

ENFP Essentials

Discoverer Advocate™

Extraverting • iNtuiting • Feeling • Perceiving



Core Themes

ENFPs explore perceptions and try out stories. They often see what's hidden and voice what's really meant. They notice others' potential and like to inspire. They ask what-if and fly with creative new ideas. They want goodness and happiness. ENFPs strive to honestly believe in and live with themselves. They have a talent to bring about ideal or magical moments with someone. When needed, they can organize and manage a lot. They often feel restless with a hunger to discover their true direction.

Unpack the Stack: ENFPs...

Lead with “Excited Brainstorming” (Ne)

Perceive, pursue, and play with life's many potential possibilities, facilitating the promising ones.

Support by “Quiet Crusading” (Fi)

Listen to their feelings, convictions, and conscience to make choices that align with their identity and beliefs.

Struggle at “Timely Building” (Te)

Utilize measurable data, tools, resources, and efficient procedures as they organize and make effective decisions.

Aspire to “Cautious Protecting” (Si)

Reference a massive storehouse of rich past experiences as they cultivate familiarity, comfort, and stability.



Let's explore...

this type from various angles including 4 developmental variants. As you read, consider what fits for you (or others), what has remained the same or changed over time, and options for where to go from here.

How ENFPs Lead with Heroism

Energize the Process

Seek out stimuli. Often appear random, emergent, and enthusiastic. Attend to the here and now.

Excited Brainstorming

Explore numerous emerging patterns.

Extraverted iNtuiting (Ne)

Perceive and play with ideas and relationships. Wonder about patterns of interaction across various situations. Keep up a high-energy mode that helps you notice and engage potential possibilities. Think analogically: stimuli are springboards to generate inferences, analogies, metaphors, jokes, and more new ideas. Easily guess details. Adept at “what if?” scenarios, mirroring others, and even role-playing. Can shift a situation’s dynamics and trust what emerges. Mental activity tends to feel chaotic, with many highs and lows at once, like an ever-changing “Christmas tree” of flashing lights. Often entertain multiple meanings at once. May find it hard to stay on-task.

What flavor of Excited Brainstorming?

ENFPs can express this process in two ways. They likely develop a bias for one way early in life and may develop the other later.

“Marketer” Ne

Analytic/Yang Style: active,
focused, fixed, outward,
top down

Put on a show. Pitch and juggle many ideas, trusting quantity over quality in search of advantages or gains. Recruit others and rely on strong energy of ideas to shift situations to one’s liking. Court uncertainty for progress.

“Catalyst” Ne

Holistic/Yin Style: receptive,
diffuse, flexible, inward,
bottom up

Notice subtle patterns. Negotiate toward a novel win-win outcome with a relaxed, subtle style. Use humor and disguises. Include and promote others. Search for the highest quality potential possibilities for everyone’s gain.

How ENFPs Give Flexible Support

Refine Decision Making

Clarify what's universal, true or worthwhile. Often appear quietly receptive. Trust own judgments.

Quiet Crusading

Stay true to who you really are.

Introverted Feeling (Fi)

Listen with your whole self to locate and support what's important. Often evaluate importance along a spectrum from love/like to dislike/hate. Patient and good at listening for identity, values, and what resonates, though may tune out when "done" listening. Value loyalty and belief in oneself and others. Attentive and curious for what is not said. Focus on word choice, voice tone, and facial expressions to detect intent. Check with your conscience before acting. Choose behavior congruent with what's important, your personal identity, and beliefs. Hard to embarrass. Can respond strongly to specific, high-value words or false data. May not utilize feedback.

What flavor of Quiet Crusading?

ENFPs can express this process in two ways. They likely develop a bias for one way early in life and may develop the other later.

"Quester" Fi

Analytic/Yang Style: active,
focused, fixed, outward,
top down

Pursue a singular life quest or truth. Aim for moral clarity. Dedicated to a congruent set of beliefs. Align quest and core personal identity. Listen to a select voice like one's own conscience. Contain your feelings.

"Romantic" Fi

Holistic/Yin Style: receptive,
diffuse, flexible, inward,
bottom up

Live a life of deep quiet feeling. Listen to and harmonize with many voices. Pursue multiple soft quests. Allow room for inner and outer conflicts. Identity is subtle, diffuse, and varies in the context of each relationship.

ENFP Self-Portrait

From Conversations*: *What's it like to be you?*



I have to be directly in contact with people and know that somehow I am influencing what happens for them in a positive way. That is a kind of driving force in my life, actualizing potential, giving encouragement, letting people know what I think they can do. I have been told I have this uncanny ability to absolutely zero in on and intuit what people need. I sometimes recognize something about them that they have not said to anybody else. And they say, “How did you know?”

I see myself as a facilitator. It's not about imposing what I want to see happen, although I have some grand ideal of everyone having a better life or feeling better or dealing with a particular issue. Being able to understand people in depth gives me a feeling I have been friends with them forever, and when I act too much that way, they may not be able to handle it. But I feel sad when I see potential in someone and they are either denying it or not able to access it in some way. I'm very sensitive too, but sometimes easily discouraged, and I still go on thrilled to meet new people, with an interest in assisting them in whatever they are seeking. I give them both knowledge and meaning. I bring a fresh perspective and my appreciation for people's goodness.

If I'm stuck for hours working at a monotonous task, I get peculiar, zonky, and weird. I get very tired if I can't get out and exchange information. I'll lack bounce, the bubbling of ideas that makes me run through life. I absolutely have to have a fulfilling job or I get depressed. I want to use my talents, make a difference, and have autonomy. If not, I struggle to retain a sense of self and it's like my spirit is dying.

People talk about being drawn to me. Friends are so important to me and I have good intentions. I like to think I'll do whatever I can do to hold on to them, but often I don't get around to writing or calling. They know that if they create a friendship with me, then the friendship is going to be intense and loyal and I will be there for them when they really need

* Reprinted from *16 Personality Types: Descriptions for Self-Discovery*

me. And I can engage with people that I care about who are a distance away and feel like they are a part of my life on an ongoing basis, picking up a lot of feeling from what they write or when they call. It would be easier to spin straw into gold than be totally alone.

As a kid I did a lot of imaginary things. It's like acting. I am very enthusiastic about many different things and very romantic. I have a child-like quality and like to get others roped into that too. Fun is a feeling of satisfaction as opposed to just an activity, the feeling of being able to smile all the time and get others to smile. What's fun is watching other people find out they can really do something they otherwise never thought of themselves as capable of doing.

I have a strong sense of ethics and fairness and I can be a little too aware of an imbalance. I am a perfect mimic. I can be someone else and get enormous insight about that person, and I want to tell them about it. I admire authenticity, the person who can just be, and speaking the truth with clarity and tact, to get this magic bond where we are transfixed in that moment. That's something I seek.

The way to tick me off is to either do something really unethical or question my integrity. I get very annoyed when people jump me for not doing things their way, but I often don't defend myself because I fear losing control. I'd rather be in control when I talk to them about the situation. They don't know what effect they're having and it tears me up inside. It makes me crazy if I am in conflict with someone who wants to walk away and I need to engage with them until we work it out. I need to be supported, not just always the giver and catalyst. And I need contact—emotional, intellectual, just words—for fun and connection.

I remember this wonderful little boy, but he was conning everyone. I kept looking straight at him, “in the soul,” and finally he put his hands up over his eyes and said, “You’ve got to quit looking at me like that. I can look at people like that, but you can’t look at me like that.” And I completely understood him and I said, “I know who you are, and it’s not bad. It’s good, you’re good, and you have promise.” That’s what people don’t want to hear—I see you, I value you, I care what you’ll become, and I wish to be a part of that if you need me.

ENFP Reminders* for Growth and Success

- ☐ Your greatest gifts are silent.
- ☐ Find and stay with what creates inspiring moments for you.
- ☐ Give people you encounter a second evaluation—to perceive what you missed the first time.
- ☐ Keep up with friends.
- ☐ It's okay to need inspiration for yourself.
- ☐ In a conflict, say something about yourself, too.
- ☐ Have a work environment where you can be involved in numerous projects and flow creatively.
- ☐ Find times to let up on the need for constant change.
- ☐ Words are only words, so be honest about whether actions match intentions.
- ☐ Don't let who you think you are get in the way of what you can be.
- ☐ A good direction in life is to make something totally novel into a new tradition.
- ☐ Trust that at some points, you can safely be yourself when people get close.
- ☐ Be sure you like who you're with.
- ☐ Practice patience with those who complain while doing nothing about it.
- ☐ In any situation, try to always recognize at least three interpretations grounded in common sense.
- ☐ Beware of unhealthy habits.
- ☐ Good empathic connections require compassion.
- ☐ Consider that thinking everything is in the mind might be wishful thinking.

* Adapted from *Quick Guide to the 16 Personality Types in Organizations*



What Now?

Now that you've explored ENFP:

1. How do the strengths and challenges of this type show up in your life?
2. What's an insight or goal you can act on today in some way?
3. See the later chapters to leverage your subtype, neurotic zone, energy, and aspirations.