that this report describes your natural preferences, not your learned skills or abilities. Everyone can learn to use all of the personality type preferences to communicate effectively. The Communication Style Report provides general descriptions about how individuals with your preferences tend to prefer to communicate. These descriptions are not intended to limit you. Rather, they are designed to help you recognize your natural communication style and to discover how your communication style differs from that of others. From this starting point you can develop strategies for communicating more effectively in your business and personal interactions.

How Your MBTI® Communication Style Report Is Organized

- Summary of Your MBTI® Results
- Extraversion and Introversion in Communication
- Sensing and Intuition in Communication
- Thinking and Feeling in Communication
- Judging and Perceiving in Communication
- Communication Style of Your Personality Type
- Communication Tips for Your Personality Type



Summary of Your MBTI® Results

The MBTI instrument assesses the characteristic way you prefer to focus your attention, take in information, make decisions, and deal with the outer world. These preferences are grouped into four pairs of opposites. Although you use all of the preferences at least some of the time, you naturally prefer one element of each pair to the other. By choosing one preference from each pair, you can discover your four-letter personality type, one of sixteen possible types. Your MBTI responses show that your reported type is ENFP.

Reported Type: ENFP

Where you focus your attention



Extraversion

People who prefer Extraversion tend to focus on the outer world of people and activity.



Introversion

People who prefer Introversion tend to focus on the inner world of ideas and impressions.

The way you take in information



Sensing

People who prefer Sensing tend to focus on the present, with a view toward concrete facts and details.



Intuition

People who prefer Intuition tend to focus on the future, with a view toward patterns and possibilities.

The way you make decisions



Thinking

People who prefer Thinking tend to base their decisions primarily on logic and on objective analysis of cause and effect.



Feeling

People who prefer Feeling tend to base their decisions primarily on values and on subjective evaluation of person-centered concerns.

How you deal with the outer world



Judging

People who prefer Judging tend to take a planned and organized approach to life and prefer to have things settled.

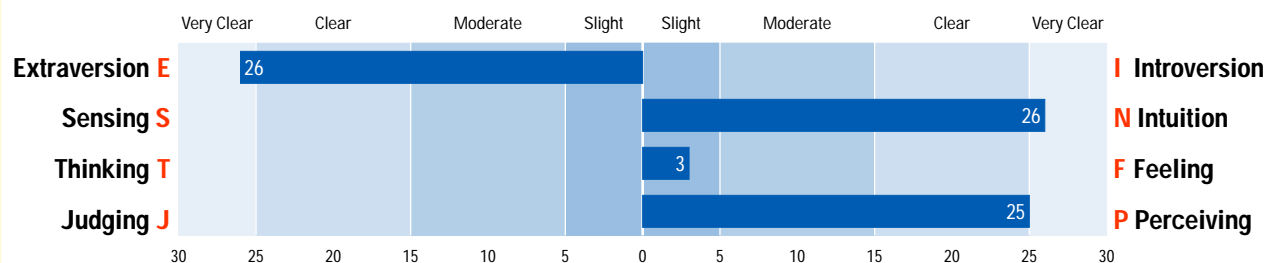


Perceiving

People who prefer Perceiving tend to take a flexible and spontaneous approach to life and prefer to keep their options open.

The following bar graph provides your preference clarity index (pci). This graph shows how consistently you chose one side of each preference pair over its opposite when completing the MBTI instrument.

Clarity of Reported Preferences: ENFP



PCI Results Extraversion 26 Intuition 26 Feeling 3 Perceiving 25

Results on a self-assessment tool can be influenced by circumstances, experiences, demands, and expectations. Because of this it is possible you may not have identified your natural preferences when you completed the MBTI assessment. If your reported type does not seem to fit, your type professional can help you determine your best-fit type.



Extraversion and Introversion in Communication

You have indicated a preference for Extraversion.

Extraversion: “Let’s talk this over.”

Your Key Strengths

- Are active, energetic, and enthusiastic
- Think on your feet
- Establish networks of contacts
- Have breadth of interests
- Provide extensive information and feedback

Your Communication Approach

- Seek interactions and diversions
- Share thoughts freely in lively group discussions
- Can discuss a wide range of topics
- Change topics and opinions as a dialogue progresses
- Think out loud
- Share ideas or information immediately
- Respond rapidly
- Talk more than listen
- Overlap airspace and interrupt others
- Ask lots of spur-of-the-moment questions

Tips for Communicating with Introverts

- Practice active listening skills
- Think before speaking or let others know you are thinking out loud
- Respect need for privacy, build trust, and be sure to respect confidentiality
- Choose a time and place to communicate with a minimum of distraction
- Speak slowly and calmly (without being condescending)
- Pause and wait for a response; don’t jump in to fill silence, especially with small talk
- Don’t come across as imposing or demanding of an immediate response
- Provide information ahead of time and allow time and space for processing
- Focus on one topic and stay on topic
- Summarize and share your final thoughts and direction



Sensing and Intuition in Communication

You have indicated a preference for Intuition.

Intuition: "I can see it all now."

Your Key Strengths

- Are open to possibilities
- Anticipate and create change
- Are future oriented; see trends
- Link and integrate information
- Generate ideas

Your Communication Approach

- Want to know implications and relationships, not just facts
- Become bored or impatient with details
- Like to brainstorm or play with ideas and imagine what could be
- Focus on the future and long-term aspects and implications
- See patterns and understand the big picture
- Are stimulated by possibilities; seek to create, grasp, and share new ideas
- Use metaphors, analogies, and other forms of symbolic language
- In conversations, may jump across topics exploring links
- Trust and are eager to apply theories, models, and frameworks
- Don't like to be hampered by barriers or limits

Tips for Communicating with Sensing Types

- Be practical and find ways to bring ideas down to earth
- Provide information on specific realities, details, and immediate applications
- Provide concrete examples to prove your ideas work; share facts and observations
- Present information sequentially rather than change topics and explore links
- Show a plan and process for change rather than only a concept
- Listen carefully to the facts and link new ideas to current realities
- Remember that others may not seek change
- Assess both what is working well and what needs to be changed
- Avoid extensive use of metaphors, analogies, and other abstract communications
- Use words that relate to sensory and real-life images



Thinking and Feeling in Communication

You have indicated a preference for Feeling.

Feeling: “Will anyone be hurt?”

Your Key Strengths

- Are able to empathize and develop rapport
- Often can see and appreciate others’ perspectives
- Are supportive, nurturing, and interested in others
- Enjoy cooperating and collaborating
- Connect with others and create a harmonious environment

Your Communication Approach

- Focus on situational and subjective beliefs and values
- See strengths and positive attributes
- Enjoy encouragement and positive feedback
- Share personal situations, case histories, stories, and examples
- Want to get to know someone personally
- Like making links to and connections with others
- Like collaboration and want to cooperate
- Are warm, supportive, expressive, and affirming
- Focus on atmosphere and harmony
- Are interested in people and their needs

Tips for Communicating with Thinking Types

- Be calmly objective and demonstrate your competence
- Offer honest and frank feedback as well as positive comments
- Detach from situations and view them logically and objectively
- Support your opinions with logical reasoning and clear thinking
- Avoid becoming overly emotional or passionate when discussing issues
- Be logical, reasonable, clear, precise, and concise
- Focus on tasks and objectives as well as on individuals involved in the situation
- Don’t feel threatened or attacked when others like to compete, debate, or challenge
- Show cause-and-effect relationships and pros and cons
- Accept critical feedback without personalizing it



Judging and Perceiving in Communication

You have indicated a preference for Perceiving.

Perceiving: “Let’s wait and see.”

Your Key Strengths

- Are flexible and adaptable
- Respond to the situation as needed
- Are open to new information
- Generate and consider a wide range of options
- Take an easygoing approach to change

Your Communication Approach

- Seek new information and explore options
- Include lots of data and ideas in the decision-making process
- Have a flexible, spontaneous, and unstructured communication style
- Are open to responding to unexpected requests or opportunities
- Can postpone decisions or make tentative decisions that can change
- Seek input from others exactly when you need it
- Feel boxed in if immediate decisions are requested
- Ask questions and provide options
- Prefer open-ended discussions and language to conclusive statements
- See opportunity in interruptions and diversions

Tips for Communicating with Judging Types

- Make decisions that affect others as soon as possible
- Decide more quickly than you might prefer
- Avoid sharing too many options by focusing on what is most important
- Negotiate specific timelines and deadlines and consistently deliver projects on time
- Avoid seeking immediate input on changes to an established plan
- Narrow and focus your options before sharing them
- Know when to stop exploring and start making decisions
- Create and share timelines so others know when your part of the project will be completed
- When sharing information or assigning tasks, provide structure and clear expectations
- Avoid adding unexpected tasks or options to a project, especially at the last minute



Communication Style of ENFPs

ENFP Communication Highlights

- Are outgoing, optimistic, caring, genuine, and compassionate
- Energetically and enthusiastically encourage and persuade others
- Identify opportunities to develop human potential and improve people's situations
- Champion changes that provide possibilities and improve processes for people
- Help people find niches, develop strengths, and compensate for weaknesses

At First Glance

- Empower, advocate for, and encourage the individual in the organization
- Enjoy collaboration, cooperation, and the sharing of ideas
- See potential and possibilities in people; focus on relationships and growth
- Create and share a wealth of innovative ideas and a vision of the future
- Value and encourage diversity; enjoy working with a wide variety of people

What You Want to Hear

- People's experiences, feelings, thoughts, viewpoints, and ideas
- Dialogue to facilitate becoming known as a person and developing a relationship
- General guidelines and information, not specific directions or commands
- Theories and models that will enhance growth, learning, and development
- Collaborative language focusing on teamwork and individual contributions

When Expressing Yourself

- Are highly participative, sociable, and friendly; connect and develop rapport with others
- Use empathy when interpreting situations and dealing with others
- Are sensitive to group dynamics; highlight and integrate ideas and input
- Often teach, counsel, facilitate, motivate, negotiate, recruit, and resolve conflicts
- Challenge accepted practices if not aligned with human values or needs

Giving and Receiving Feedback

- Validate, appreciate, and celebrate unique and valuable individual contributions
- Seek to please others and are motivated by positive feedback and encouragement
- Like to be mentored or supported within the work setting rather than supervised
- May be overly sensitive to feedback that is objective and task focused rather than personal
- Will give more positive than corrective feedback and may hesitate to criticize others



Communication Tips for ENFPs

Here are some strategies to help you adapt your natural way of communicating to accommodate people with different personality types.

- Some people can see personal involvement as interference rather than encouragement. Learn when to back off from discussing personal matters to avoid being seen as overly involved or not businesslike.
- To ensure that you don't lose sight of the task at hand, avoid becoming distracted and overly influenced by people's stories and needs.
- Be practical and logical as well as personal and inspired. Make sure your ideas are grounded and realistic. Others will need to see the logic and details underlying your innovative ideas.
- Remember that not all people are motivated by the concept of personal growth. Show how personal development links to developing competencies, enhancing performance, and affecting business results.
- Some people distrust highly energetic and enthusiastic persuasion. Be willing to tone down the pace and energy level when you present information and ideas to people who are more reserved, quiet, and skeptical.
- Be open to giving and receiving constructive feedback and see this as an opportunity for growth. Be careful not to take feedback personally.
- It may be easy to change course and leave projects undone. This can irritate those who are strongly task and deadline oriented. As well as conceptualizing and implementing ideas, be sure to follow through, finish tasks, and meet deadlines.

Next Steps for Improving Your Communication

- Highlight the statements on the previous pages that most accurately describe you. Consider how your communication preferences affect your day-to-day interactions in positive ways and how your preferences may affect your interactions in negative ways.
- Review the suggestions for communicating with people who have a preference different from yours. Choose one or two tips to try first. After using the tip(s), assess whether the change has improved your communication.
- Review the tips for communication tailored to your personality type. Try one out. Track your progress by assessing whether the change was helpful.
- Learn about type dynamics, a theory that offers a deeper look into your communication style. Type dynamics can help you understand why and how you typically communicate and how your communication style may change when you are stressed.
- Discuss type development with the professional who recommended the MBTI instrument to you. Type development provides insights into why your communication style may evolve as you age.

