

Mobile Team Challenge Ltd

Unleash the Potential of Your People

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Myers-Briggs Type Indicator

Interpretive Report for Individuals and Organisations



Report prepared for

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March 30th 2020

by

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of



Mobile Team Challenge Ltd

A Positive Revolution in Learning

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Introduction

This report is designed to help you understand your results on the Myers-Briggs Type Indicator (MBTI) instrument and how they can be applied in organisational settings. The MBTI assessment provides a useful method for understanding people by looking at eight personality preferences that everyone uses at different times. These eight preferences are organised into four dichotomies, each made up of a pair of opposite preferences. When you take the assessment, the four preferences you identify as being most like you are combined into what is called *type*. The four dichotomies are shown in the chart below

Where you focus your attention	Extraversion (E) << or >> Introversion (I)
The way you take in information	Sensing (S) << or >> Intuition (N)
The way you make decisions	Thinking (T) << or >> Feeling (F)
How you deal with the outer world	Judging (J) << or >> Perceiving (P)

The MBTI instrument was developed by Katherine Briggs and Isabel Briggs Myers and is based on the work of Carl Jung and his theory of psychological type. In understanding your MBTI results, remember that the MBTI tool:

- Describes rather than prescribes, and therefore is used to open possibilities, not to limit options
- Identifies preferences, not skills, abilities or competencies
- Assumes that all preferences are equally important and can be used by every person
- It is well documented with thousands of scientific studies conducted during a fifty-year period
- Is supported by ongoing research

How Your MBTI Interpretive Report is Organised:

- Summary of your MBTI Results**
- Your Work Style**
- Snapshot**
- Order of Your Preferences**
- How others may see You**
- Potential Areas for Development**



Myers-Briggs Type Indicator Gareth Jones / ENFJ

Interpretive Report for Individuals and Organisations

Summary of Your MBTI Results

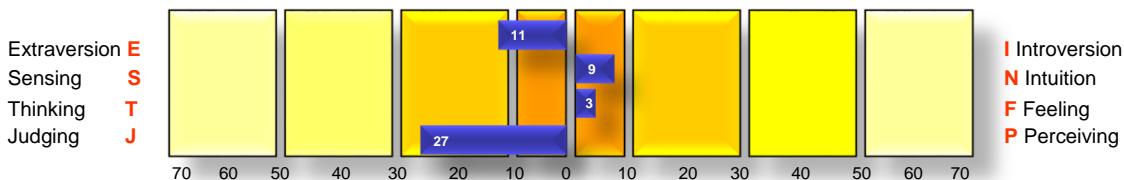
How you decide to answer each item on the MBTI assessment determines your reported MBTI type. Since each of the preferences can be represented by a letter, a four-letter code is used as a shorthand for indicating type. When the four dichotomies are combined in all possible ways, sixteen different types result. Your reported MBTI type is **ENFJ**.

Reported Type: ENFJ

Where you focus your attention	E	Extraversion Preference for drawing energy from the outside world of people, activities and things	I	Introversion Preference for drawing energy from one's inner world of ideas, emotions and impressions
The way you take in information	S	Sensing Preference for taking in information through the five senses and noticing what is actual	N	Intuition Preference for taking in information through a "sixth sense" and noticing what might be
The way you make decisions	T	Thinking Preference for organising and structuring information to decide in a logical, objective way	F	Feeling Preference for organising and structuring information to decide in a personal, value-based way
How you deal with the outer world	J	Judging Preference for living a planned and organised life	P	Perceiving Preference for living a spontaneous and flexible life

The preference clarity index (pci) indicates how clearly you choose one preference over its opposite. The bar graph below charts your results. The longer the bar, the more sure you may be about your preference.

Clarity of Reported Preferences: ENFJ



PCI Results Extraversion 11 Intuition 9 Feeling 3 Judging 27



Your Work Style: ENFJ

A series of descriptions is presented for your type that relate to your work preferences and behaviours. When reviewing them, keep in mind that, because the MBTI assessment identifies preferences, not abilities or skills, there are no “good” or “bad” types for any role in an organisation. Each person has something to offer and learn that enhances his or her contribution. The snapshot for your type is shown below, followed on the next pages by three charts that outline how your type influences your work style, your preferences at work and your communication style.

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

ENFJ Snapshot

Warm, empathetic, responsive and responsible. Highly attuned to the emotions, needs and motivations of others. Find potential in everyone, want to help others fulfil their potential. May act as catalysts for individual and group growth. Loyal, responsive to praise and criticism. Sociable, facilitate others in a group, and provide inspiring leadership

Conscientious	Down-to-earth	Enthusiastic
Intelligent	Outgoing	Reasonable
Sympathetic	Thoughtful	Reliable
Sensitive	Understanding	Appreciative
Bright	Cooperative	Curious

Order of Your Preferences for ENFJ

1. Feeling (Dominant)
2. Intuition
3. Sensing
4. Thinking



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Your Work Preferences: ENFJ (2.8% of the population)

“The relationship is everything”

- Responsive and responsible
- Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings
- Can present a proposal or lead a group discussion with ease and tact
- Sociable, popular, sympathetic
- Responsive to praise and criticism.

How Others May See You

ENFJ's are energetic, enthusiastic and very aware of others. Their genuine interest can usually draw out and involve even the most reserved person. They listen to and support others but also have very definite values and opinions of their own, which they will express clearly.

ENFJ's are energised by people and are socially adept; however, they also have a strong need for authentic, intimate relationships. They bring great enthusiasm and intensity to creating and maintaining these.

ENFJ's like their lives to be organised and will work to resolve ambiguous relationships or situations. However, if people's needs conflict with schedules and rules, they will put people first.

Others usually see ENFJ's as:

- Sociable, personable, congenial and gracious
- Expressive, responsive and persuasive



Potential Areas for Growth

Sometimes personal circumstances have not supported ENFJ's in the development and expression of their Intuitive and Feeling preferences.

- ➊ If they have not developed their ***Intuition***, ENFJ's may see possibilities, making decisions too quickly without taking in enough information or considering factors beyond their personal values.
- ➋ If they have not developed their ***Feeling***, their decisions may be inconsistent and poorly formulated. They may then accept the judgements of others too readily.

If ENFJ's do not find a place where they can use their gifts and be appreciated for their contributions, they usually feel frustrated and may:

- ➊ Worry, feel guilty and doubt themselves
- ➋ Become insistent and controlling in their desire for harmony
- ➌ Be too sensitive to criticism, real or imagined

It is natural for ENFJ's to give less attention to their non-preferred ***Thinking*** and ***Sensing*** parts. If they neglect these too much, however, they may:

- ➊ Make decisions based solely on personal values when logic is needed also
- ➋ Find it difficult to admit to problems or disagreements with people they care about
- ➌ Overlook details required to realise their ideals

Under great stress, ENFJ's may find themselves uncharacteristically critical and fault-finding with others. They generally keep these negative opinions to themselves, but they find such thoughts troubling and upsetting.



Career Satisfaction for ENFJs

As an ENFJ, career satisfaction means doing work that:

- Lets me establish and maintain warm and supportive interpersonal relationships with co-workers, clients, customers, etc.
- Lets me develop creative solutions to problems on projects that I believe in and where I can see the positive results of my efforts for other people.
- Is done in an environment where expectations are clear, contributions are appreciated, and personal and professional growth and development are encouraged.
- Lets me be a part of a team of other creative people I trust as well as being busy and productive.
- Allows me time to develop creative solutions to problems and then share them with other supportive and caring people.
- Is done in an active and challenging environment where I am able to juggle several projects at once.
- Lets me use my organizational and decision-making skills and have control and responsibility for my own projects.
- Gives me a variety of activities but allows me to work in a relatively orderly and well-planned manner.
- Is done in an environment that is free from interpersonal conflicts and ongoing tension.
- Exposes me to new ideas and lets me explore new approaches, especially those that will improve the lives of other people.

Personality Types: Dominant and Auxiliary Functions

- Introverts direct their **dominant function** inwardly and their **auxiliary function** towards the outside world.
- Extraverts direct their **dominant function** towards the outside world and their **auxiliary function** inwardly.
- The **dominant function** and **auxiliary function** are determined by the 'judging' or 'perceiving' preference.

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ



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Interpretive Report for Individuals and Organisations

ENFJ in the Workplace

People with the ENFJ personality type are intelligent, warm, idealistic, charismatic, creative, social... With this wind at their backs, ENFJs are able to thrive in many diverse roles, at any level of seniority. Moreover, they are simply likeable people, and this quality propels them to success wherever they have a chance to work with others.

ENFJ Subordinates

As subordinates, ENFJs will often underestimate themselves – nevertheless, they quickly make an impression on their managers. Quick learners and excellent multitaskers, people with the ENFJ personality type are able to take on multiple responsibilities with competence and good cheer. ENFJs are hardworking, reliable and eager to help – but this can all be a double-edged sword, as some managers will take advantage of ENFJs' excellent quality of character by making too many requests and overburdening their ENFJ subordinates with extra work. ENFJs are conflict-averse and try to avoid unnecessary criticism, and in all likelihood will accept these extra tasks in an attempt to maintain a positive impression and frictionless environment.

ENFJ Colleagues

As colleagues, ENFJs' desire to assist and cooperate is even more evident as they draw their co-workers into teams where everyone can feel comfortable expressing their opinions and suggestions, working together to develop win-win situations that get the job done. ENFJs' tolerance, open-mindedness and easy sociability make it easy for them to relate to their colleagues, but also make it perhaps a little too easy for their colleagues to shift their problems onto ENFJs' plates. Being Diplomats, people with the ENFJ personality type are sensitive to the needs of others, and their role as a social nexus means that problems inevitably find their way to ENFJs' doorsteps, where colleagues will find a willing, if overburdened, associate.

ENFJ Managers

While perfectly capable as subordinates and colleagues, ENFJs' true calling, where their capacity for insightful and inspiring communication and sensitivity to the needs of others really shows, is in managing teams. As managers, ENFJs combine their skill in recognizing individual motivations with their natural charisma to not only push their teams and projects forward, but to make their teams want to push forward. They may sometimes stoop to manipulation, the alternative often being a more direct confrontation, but ENFJs' end goal is always to get done what they set out to do in a way that leaves everyone involved satisfied with their roles and the results they achieved together.



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ENFJ Strengths

The ENFJ will excel best in roles where they can satiate their need for action and drive with their passion for people. Passive, data-crunching roles will not suit their desire to get on and so. They are naturally service-driven and really do care and the ENFJ will want to apply this energy to tangible outputs, preferably that will help people. The ENFJ is interesting in that a passive caring role, or conversely an active, output-driven role that has no meaning or serves no purpose would be a bad fit. Their considerable talents are best served with a role where they feel valued and where they can see the results of their efforts. The ENFJ does not need the glory, indeed would shrink away from it, not liking being the centre of attention. But they need a real meaning, something that is worthwhile as an output, especially if that also takes care of people, or makes life better for them. They make great managers as they really do care about people, they make sure things are organised and they are future oriented, ensuring that what has been agreed is delivered. ENFJs are also intensely loyal people and will work hard for the cause, if they are bought in to the value system and they are clear it matches their own. Like other NFs meaning is important to the ENFJ and they will want to feel the role, or the organisation, is worthwhile.

ENFJ Areas for Development

ENFJs are people who want to work long and hard if they believe in something and also are inordinately caring and this can mean they take on too much, sometime overburdening themselves with the problems of others or accepting too many tasks. It is for this reason that ENFJs can suffer occasional burnout as they want to please and to be appreciated and so their first reaction is often to say “leave it with me” and their nature means they just have to complete so if this is not possible it can deflate the ENFJ who wants to do good. When they are under such pressure, (to be fair this pressure is self-induced), they can become more sensitive and take criticism poorly, focusing on the negatives. ENFJs want to work in, and want to create, organisational harmony and they dislike conflict or people being treated badly. This can work against them in a competitive environment, as they are so keen to bring about and maintain harmony. Their desire for closure may mean that the ENFJ also miss some important facts that taking a moment’s reflection would have solved, as they are so positive and keen to get on and do, impatient to help and get it right. This makes it difficult from them to change tack once they have embarked on a project. This trait also means they may be reluctant to delegate or say ‘no’ and again take on too much for themselves.

Best ENFJ Work Environments

ENFJs need to be busy and work at pace. They are keen to make things happen, even to the extent of jumping in a little early, and will want to get a plan and get after it, ticking off the boxes as they go. A plan coming together is music to the ENFJ ears and they will not thrive in an environment of chaos or indecision unless that is they have the opportunity to bring order to the chaos and make some decisions. ENFJs are supremely organised and prefer their roles or work environment to be so too, and they love juggling, multi-tasking and lots going on. Incredibly warm and caring ENFJs will prefer an atmosphere of harmony and teamwork and will make sure the needs of the people are taken care of. ENFJs are built to help and support, but this will be undertaken through structure and planning. ENFJs are superb and likable relationship builders, engendering trust, authenticity and harmony. They like to be clear on what is expected and then the ENFJ will work long and hard to deliver pulling together all the disparate parts and making it happen on time and exactly as agreed.

Worst ENFJ Work Environments

ENFJs are organised, people-centric planners and an environment that did not value people or which was lax or slow-paced. ENFJs are action oriented and want to quickly see what needs to be done and ensure it is completed, starting right now. They have little time for too much thinking preferring to look at the whole picture and understand what needs to be achieved and the deliver, exactly as promised. They need to feel valued and feel some affinity with the organisation and that there is some meaning and value on what they are doing and so roles with much repetition or which are just one tiny cog in the whole machine with little context would not inspire them to do well. Too much chitchat or downtime will cause anxiety for the ENFJ, as they like to be busy and at the centre of things making a real tangible, difference and pulling lots of levers. While they like to be busy, aggressive environments where conflict is the norm and where people are treated badly or unfairly would not be right for the ENFJ as they genuinely tune in to how other people are feeling and are positive and supportive helpers.

Best ENFJ careers

Fast paced, action oriented environments with lots going on, plenty of multitasking and with a heart for people is where the ENFJ will thrive, be at their best and add most value. HR roles, support roles and managing teams are where they excel as they can both 'do' and 'help.' Harmonious environments where people are taken care of play to their strengths where they can create plans and where there are clear outputs and expectations and where the organisation appreciates the contributions of all individuals.

Some Famous ENFJ's

- Oprah Winfrey
- Tony Blair
- Martin Luther King Jr
- Bono
- Kate Winslet
- Denzel Washington
- Cristiano Ronaldo
- Morgan Freeman
- Nigella Lawson
- Morgan Freeman
- Abraham Lincoln
- Barak Obama
- Dick Van Dyke

Characteristics frequently associated with Introvert Types

ISTJ SYSTEMATISER

Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter of-fact, logical, realistic and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily regardless of protests or distractions. Detail oriented and stable. Patient and sensible. Dislike novelty and frivolity.

ISFJ PRESERVER

Quiet, friendly, responsible and conscientious. Work devoutly to meet their obligations and serve their friends and fellow workers. Thorough, painstaking, accurate. May need time to master technical subjects. Patient with details and routine. Loyal, considerate, concerned with how other people feel. Dedicated and service-oriented. Dependable and orderly. Relate well to individual needs. Traditional and procedural.

ISTP STRATEGISER

Cool onlookers. Quiet, reserved, observing and analysing life with detached curiosity and unexpected flashes of original humour. Usually interested in impersonal principles, cause and effect, how and why mechanical things work.

Exert themselves no more than they think necessary because any waste of energy would be inefficient. Action oriented, precise and tireless. Can be impulsive. Challenged by complex equipment. Somewhat solitary.

ISFP EXPERIENCER

Retiring, quietly friendly, sensitive, kind, and modest about their abilities. Shun disagreements, do not force their opinions values on others. Usually do not care to lead but are often loyal followers. More relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion. Solitary. Seek simplicity and freedom. Digest experience deeply.

INFJ HARMONISER

Succeed by perseverance, originality and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honoured and followed for their clear convictions as to how best to serve the common good. Gifted and effective communicators. Imaginative and intuitive. Good interpersonal skills. Excel at problem solving.

INTJ DESIGNER

Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organise a job and carry it through with or without help. Sceptical, critical, independent determined, often stubborn. Must learn to yield less important points in order to win the most important. Builders and designers of both systems and products. Logical, evaluative with positive outlook. Theoretical and somewhat impersonal.

INFP IDEALISER

Full of enthusiasms and loyalties but seldom talk of it until they know you well. Care about learning, ideas, language and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly but often too absorbed in what they are doing to be sociable. Little concern with possessions or physical surroundings. Idealistic and committed. Adaptable. Respond well to the needs of others. Dislike detail.

INTP THEORISER

Quiet, reserved, brilliant in exams, especially in theoretical or scientific subjects. Logical to the point of hair-splitting. Mainly interested in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need to choose careers focused around a strong interest. Logical and precise. Persevering and thorough, somewhat impersonal. Not impressed with authority. Theoretical.

Characteristics frequently associated with Extravert Types

ESTP DOER

Matter-of-fact, do not worry or hurry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. May be a bit blunt or insensitive. Can do maths or science when they see the need. Dislike long explanations. Are best with real things that can be worked, handled, taken apart or put together. Hearty and outgoing. Resourceful. Love activity. Good observers. Good negotiators and manipulators.

ESFP PERFORMER

Outgoing, easygoing, accepting, friendly. Enjoy everything and make things more fun for others by their enjoyment.
Like sports and making things. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound commonsense and practical ability with people as well as with things. Charming and open to others. Generous and optimistic. Like company and excitement. Conventional.

ESTJ STABILISER

Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects for which they see no use, but can apply themselves when necessary. Like to organise and run activities.
Responsible and orderly. Loyal and steadfast. May be impatient with others or impetuous. Like to be involved in community activities.

ESFJ SOCIALISER

Warm-hearted, talkative, popular, conscientious, born co-operators, active committee members, need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise.
Little interest in abstract thinking or technical subjects. Main interest is in things that directly and visibly affect people's lives. Sociable and outgoing.
Responsible, attentive and traditional. Loyal and hardworking. Dislike obstructions.

ENFP CLARIFIER

Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution to any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want. Gifted observers and enterprisers. Charming and likable. Not interested in routine living patterns.

ENTP INNOVATOR

Quick. Ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skilful in finding logical reasons for what they want. Inspiring and enthusiastic, Analytical. Like novelty and uncertainty. Pragmatic and goal-oriented. Love challenges.

ENFJ ENERGISER

Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for other people's, feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, active, but put time enough into their work to perform well. Natural leaders. Effective in interpersonal relationships and skills. Tolerant trusted and forgiving.

ENTJ TRAILBLAZER

Hearty, frank, able in studies and work. Seek leadership roles. Are usually well-informed and enjoy adding to their fund of knowledge. May sometimes be more positive and confident than their experience in an area warrants. Outgoing and outspoken. Like to organise people and projects. Desire to give structure. Natural leaders. Strive for efficiency and effectiveness.



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