

Profile of the ENFP (Champion / Inspirer)

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This document contains detailed information about the *ENFP* Jung personality profile. The content references concepts already mentioned in the document called *Understanding your Personality Assessment Results*, which can be found on the [Digital Citizen](#) website. If you are reading this and do not understand some of the content, please refer to the referenced document.

This personality profile comes with the following analysis:

- Portraits (summaries)
- Traits, strengths and weaknesses
- Possible career paths
- Relationships (strengths, weaknesses, lovers, Parents, friends)
- Personal growth (success, happiness, problems, solutions, rules to live by)

The analyses here combine work done by Carl Jung, Katharine Cook Briggs and her daughter, Isabel Briggs Myers, and David Keirsey. Myers & Briggs built their work on Jung's, and Keirsey expanded and revised some of their work. At times, the outcomes conflict in small ways, and they are noted. However, all their works are presented for you to embrace whichever appeals to you.

A read of the Keirsey Temperament documents, found on the [Digital Citizen](#) website, is highly recommended if you want to know more about a profile's tendencies beyond what is here. The document you want is the one with Preference letters found in the profile you want.

Words of Caution in Interpreting This Material

The biggest mistake I often see with the presentation of personality assessment results is that they are spoken of in absolute terms, when they should be discussed as majority tendencies.

You got a percentage score with each of your Jung type preferences (letter) if you took the test I supplied. That score is an indication of how strong you have those tendencies. A 75% score on Thinking, for example, means you rely on Thinking about 75% of the time to make decisions rather than Feelings. But it also means you use or value Feelings 25% of the time, rather than that you are a Thinking decision-maker all of the time. You have to keep these percentages in mind when interpreting this content as it may apply to you or someone else.

Do **NOT** compare your percentage scores with someone else's as if they were absolute. That is, if you had a 75% Thinking score, that does not mean you are more logical than someone with a 65% Thinking score. The best way I can think to illustrate this is with an analogy. Your percentage is like how you break up *your* "pie", where the whole is both Preferences (Thinking and Feeling here). Someone could have a 55% Thinking score & be more logical in their decision-making than you. That's because *their* "pie" might be bigger than yours. They may put more of, both, Thinking and Feeling, into their decision-making, or may be capable of more complex logical decision-making than you. They just don't rely on Thinking 75% of the time like you. That's all those percentages mean, so keep your % scores only for your own comparison.

While it may more convenient, less convoluted and more convincing to discuss your results in absolute terms, it is not true. People are complex and there's no way of "dumbing them down" to understand them. All that does is either create misunderstandings or skepticism in the results.

Use the Results as a Starting Point, Not an End Point

Jung's personality type results are generalized, so they can be used as prejudice if you use them as an end point to judge others. This is true if you use the results to judge individuals and condemn them to certain behaviours *all* of the time, when you know it is only true more times than not. It is also unfair to expect all people of a certain personality type to all behave the same way given a certain situation, as each has freedom to behave any way in any certain situations.

Humans are not preprogrammed machines. We do not behave with absolute consistency. We just have tendencies. We are creatures of habit, not logic. As a result, use the Jung personality type results as a starting point to understand each other, not an end point to condemn each other.

Portrait I – The Champion

In the Keirsey Temperament version of the Jung personality type system, the *ENFP* profile is known as the *Champion*. Here is Keirsey's description.

Like the other Idealists, Champions are rather rare, say three or four percent of the population, but even more than the others they consider intense emotional experiences as being vital to a full life. Champions have a wide range and variety of emotions, and a great passion for novelty. They see life as an exciting drama, pregnant with possibilities for both good and evil, and they want to experience all the meaningful events and fascinating people in the world. The most outgoing of Idealists, Champions often can't wait to tell others of their extraordinary experiences. Champions can be tireless in talking with others, like fountains that bubble and splash, spilling over their own words to get it all out. And usually this is not simple storytelling; Champions often speak (or write) in the hope of revealing some truth about human experience, or of motivating others with their powerful convictions. Their strong drive to speak out on issues and events, along with their boundless enthusiasm and natural talent with language, makes them the most vivacious and inspiring of all the types.

Fiercely individualistic, Champions strive toward a kind of personal authenticity, and this intention always to be themselves is usually quite attractive to others. At the same time, Champions have outstanding iNtuitive powers and can tell what is going on inside of others, reading hidden emotions and giving special significance to words or actions. In fact, Champions are constantly scanning the social environment, and no intriguing character or silent motive is likely to escape their attention. Far more than the other Idealists, Champions are keen & probing observers of the people around them, and are capable of intense concentration on another person. Their attention is rarely passive or casual. On the contrary, Champions tend to be extra sensitive and alert, always ready for emergencies, always on the lookout for what's possible.

Champions are good with people and usually have a wide range of personal relationships. They are warm and full of energy with their friends. They are likable and at ease with colleagues, and handle their employees or students with great skill. They are good in public and on the telephone, and are so spontaneous and dramatic that others love to be in their company. Champions are positive, exuberant people, and often their confidence in the goodness of life and of human nature makes good things happen.

Portrait II – The Inspirer

The *ENFP* profile is also often called the *Inspirer*. This is how the ENFP profile is also often summarized.

As an ENFP, your primary mode of living is focused externally, where you take things in primarily via your iNtuition. Your secondary mode is internal, where you deal with things according to how you feel about them, or how they fit in with your personal value system.

ENFPs are warm, enthusiastic people, typically very bright and full of potential. They live in the world of possibilities, and can become very passionate and excited about things. Their enthusiasm lends them the ability to inspire and motivate others, more so than we see in other types. They can talk their way in or out of anything. They love life, seeing it as a special gift, and strive to make the most out of it.

ENFPs have an unusually broad range of skills and talents. They are good at most things which interest them. Project-oriented, they may go through several different careers during their life time. To onlookers, the ENFP may seem directionless & without purpose, but ENFPs are actually quite consistent, in that they have a strong sense of values which they live with throughout their lives. Everything that they do must be in line with their values. An ENFP needs to feel that they are living their lives as their true Self, walking in step with what they believe is right. They see meaning in everything, and are on a continuous quest to adapt their lives and values to achieve inner peace. They're constantly aware & somewhat fearful of losing touch with themselves. Since emotional excitement is usually an important part of the ENFP's life & because they are focused on keeping "centered", the ENFP is usually an intense individual, with highly evolved values.

An ENFP needs to focus on following through with their projects. This can be a problem area for some of these individuals. Unlike other Extraverted types, ENFPs need time alone to center themselves, and make sure they are moving in a direction which is in sync with their values. ENFPs who remain centered will usually be quite successful at their endeavors. Others may fall into the habit of dropping a project when they become excited about a new possibility, and thus they never achieve the great accomplishments which they are capable of achieving.

Most ENFPs have great people skills. They are genuinely warm and interested in people, and place great importance on their inter-personal relationships. ENFPs almost always have a strong need to be liked. Sometimes, especially at a younger age, an ENFP will tend to be "gushy" and insincere, and generally "overdo" in an effort to win acceptance. However, once an ENFP has learned to balance their need to be true to themselves with their need for acceptance, they excel at bringing out the best in others, and are typically well-liked. They have an exceptional ability to iNtuitively understand a person after a very short period of time, and use their iNtuition and flexibility to relate to others on their own level.

Because ENFPs live in the world of exciting possibilities, the details of everyday life are seen as trivial drudgery. They place no importance on detailed, maintenance-type tasks, and will frequently remain oblivious to these types of concerns. When they do have to perform these tasks, they do not enjoy themselves. This is a challenging area of life for most ENFPs, and can be frustrating for ENFP's family members.

An ENFP who has “gone wrong” may be quite manipulative – and very good at it. The gift of gab which they are blessed with makes it naturally easy for them to get what they want. Most ENFPs will not abuse their abilities, because that would not jive with their value systems.

ENFPs sometimes make serious errors in judgment. They have an amazing ability to iNtuitively perceive the truth about a person or situation, but when they apply judgment to their perception, they may jump to the wrong conclusions.

ENFPs who have not learned to follow through may have a difficult time remaining happy in marital relationships. Always seeing the possibilities of what could be, they may become bored with what actually is. The strong sense of values will keep many ENFPs dedicated to their relationships. However, ENFPs like a little excitement in their lives, and are best matched with individuals who are comfortable with change and new experiences.

Having an ENFP parent can be a fun-filled experience, but may be stressful at times for children with strong Sensing or Judging tendencies. Such children may see ENFP parents as inconsistent and difficult to understand, as the children are pulled along in the whirlwind life of the ENFP. Sometimes the ENFP will want to be their child’s best friend, and at other times they will play the parental authoritarian. But ENFPs are always consistent in their value systems, which they will impress on their children above all else, along with a basic joy of living.

ENFPs are basically happy people. They may become unhappy when they are confined to strict schedules or mundane tasks. Consequently, ENFPs work best in situations where they have a lot of flexibility, and where they can work with people and ideas. Many go into business for themselves. They have the ability to be quite productive with little supervision, as long as they are excited about what they’re doing.

Because they are so alert & sensitive, constantly scanning their environments, ENFPs often suffer from muscle tension. They have a strong need to be independent, and resist being controlled or labeled. They need to maintain control over themselves, but they do not believe in controlling others. Their dislike of dependence and suppression extends to others as well as to themselves.

ENFPs are charming, ingenuous, risk-taking, sensitive, people-oriented people with capabilities ranging across a broad spectrum. They have many gifts which they will use to fulfill themselves & those near them, if they are able to remain centered and master the ability of following through.

Jungian Preference Ordering

- **Dominant:** Extraverted iNtuition
- **Auxiliary:** Introverted Feeling
- **Tertiary:** Extraverted Thinking
- **Inferior:** Introverted Sensing

Famous Champions

- Nelson Mandela
- Charlotte Bronte
- Joan Baez
- Paul Robeson
- Upton Sinclair
- Erica Jong
- Oliver Stone
- Leo Tolstoy
- Thomas Paine

ENFP Traits, Strengths and Weaknesses

Whether you're a young adult trying to find your place in the world, or a not-so-young adult trying to find out if you're moving along the right path, it's important to understand yourself and the personality traits which will impact your likeliness to succeed or fail at various careers. It's equally important to understand what is really important to you. When armed with an understanding of your strengths and weaknesses, and an awareness of what you truly value, you are in an excellent position to pick a career which you will find rewarding.

ENFPs generally have the following traits:

- Project-oriented
- Bright and capable
- Warmly, genuinely interested in people; great people skills
- Extremely iNtuitive and perceptive about people
- Able to relate to people on their own level
- Service-oriented; likely to put the needs of others above their own
- Future-oriented
- Dislike performing routine tasks
- Need approval and appreciation from others
- Cooperative and friendly
- Creative and energetic
- Well-developed verbal and written communication skills
- Natural leaders, but do not like to control people
- Resist being controlled by others
- Can work logically and rationally – use their iNtuition to understand the goal and work backwards towards it
- Usually able to grasp difficult concepts and theories

ENFPs are lucky in that they're good at quite a lot of different things. An ENFP can generally achieve a good degree of success at anything which has interested them. However, ENFPs get bored rather easily and are not naturally good at following things through to completion. Accordingly, they should avoid jobs which require performing a lot of detailed, routine-oriented tasks. They will do best in professions which allow them to creatively generate new ideas and deal closely with people. They will not be happy in positions which are confining & regimented.

Career Suggestions for the ENFP

Research has shown that many of the different Personality Types tend to have distinct preferences in their choice of careers. We have incorporated observations of each type's character traits which affect career choice along with some suggestions for possible directions. We have also included lists of actual careers which the various types have chosen in their lives.

This material is provided for your reference, and is intended to be an informational guide. It does not comprise a complete analysis of ideal careers for individuals & does not guarantee success or failure at any occupation. As we know, individuals vary greatly. However, we highly encourage personal self-knowledge & research in your quest to live up to your fullest, and for this reason we provide you with this information. For a complete & personal evaluation of career possibilities, you should speak with a career guidance counselor.

- Consultant
- Psychologist
- Entrepreneur
- Actor
- Teacher
- Counselor
- Politician / Diplomat
- Writer / Journalist
- Television Reporter
- Computer Programmer, Systems Analyst, or Computer Specialist
- Scientist
- Engineer

Personality and Relationships

"And above all, have fervent love for one another: for love shall cover the multitude of sins."

– Peter 4:8

Most of us are probably allured by the attractive notion that effortless relationships exist. Whether it be happily-ever-after marriages, or friendships which last forever, or parent/child bonds which supersede the need to understand each other, we'd all like to believe that our most intimate relationships are unconditional, and strong enough to withstand whatever may come. However, at some point in our lives most of us need to face the fact that relationships require effort to keep them strong and positive, and that even wonderful, strong relationships can be destroyed by neglect.

Whether you're looking to improve a love relationship, familial relationships, friendships, or employer/employee relationships, understanding your own personality type and the personality type of the other person involved in the relationship will bring a new dynamic to the situation, which will allow better understanding and communication. Although the different types of relationships have very different characteristics and specific needs, there are two basic areas

which seem to be critical in all relationships: *Expectations and Communication*. What do we expect from ourselves and the other person involved in the relationship? How do we communicate these expectations, and our feelings and opinions to the person in the relationship? How does our personality type affect our expectations and methods of communication? Does our personality type affect who we are romantically attracted to? How does it affect who our friends are, and who we work with best? These are the questions which we address following.

****Disclaimer****

Please note that we are not prescribing an absolute solution to your relationship problems, nor are we stating that there's any guarantee of improved odds with particular type pairings. Statistics show that individuals who are most happy within their marriages are those who have the highest levels of inner peace and those who have the most optimistic outlook on life in general. We do not address people's emotional standing here when discussing relationship issues, which is another important aspect of relationship dynamics.

Opposites Attract

That old concept and expression "opposites attract" has been battled around for centuries. And in fact, it's very true when it comes to love relationships. Through our research, we have noted that people are usually attracted to their opposite on the Extraversion/Introversion and Judging/Perceiving scales. We are naturally attracted to individuals who are different from ourselves – and therefore somewhat exciting. But it's not just the exciting differences which attract us to our opposites, it is also a natural quest for completion. We naturally are drawn towards individuals who have strengths which we are missing. When two opposites function as a couple, they become a more well-rounded, functioning unit. There is also the theory that our natural attraction to our opposites is a subconscious way of forcing us to deal with the weaker aspects of our own nature. While we are highly attracted to our opposites, two opposites involved in an intimate relationship have significant issues and communication barriers to overcome. So in a sense, our attraction to the opposite personality can be seen as our subconscious minds driving us towards becoming a more complete individual, by causing us to face the areas in life which are most difficult to us.

The same cannot be said for other kinds of relationships. When it comes to work colleagues, or friends, we are not especially interested in dealing with people who are very unlike ourselves. We are most comfortable with those who have similar interests and perspectives, and we do not show a lot of motivation or patience for dealing with our opposites.

Birds of a Feather Flock Together

Although we are attracted to people who are very different from us in the way we deal with the world, we are most attracted to others who have a similar focus in their lives. Couples who have the same dominant function in their personalities seems to have the longest and happiest relationships. So, for example, an individual whose dominant function is Introverted Sensing (ISTJ or ISFJ) seems to be naturally drawn towards partners with a dominant function of Extraverted Sensing (ESTP or ESFP).

We have also noticed that Sensors seem to communicate best with other Sensors, and iNtuitives seem to communicate best with other iNtuitives. There seems to be a more equal partnership formed with people who communicate on the same level, although there are many successful relationships between Sensors & iNtuitives. Two individuals of any type who are well-developed and balanced can communicate effectively and make a relationship work, but many people will communicate best with people who share their same information gathering preference.

With that in mind, it shouldn't come as any surprise to learn that research regarding Personality Type and Relationships shows a definite pattern which indicates that successful mates often share the same dominant function, and the same letter preference ("S" or "N") for their information gathering function. Of course, that does not mean that people with different preferences cannot have a happy, successful marriage, it simply indicates that people frequently settle down with individuals who are on their same "wave-length".

ENFPs in Relationships

ENFPs take their relationships very seriously, but also approach them with childlike enthusiasm and energy. They seek and demand authenticity and depth in their personal relationships, and will put forth a lot of effort into making things work out. They are warm, considerate, affirming, nurturing, and highly invested in the health of the relationship. They have excellent interpersonal skills, and are able to inspire and motivate others to be the best that they can be. Energetic and effervescent, the ENFP is sometimes smothering in their enthusiasm, but are generally highly valued for their genuine warmth and high ideals.

Relationship Strengths

- Good communication skills
- Very perceptive about people's thought and motives
- Motivational, inspirational; bring out the best in others
- Warmly affectionate and affirming
- Fun to be with - lively sense of humor, dramatic, energetic, optimistic
- Strive for "win-win" situations
- Driven to meet other's needs
- Usually loyal and dedicated

Relationship Weaknesses

- Tendency to be smothering
- Their enthusiasm may lead them to be unrealistic
- Uninterested in dealing with "mundane" matters such as cleaning, paying bills, etc.
- Hold onto bad relationships long after they've turned bad
- Extreme dislike of conflict
- Extreme dislike of criticism
- Don't pay attention to their own needs
- Constant quest for the perfect relationship may make them change relationships frequently
- May become bored easily
- Have difficulty scolding or punishing others

ENFP Natural Partners (in love and in life)

Before you read this section, I would like to put in a word of caution *not* to take this section too seriously. Take it for what it's worth, a statistical likelihood.

All that means is that given some large sampling of pairs of various personality types, the natural partners are the ones which get along best most frequently. However, for any given pair, too many factors in life influence how a relationship develops for naturally matching personalities to be the determining factor. It's a possible edge, enough to use as the core for love partner matching on love matching sites like *chemistry.com* or *e-harmony*, but not enough to be used along as those sites also take into account other life factors like personal interests, jobs and such.

Natural partners listed here are for life, in general, although some of the text is written for love partners rather than just two people's ability to get along together well.

Although two well-developed individuals of any type can enjoy a healthy relationship, the *ENFP's natural partner* is the *INTJ*, or the *ISTJ*. See their profiles on the [Digital Citizen](http://DigitalCitizen.ca) website. The *ESFP's* dominant Extraverted Sensing function is best matched with a personality that is dominated by Introverted Sensing.

You may be interested in understanding how we came to the conclusion that certain types are ideal for each other. Our type pairing is a result of combining observation, research, and understanding of Jungian psychological type. Observation and research of married couples shows that there is a definite trend in types that are attracted to each other, and in type combinations that have the longest lasting relationships. Our understanding of psychological type helps to see that these types typically have the same dominant function, but with a different attitude.

In Jungian terms, "functions" refer to the four core traits: iNtuition (N), Sensing (S), Feeling (F), and Thinking (T). The term "attitude" refers to the direction of the function, *i.e.* Introverted (I) or Extraverted (E).

So, for example, a person with a personality type of *ISFP* has a dominant function of Introverted Feeling. More specifically, Feeling in the dominant function, and its attitude (or direction) is Introverted. A person with this personality type is likely to be most attracted to, and fit best with, a person that has Extraverted Feeling dominating their personality. Extraverted Feeling dominates the personality types *ESFJ* and *ENFJ*. We therefore determine that the *ISFP's* natural partner is the *ESFJ* or the *ENFJ*.

Our natural attraction to people who share our dominant function, but who use it in a different direction works very well for us. We not only flip-flop the Introverted or Extraverted trait, but we also flip-flop the Judging or Perceiving trait. In this way, the partner that we choose for ourselves will have a very different approach to dealing with the world. If we are laid-back and indecisive, our partner will be structured and decisive. If we are reserved, our partner will be outgoing. For all of our apparent differences, we will share a common vision of what's truly important in life.

For people whose personality types are dominated by Decision Making functions, (*i.e.* Thinking or Feeling), their ideal partners will include both Sensing and iNtuitive types. Many people have problems communicating effectively with people who do not share their same preference for Information Gathering. So, if you have a very strong preference for Sensing or iNtuition, you will need to give the personality type with the same preference a higher value as a likely natural partner. For example, an ISFP who strongly prefers Sensing will work best with an ESFJ, rather than an ENFJ.

Although we believe firmly that this model works very well to help in finding and maintaining healthy relationships, it is important to remember that it's just a tool. We offer guidelines to help you understand the kinds of things that you value in a relationship, rather than guidelines that you need to follow strictly. Two well-developed individuals of any type can make a relationship work, and work is a key concept here! There is no such thing as an effortless relationship. Don't use this model as an excuse to dump your relationship.

ENFPs as Lovers

"To love means to open ourselves to the negative as well as the positive – to grief, sorrow, and disappointment as well as to joy, fulfillment, and an intensity of consciousness we did not know was possible before."

– Rollo May

ENFPs make warm, considerate, passionate partners who are generally willing, eager, and able to do whatever it takes to make The Relationship a positive place to be. They are enthusiastic, idealistic, focused on other people's feelings, and very flexible. These attributes combine to make them especially interested in positive personal relationships, and also makes them very able to promote strong relationships in fun and creative ways. ENFPs take their commitments very seriously, and are generally deeply loyal and faithful to their partners.

There are a couple of difficult relationship areas for the ENFP. The first problem is that many have a problem leaving bad relationships. They tend to internalize any problems & take them on their own shoulders, believing that the success or failure of the relationship is their own responsibility. As perfectionists, they don't like to admit defeat, and will stick with bad situations long after they should have left. When they do leave the relationship, they will believe that the failure was their fault, and that there was surely something they could have done to save the relationship.

On the entirely other end of the spectrum, many ENFPs have a difficult time staying focused and following things through to completion. If they have not focused on their ability to follow through, they may have problems staying in dedicated, monogamous relationships. They are so in tune with all of the exciting possibilities of what could be, that they will always fantasize about a greener pasture out there somewhere. If they are not paired with a partner who enjoys new experiences, or who shares their idealistic enthusiasm, the ENFP may become bored. The ENFP who is bored and who is not focused will be very unhappy, and will eventually "leave" the relationship if the problem is not addressed.

Since relationships are central to the ENFP's life, they will be very "hands on" and involved with their intimate relationships. They may be in the habit of constantly asking their partner how they're doing, what they're feeling, etc. This behavior may be a bit smothering, but it also supports a strong awareness of the health (or illness) of the relationship.

The ENFP needs to be given positive assurance and affirmation. More than one ENFP has been known to "go fishing" for compliments. They like to hear from their significant others that they are loved and valued, and are willing and eager to return the favor. They enjoy lavishing love and affection on their mates, and are creative and energetic in their efforts to please. The ENFP gets a lot of their personal satisfaction from observing the happiness of others, and so is generally determined to please and serve their partners.

A problem area for ENFPs in relationships is their dislike of conflict and sensitivity to criticism. They are perfectionists who believe that any form of criticism is a stab at their character, which is very difficult for them to take. Conflict situations are sources of extreme stress to the ENFP. They have a tendency to brush issues under the rug rather than confront them head-on, if there is likely to be a conflict. They are also prone to "give in" easily in conflict situations, just to end the conflict. They might agree to something which goes against their values just to end the uncomfortable situation. In such cases, the problem is extended and will return at a later time. The ENFP needs to realize that conflict situations are not the end of the world. They are entirely normal, and can be quite helpful for the growth of a relationship. They also need to work on taking criticism for what it is, rather than blowing up any negative comment into an indictment against their entire character.

Generally, the ENFP is a warm and affirming creature who is very interested and able to have an intense, meaningful, close relationship with their mate.

Sexual Tendencies

Sexually, the ENFP is creative, perfectionist, playful and affectionate. Their rich fantasy world makes them fun and creative lovers, who usually have new ideas up their sleeves. They wholeheartedly embrace the opportunity for closeness with their mates, believing sexual intimacy to be a positive, fun way to express how much you love each other.

ENFPs as Parents

*"You are the bows from which your children as living arrows are sent forth...
Let your bending in the archer's hand be for gladness;
For even as He loves the arrow that flies,
so He loves also the bow that is stable."*

– Kahlil Gibran

ENFPs take their parenting role very seriously, but are also very playful. There's a bit of grown-up kid in every ENFP, so they get a lot of fun and enjoyment from playing with their children.

However, they consider it essential to pass their strongly-held values & beliefs to their children, and will strive consistently to create a positive, ideal environment for their children's growth.

The ENFP may exhibit an inconsistency in their roles with their children. At one moment, they might be their child's best friend, laughing and whooping it up, and in the next moment they may appear the stern authoritarian. This inconsistency seems to be a result of a conflict between the ENFP's genuine desire to relate to their children on the children's level, and their compulsion to follow their deeply-felt value system. In other words, the ENFP wants to be their child's friend, but if a value is violated, they will revert to the parental role to make sure their children understand the violation. This inconsistency may be confusing and frustrating for the children.

The children of ENFPs generally feel loved, because the ENFP gives their children plenty of genuine warmth and support. They usually value their children as individuals, allowing them room for growth. The ENFP's enthusiasm and affection may at times seem smothering to their children. This will be especially true for children with strong Thinking or Sensing preferences, who will have a difficult time understanding the effervescence of the ENFP, and will feel at times embarrassed by the ENFP's enthusiasm and tendency to display their affection publicly.

The ENFP is able to take care of day-to-day necessities, such as picking children up at the correct times, getting them to softball practice, getting them fed, etc. However, it is a chore for the ENFP and is not a natural strength. The ENFP also has a difficult time disciplining their children, unless a very strongly-held value has been violated.

The rich imagination and creativity of the ENFP parent creates a fun, dynamic and exciting environment for kids. The ENFP's strong value system turns experiences into meaningful lessons for their children. The ENFP parent is valued by their children for their warm, affirming natures, and their fun-loving approach to living.

ENFPs as Friends

ENFPs are warm and sociable people who are keenly in tune with other people's feelings and perspectives. They are energetic and fun to be with. They are very affirming, and get great satisfaction from supporting and lifting up others. They are idealists who seek authenticity in their personal relationships. ENFPs are valued by their peers and confidantes as warm, supportive, giving people.

In the workplace or other casual relationship environments, the ENFP is likely to get along well with almost all other types of people. ENFPs are genuinely interested in people, and are highly perceptive about them, to the point where they're able to understand and relate to all of the personality types with relative ease. They like to see the best in others, and are likely to bring out the best in others. While they are generally accepting of most all people, ENFPs with strong Feeling preferences may have a difficult time understanding people with very strong Thinking preferences who do not respond to the ENFP's enthusiastic warmth. The ENFP will stay open-minded about what they consider a "rejection" by the Thinker, until the situation has repeated itself a few times, in which case the ENFP may shut themselves entirely against the Thinker.

ENFPs may also feel threatened by individuals with strong Judging preferences. With a tendency to take any criticism personally, the ENFP may find themselves irritated or emotional when the Judger expresses a negative opinion, believing somehow the Judger is expressing disapproval or disappointment in the ENFP.

For close friendships, ENFPs are especially drawn to other iNtuitive Feeling types, and to other Extraverts who are also enthusiastic about life. Like the other iNtuitive Feeling types, the ENFP needs authenticity and depth in their close relationships. They're likely to have friends from all walks of life who they feel close to and care about, but will have only a few very close friends with similar ideals to their own. The ENFP also tends to value the company of iNtuitive Thinkers.

Personal Growth

Perhaps the most important realization that an individual can make in their quest for personal growth is that there is no single formula that defines the path to personal success. We all have different goals and priorities, which means that different activities and attitudes will make us feel good about ourselves. We also have different natural strengths and weaknesses that are a part of our inherent personality type. How then, as individuals, can we feel successful in our lives?

Understand What's Important to You

Each personality type has a different idea of what it means to be successful. Self-knowledge is one common goal that will help everyone achieve personal success. So many people are hung up on somebody else's idea of what it means to be successful, and they are unaware of what is truly important to them. This is completely normal. We all have important role-models and influencers in our lives who may have basic values that are quite different from our own. If this is the case, it's important to recognize that the discrepancy between what we have been taught is truly important and what we personally believe to be truly important is due to a difference in perspective. If we spend our time and effort trying to meet somebody else's idea of success, and ignore or belittle any conflicting messages from our own psyche, then we will find ourselves exhausted and unhappy. Realizing what is truly important to us is a major step towards achieving personal success.

Recognize Your Weaknesses Without Hiding Behind Them

While improving our self-knowledge and realizing our true goals can be very liberating, we should not discard the rules of the society in which we live. We must recognize that other people's value systems are no less important than our own. And we must recognize and accept that we live in a society in which certain personality types and behaviors are more suited towards particular tasks. This is the second key that will open the door towards personal growth.

For example, there are situations in which it is more appropriate & effective to show compassion and caring (Feeling), rather than impersonal logic (Thinking). Likewise, there are situations that call for using impersonal logic to make a decision, in which the more subjective viewpoint of the Feeling function is inappropriate and ineffective. Persons with a preference for Feeling will have a

natural advantage over Thinkers in situations that require compassion and awareness of other's emotions. Conversely, persons with a preference for Thinking will have a natural advantage over Feelers in situations that require the ability to make a decision based on impersonal data.

As we learn about our personality type and the types of others, we are empowered with an understanding of why people react differently in different situations. When put into the context of Psychological Type, we can better accept and understand people's behaviors that are different from ours. These insights are extremely useful and powerful to us as individuals. However, if we are concerned with growing as individuals, we must take care not to use personality type as an excuse for our inappropriate behavior. While it's powerful and useful to notice that another person's inappropriate behavior may be due to their personality type, we cannot use the same reasoning on ourselves. We should recognize that our personality type has weaknesses, but we must use that knowledge to conquer those weaknesses rather than to excuse poor behavior. We cannot be responsible for other people's behavior, but we can control our own.

Accordingly, if we notice that someone seems to be unable to make an impersonal decision that is isolated from human perspective, we should say to ourselves, "Ah ha, here is a Feeler. This person does not use Thinking well, and that is why they're behaving this way." Yet when we as Feelers are presented with a situation that requires an impersonal approach, we should NOT say to ourselves "I am a Feeler, and can't be expected to make decisions based purely on impersonal facts & logic." This kind of rationalization for behavior is certainly an easy way out of a situation, but it enforces the weakness, making it weaker and weaker still.

Strive for Balance

Most of the weaknesses associated with any given personality type are a result of that type's dominant function overtaking the personality to the extent that the other functions become slaves to the dominant function. Although it is natural for every personality to be ruled by its dominant function, it becomes a problem when the supporting functions are not allowed to develop fully on their own because they are too busy "serving the master". In such cases, a personality can become quite imbalanced.

A situation in which the dominant function of a personality completely overshadows the other personality functions is analogous to a kingdom ruled by an overbearing king who requires absolute servitude. Imagine such a king sitting down to dinner in his castle. He keeps all of his servants running about to bring him dinner, and requires that they serve him fully (disregarding their own needs) until he is completely sated. His Foreign Minister, expected at an important affair at a neighboring kingdom, finds himself pouring ale. His Minister of Domestic Affairs, rather than addressing the issue of a failing economy, slices roast turkey. His staff grabs food for themselves here and there, but never get what they really need or want, and are consequently unsatisfied, malnourished, and underdeveloped. The issues that the staff should be taking care of are left undone, because they never finish their primary task of serving the king. The king's immediate needs are being met, and so he is tolerably happy, but he is an ineffective king. As far as he knows, everything and everybody exists simply to serve him. He has no concept of Success beyond his daily needs. Since he cannot see beyond his own needs, the entire kingdom suffers.

Likewise, a personality that has developed with a goal of serving the dominant function above all other considerations often results in a person who is imbalanced. In severe cases, weaknesses associated with the given type are often quite apparent to others and overshadow the individual's natural strengths. Such a drastic imbalance is not common, and may be the result of continuous & extreme stress. Most people will experience times in their lives during which they are stressed to the point of serious imbalance. People who experience this constantly have issues that need to be dealt with, and should seek help.

Much more commonly, we see individuals who exhibit both the strengths and weaknesses of their type. It is natural and healthy that each personality type is ruled by a dominant function, and that the other functions support the ruling function. We don't seek to change anyone's natural self, or to achieve a perfect balance amongst a personality's functions. By definition, a kingdom needs a king in order to exist, and a personality needs a dominant function. However, a kingdom with a well-developed and effective king (the dominant function), who has well-trained and educated advisors (the supporting functions), will thrive more than the kingdom ruled by a neglectful king who is supported by inexperienced advisors.

As we can see, Balance and Success are relative terms. They have different meaning for each personality type, but one statement is true for all types: Balance is the key to Success.

Opening the Door

So how do we go about realizing what's truly important to us? How do we recognize our weaknesses, and learn not to hide behind them? How do we become balanced? How do we open that magical door that will show us the way to personal growth and success?

There is no quickie scheme that will make you a successful person. Psychological Type is a powerful aid in our quest for excellence, but it is not the actual solution. It is a model that will help you to expand your understanding of human nature. An improved understanding of yourself and others will help you to find, follow or expand your path. An awareness and acceptance of the fact that one personality function may be more effective than another function in a given situation will help you to understand the relevance of personal growth to your life.

Carl Jung identified a process of personal growth that he called individuation, which is essentially the conscious realization of your true self, beyond the Ego that is presented by your conscious self. Our efforts to help people develop themselves is essentially the effort to help them to realize that their personal perspectives and conscious ideas are only a small part of who they are, and that the more they try to develop and defend this superficial "self", the further they get away from their true Self. This realization helps a psyche in many concrete ways, and is also a positive step towards promoting a psyche that is open to the process of individuation. For the purposes of making this realization accessible to the general public, our writings are mostly void of complex theoretical discussion.

ENFP Personal Growth

What does Success Mean to You?

ENFPs are motivated in everything that they do by a desire to understand the world around them. They are constantly searching about. Mentally and physically, for input that will help them to better understand the Big Picture. They are open-minded to new people and new experiences; they're eager for the opportunity to understand what the new people & experiences are all about. ENFPs use their understanding of the world to serve the agendas of their value systems. An ENFP's value system often includes respect for the needs and desires of individual people over the needs of a social group. Their respect for the individual makes them dislike controlling others, and being controlled by others. ENFPs are passionate about their beliefs, whatever they may be. They often stubbornly adhere to their value system regardless of threats to its validity. They are more concerned with keeping true to what they believe than they are with expectations or demands from the social group that they function within. ENFPs dislike personal criticism, because it threatens their validity as an individual and the validity of their value system. ENFPs may internalize anger rather than express it; their respect for other individuals makes it difficult for them to hurt others. An ENFP's feeling of success depends upon availability of opportunities to grow their understanding of the world, upon feeling that they're living true to their personal value system, and upon the condition of their closest relationships.

Allowing Your Strengths to Flourish

As an ENFP, you have gifts that are specific to your personality type that aren't natural strengths for other types. By recognizing your special gifts and encouraging their growth and development, you will more readily see your place in the world, and how you can better use your talents to achieve your dreams.

Nearly all ENFPs will recognize the following characteristics in themselves. They should embrace and nourish these strengths:

- They're exceptionally perceptive about people and situations. They're often able to quickly and accurately assess where someone is coming from.
- They accept and value people as individuals, and are strongly egalitarian. They believe that individuals have the right to be themselves, and are very tolerant & accepting of most people.
- They're often deep and intelligent, and may be quite brilliant in their ability to tie things together. They're wired to look for connections in the external world, and so they may mentally put things together more easily than others.
- Their interest in understanding the world usually makes them in tune with what's socially acceptable and what isn't. This may help them to be popular and likeable.
- They're highly creative. This ability may be used in an artistic way, or may be used to generate ideas and new ways of thinking.

ENFPs who have developed their Introverted Feeling to the extent that they apply judgment to all of their perceptions will enjoy these very special gifts:

- They will have the ability to follow through on projects they've begun.
- They will be less gullible and malleable, and generally more able to discern between "good" and "bad", rather than accepting everything without question.
- They may be highly artistic.
- They will have the ability to focus and concentrate deeply on tasks. This enhanced ability to think and process information internally will make them more capable on many levels.
- They will balance out their desire to meet new people and have new experiences with the desire to put their understanding to use in some way.
- They will find more meaning and purpose in their lives.

Potential Problem Areas

With any gift of strength, there is an associated weakness. Without "bad", there would be no "good". Without "difficult", there would be no "easy". We value our strengths, but we often curse and ignore our weaknesses. To grow as a person and get what we want out of life, we must not only capitalize upon our strengths, but also face our weaknesses and deal with them. That means taking a hard look at our personality type's potential problem areas.

Most of the weaker characteristics found in ENFPs are due to their dominant Extraverted iNtuition overshadowing the personality to the extent that they don't apply judgment to anything. Or, they may use their primary judging function (Introverted Feeling) to support the agenda of Extraverted iNtuition, i.e. to rationalize and support the idea of welcoming all experiences and accepting all individuals. In such cases, an ENFP may show some or all of the following weaknesses in varying degree:

- May be what many would call a "sucker"; vulnerable to schemers and con artists.
- May get themselves into dangerous situations because they're too eager to push the envelope of their understanding, and not willing to apply judgment to anything.
- May feel intense anger towards people who criticize them or try to control them. But will be unable to express the anger. Left unexpressed, the anger may fester and simmer and become destructive.
- May blame their problems on other people, using logic and reason to defend themselves against the world.
- May develop strong negative judgments that are difficult to displace against people who they perceive have been oppressive to them.
- May get involved with drugs, alcohol, or promiscuity, and generally seek mindless experiences and sensations.
- May skip from relationship to relationship without the ability to commit.

- May start projects but be unable to finish them.
- May be unable to stick to a career or job for any length of time.

Explanation of Problems

Nearly all of the problematic characteristics described above can be attributed in various degrees to the common ENFP problem of wanting to understand and experience everything at any cost. If the ENFP does not learn how to discriminate things and people in their external environment, the ENFP will begin to use their judging function (Introverted Feeling) as a “rubber stamper” to support their agenda to seek out experiences. This is a natural survivalist technique for the ENFP personality. The main driver to the ENFP personality is Extraverted iNtuition, whose purpose is to understand the world as one Big Picture, seeking connections and meaning in everything. If their ability to seek understanding is threatened, the ENFP shuts out the threatening force. This is totally natural, but unfortunately the individual who exercises this type of agenda protection regularly will become more & more unable to apply judgment to anything. When the unbalanced ENFP does apply judgment, it will generally be skewed to support their subjective agenda. They will always find justification for their own inappropriate behaviour. They will be unable to finish anything that they start, and generally wander through life from experience to experience.

It's very common for ENFPs to resist applying judgment until they feel they truly understand a person or situation. However, part of the understanding process includes using discernment to classify qualities. If the ENFP shuts judgment off entirely, s/he will not achieve their ultimate goal of understanding; rather they will jump from experience to experience in a purposeless fashion.

Anger can be a problem for anybody, but may be especially for ENFPs who have not sufficiently developed their Introverted Feeling. The desire to keep everything non-judgmental, combined with the tendency to use Introverted Feeling as justification rather than true judgment is a recipe for suppressed anger. These are very contradictory forces. “I hate you for judging me” is an ironic feeling, but is unfortunately common. The inability to apply judgment, or to accept negative judgment prevents the ENFP from expressing negative judgment, and therefore causes them to stew in their anger, rather than deal with it.

Solutions

To grow as an individual, the ENFP needs to focus on applying judgment to all of their perceptions. This means they need to decide how they really feel about people, places and things, rather than allowing their feelings to hang open indeterminately. The ENFP needs to understand that developing their ability to discern qualities does not threaten their ability to understand the world, but rather enhances it, and enhances their personal changes for achieving a measure of success in their lives.

The ENFP concerned with personal growth will pay close attention to their motivation for making a judgment. Are they trying to really determine the objective value or merit of something, or are they trying to defend their individual right to not be judged or controlled? The goal when judging something is to not let your personal agenda influence your opinions. Obviously, this is

not entirely possible, but it is the exercise to keep in mind. You want to open your mind to judgment without feeling threatened, and without using your own judgment in a defensive, rationalizing mode.

Living Happily

As can be seen from the above, some ENFPs can have difficulty fitting into society. Their problems are often due to feeling different from others because of their dominant iNtuition, and being unable to stick to anything long enough to feel a sense of accomplishment. They feel like they don't fit in, and can't find the place where they belong in the world. The ENFP who consistently makes decisions and applies classifications to their ideas will be able to turn their ideas into reality, and experience the feelings of accomplishment and success that accompany being effective. The key to personal growth for the ENFP is competent execution of Introverted Feeling. It's difficult for most to understand what this means, much less incorporate that directive into your life. Below are some action-oriented suggestions that will help lead you down the path towards more effective use of the Introverted Feeling function.

Specific suggestions:

- When you feel angry or resistant towards someone who you feel is criticizing you, take this as a cue that you are not judging effectively. When that happens, take a step back from your anger and try to really hear what the person is saying objectively. Rather than expending mental energy in defining how the other person is wrong, try to judge what the person is actually saying.
- Periodically make lists of goals and accomplishments. Revisit your goals & accomplishments as often as you'd like to maintain a sense of direction.
- Spend time alone regularly for the purpose of thinking through issues in your life.

Ten Rules to Live By to Achieve Success

1. **Feed Your Strengths!** Make sure you have opportunities to have new experiences to feel your quest of understanding the world.
2. **Face Your Weaknesses!** Realize and accept that some traits are strengths and some are weaknesses. By facing your weaknesses, you can overcome them and they will have less power over you.
3. **Express Your Feelings.** Don't let anger get bottled up inside you. If you have strong feelings, sort them out and express them, or they may become destructive!
4. **Make Decisions.** Don't be afraid to have an opinion. You need to know how you feel about things in order to be effective.
5. **Smile at Criticism.** Try to see disagreement and discord as an opportunity for growth, because that's exactly what it is. Try not to become overly defensive towards criticism; try to hear it and judge it objectively.

6. **Be Aware of Others.** Remember that there are 15 other personality types out there who see things differently than you see them. Most of your problems with other people are easier to deal with if you try to understand the other person's perspective.
7. **Be Aware of Yourself.** Don't stint your own needs for the sake of others too much. Realize you are an important focus. If you do not fulfill your own needs, how will continue to be effective and how will others know you are true to your beliefs?
8. **Be Accountable for Yourself.** Don't waste mental energy finding blame in other's behaviour, or in identifying yourself as a victim. You have more control over your life than any other person has.
9. **Assume the Best.** Don't distress yourself by assuming the worst. Remember that a positive attitude creates positive situations.
10. **When in Doubt, Ask Questions!** Don't assume that the lack of feedback is the same thing as negative feedback. If you need feedback and don't have any, ask for it.

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