



TRUITY

TYPEFINDER

ENTP

FOR THE WORKPLACE

REPORT FOR

HOW THIS REPORT CAN HELP YOU

This report uses your results on the TypeFinder assessment to describe how you are likely to approach and deal with various situations in the workplace. The TypeFinder assessment is based on the theory of personality types developed by Katharine Cook Briggs and Isabel Briggs Myers, who were students of the work of psychologist Carl Jung.

Personality typing posits that many of the valuable differences between people that are observed in everyday behavior are the result of natural personality preferences. If these differences can be appreciated and understood, people can discover new ways to work and interact with others more effectively.

Specifically, this report will help you:

- Discover how your personality preferences guide you in the workplace
- Improve teamwork and communication as you gain awareness of those who may approach projects and decisions very differently to you
- Acquire more successful strategies for approaching and resolving conflict
- Explore the leadership style you use in a professional setting and how others might perceive and react to it
- Identify the most and least helpful ways for dealing with stressful situations
- Open up opportunities for development and growth

As you read this report, bear in mind that the TypeFinder assessment identifies your natural preferences, not learned skills or abilities. Regardless of your level of accomplishment in certain tasks, you will work better and be more satisfied if you are able to work in a way that complements your natural preferences. If you have to work outside your natural work style for long periods, you may find yourself becoming more anxious, and less productive as a result.



YOU'RE AN ENTP

ENTP stands for Extraverted, Intuitive, Thinking, Perceiving. Each letter of your personality type describes a key aspect of who you are.

E

EXTRAVERSION

Your Energy Style

- Lively
- Energetic
- Quick-witted
- Clever

Your energy style is Extraversion (in contrast with Introversion). This dimension describes how you manage your energy.

Extraverts are energized by engaging with other people. They approach the world enthusiastically and want to experience the excitement of life.

You enjoy:

- Interacting with people
- Being in busy surroundings
- Engaging with the outside world
- Expressing thoughts and feelings
- Being noticed by others
- Stimulation and activity

N

INTUITIVE

Your Cognitive Style

- Inventive
- Imaginative
- Entrepreneurial
- Futuristic

Your cognitive style is Intuition (in contrast with Sensing). This dimension describes how you process information.

Intuitives process information in an abstract, imaginative way. They focus on ideas and concepts that cannot be directly observed.

You like to focus on:

- Observing patterns and connections
- Interpreting meaning
- Imagining potential
- Ideas and concepts
- Innovation and creativity
- Possibilities for the future

T

THINKING

Your Values Style

- Analytical
- Logical
- Objective
- Unsentimental

Your values style is Thinking (in contrast with Feeling). This dimension describes your orientation to personal values.

Thinkers value logic, competence, and objectivity. They believe that every person has a responsibility to take care of him or herself.

- You are concerned with:
- Using logical reasoning
 - Being unbiased and impartial
 - Considering costs and benefits
 - Seeking consistency and justice
 - Keeping a competitive edge
 - Making objective decisions

P

PERCEIVING

Your Self-Management Style

- Open-minded
- Adaptable
- Spontaneous
- Changeable

Your self-management style is Perceiving (in contrast with Judging). This dimension describes how you organize your life.

Perceivers like freedom and spontaneity. They have a carefree attitude towards life and would rather be flexible than structured.

You prefer to:

- Follow the whims of the moment
- Make the rules up as you go
- Have the freedom to be flexible
- Brainstorm options
- Do things when inspiration strikes
- Go with the flow and enjoy surprises



YOUR PERSONALITY AT WORK

As an ENTP, you are creative, curious, assertive, task-oriented, and unconventional. You understand things quickly and with great depth, which means that you are most comfortable when developing new projects, ideas and processes. A resourceful, outside-the-box thinker, you are capable of generating many creative solutions to a problem. Detailed plans feel confining to you, however, and you may become frustrated with the step-by-step implementation process.

Key motivators

- Taking on new challenges
- Working on multiple challenges simultaneously
- Having the flexibility to do things your own way

Core values

- Questioning established values
- Controlled risk taking
- Variety
- Achievement

Ideal work environment

- You work better in environments that move at a rapid, exciting pace
- You are the most productive when you are allowed to be self directed
- You feel constrained when you are forced to follow standard operating procedure
- You like to be around others to discuss whatever comes to mind

Preferred work tasks

- Exploring and developing new and exciting solutions to problems
- Inventing a new product or process
- Brainstorming
- Fun and non-routine work tasks that allow for spontaneity

Things you contribute to the organization

- Questioning basic assumptions
- Generating many possible solutions to a problem
- Spotting flaws and loopholes that need to be corrected
- Warming people up to new ideas

WORKING WITH A TEAM

ENTPs are sociable creatures who gain energy from time spent with others. You enjoy working in a casual and collaborative team environment where everyone can interact and share their ideas freely. While teamwork comes naturally to you, your relationships tend to be project-oriented. This means that you focus more on idea generation than on the emotional needs of the team.

You help your team by...

- Analyzing problems from every possible angle to find the best solution
- Challenging the status quo
- Generating excitement about new projects and ideas
- Stimulating your teammates' creative thinking and encouraging them to achieve more than they thought they could

You may irritate others by...

- Becoming impatient if others make an error or do not catch onto your ideas quickly
- Focusing so much on abstract thinking that you miss the concrete data
- Turning debate into a competition and arguing simply for the sake of provoking thought
- Not giving other people the recognition or appreciation they deserve

Action steps for better teamwork

- Make it clear to team members when you are thinking out loud versus when you have reached a decision
- Question your underlying assumptions to ensure that you do not write off other people's ideas before you have properly considered them
- Ask the more detail-oriented team members about whether your ideas are workable before presenting them to the team



COMMUNICATING WITH OTHERS

ENTPs have a sharp wit and love to engage in clever banter. You are quick to speak up in any situation, and others may see you as a charming and accomplished communicator. When speaking, you are forthright and honest. This means that you express your ideas bluntly and may not moderate your language to appear sensitive or compassionate, even when others are offended by your candor.

Key communication strengths

- You enjoy the mental exercise of debate and arrive at your best solutions through discussion
- Your enthusiasm for new ideas is often infectious to those around you
- When presenting your ideas, you are capable of deploying your considerable debate skills to the disadvantage of your rivals

Areas of possible misunderstanding

- You enjoy playing devil's advocate and may not always know what you think until you say it out loud
- You may annoy colleagues by skipping from one topic to another, seemingly at random
- You may have trouble listening to others because you want to do all the talking
- You may be aggressive in stating your beliefs and/or ask questions in ways that are perceived by your colleagues as personal attacks

Action steps for improving communication

- Set a time limit for discussing a specific project or idea so you do not push your debates beyond others' tolerance level
- When you are speaking, stop occasionally to give your teammates a chance to respond
- Be prepared to use language of comfort when dealing with people who may be offended by your uncompromising honesty
- Give everyone the opportunity to be heard



MANAGING CONFLICT

Your tolerance of conflict situations is higher than that of most people and you generally see conflict as challenging and healthy. Naturally aware of conflict situations, you often take on the role of facilitator and will work hard to bring people together to discuss their grievances.

You help others by...

- Bringing people to the table to resolve a conflict
- Seeing all sides of an argument simultaneously
- Ensuring the conflict has been explored from all angles
- Attempting to give everyone a comprehensive understanding of the issues; others may appreciate your rational approach and the clarity you bring to conflict

You may irritate others by...

- Dismissing any idea that does not stand up to rational scrutiny and with it, the person who had the idea
- Failing to take account of emotional needs in a conflict situation
- Refusing to compromise when you believe that this might undermine your authority
- Identifying the balance of power in a conflict situation and using it to your advantage

Conflict may be triggered by...

- Challenges to your competency, freedom or values
- Frustration with protocols and systems that inhibit your creativity
- People who do not trust you
- Having your ideas ignored or not taken seriously

Action steps for conflict management

- Focus on winning consensus rather than trying to win an argument
- In a negotiation, prepare a list of your arguments and annotate it to show how you've modified your thinking to recognize the interests of others
- Reflect on whether your desire to find the flaws in an argument is hurting anyone and consider ways to resolve conflict solutions that are both rational and meet the needs of others

TAKING THE LEAD

In a leadership role, you value vision, ingenuity, competence, clarity, accomplishments and possibilities. Your biggest contribution as a leader is the creation of ideas, which flow from you continuously. In the long-term, your goal is to build a world-class organization known for its ambition, credibility and innovation.

How you inspire others

- You have a charismatic and magnetic personality that inspires others to follow you
- You want decisions to be thoroughly debated and you willingly share information and involve others in your problem solving
- You have high standards for yourself and others, and constantly push your team to be the best it can be
- You are less likely to tolerate lackluster or substandard performance

How you make things happen

- You project a style that is quick, outspoken, logical, creative and strategic
- You dislike the constraints of managing others and prefer to communicate the broader view of your vision, then let everyone else get on with the details for implementation
- You don't take no for an answer, and are adept at talking people into doing things they may not want to do

Developing your leadership style

- Be careful not to have too many ideas for execution at any one time as this may put too much pressure on your staff
- Recognize that your direct reports can easily tire of your restless appetite for improvement and may work better when change is interspersed with periods of stability
- Endeavor to clarify and prioritize tasks as some personality types will see the lack of specific instruction as a lack of direction
- Be careful that you do not build unrealistically high expectations
- Be careful that you do not focus so much on the bigger picture that you forget to allocate resources toward fulfilling the mundane tasks required in your organization



MAKING DECISIONS

As an ENTP, you prefer to gather as much information as possible before making a decision and will keep your options open until the very last minute, regardless of deadlines. Resourceful and strategic, you rely on ingenuity to solve problems as they arise rather than generating a detailed plan of action. Your Thinking preference means that you strive to be rational in your decision making, although occasionally your spontaneity may get in the way.

Your decision-making strengths

- You crave breadth of knowledge and carefully explore all the possibilities before making a decision
- You will not be rushed into making a poor decision if you feel that better information is on the way
- Once you reach a decision, you implement it swiftly and decisively

Your decision-making challenges

- You may irritate others by delaying decisions while collecting more information
- You may focus so much on making the "best" decision that you ignore both the contributions and feelings of the people involved
- Because you are an innovator, you may go back on earlier decisions or make rapid changes that confuse those around you

Action steps for improving decision making

- Learn to examine how people will be affected by a course of action and add this understanding to your decision making
- Prioritize and cut down on the long list of options you have generated to ensure that possibilities are viable and not merely possible
- Acknowledge that a good solution may already exist and that sometimes, nothing else needs to be considered



GETTING THINGS DONE

You enjoy challenging the status quo and are reluctant to do things in a particular manner just because that is the way they have always been done. Hence, when tackling a project, you like to start with the most interesting task and let the process unfold organically. Astute at developing the big picture, you dislike practical matters and quickly lose interest in the day-to-day implementation of a project, often leaving your colleagues to figure out the hard details.

You help others by...

- Explaining the bigger picture and helping people understand where the project will eventually lead
- Evaluating the original problem the project was meant to solve and ensuring that every step taken is moving toward that end

You may irritate others by...

- Moving or missing deadlines that other people were counting on
- Steering off the original plan or not following the parameters set for the project
- Ignoring the more tedious components of a project such as schedules, budgets and paperwork

Action steps for improvement

- Use the proper organizational tools to map out a sequential blueprint for accomplishing a project, rather than relying on vague plans
- Make sure that you agree on the project priorities and are aware of your role and responsibilities ahead of time
- Decide how and when reminders of deadlines are delivered to ensure that you do not procrastinate or veer off into unnecessary directions



GROWTH AND DEVELOPMENT

ENTPs are natural students who embrace opportunities for continuous learning. In a learning environment, you work abstractly and focus on the "forest" rather than the "trees," often understanding material from numerous angles and beyond what is explicitly taught. Extraverted and sociable, you enjoy collaborative learning through discussion and sharing opinions with others. You quickly lose interest in lecture-style teaching, preferring to learn in short, creative bursts during periods of high energy.

Your learning is improved when...

- The information is laid out in an intriguing way and/or presented as new and unexplored
- The subject captures your interest and is intellectually challenging
- The material is delivered at a fast pace using a variety of styles, viewpoints and media
- The learning program involves an element of creative problem solving

How you view change

- You have little interest in tradition and are willing to accept change just for the experience
- You are most excited about change when you have seen the bigger picture and explored all the possible courses of action
- You are usually enthusiastic about change and are able to spread your enthusiasm to others

Your learning is hindered when...

- The material is trivial or does not take your learning to the next level
- You are required to carry out a number of routine tasks
- You feel that you are being lectured to

Opportunities for personal growth

Significant growth may be achieved by developing the traits and preferences that are underdeveloped in your personality type, such as:

- Pausing and thinking about the contributions that other people make to a team
- Appreciating the value of existing protocols that work well
- Limiting the number of ideas that you generate to the ones that really resonate with team members and can be accomplished well
- Expressing appreciation towards others

COPING WITH STRESS

While you generally cope well with stress, excessive stress can cause certain aspects of your personality to become exaggerated. You may become pedantic about unimportant details and have difficulty getting to closure, or argue points that were resolved a long time ago. You may run away to a new idea and ignore routine matters that might be essential. Or you may act impulsively and kick back against the rules.

You may not always be able to control the stresses in your work, but learning to deal with them constructively can help to minimize these adverse reactions.

Events that may trigger stress

- Working within a highly structured, rigid, detail-oriented environment
- Being told to do something trivial or unstimulating
- Having your capabilities questioned
- Being pressured to reach a conclusion

Best ways to respond to stress

- Attending to physical needs—resting, sleeping and eating properly
- Getting involved in a creative activity
- Distracting yourself with something stimulating

Others can help you by...

- Encouraging you to take short, regular breaks from the stress-inducing situation
- Joining you in a different activity and change of scene
- Communicating that they take your perspective seriously, even if your take on the situation is unreasonable
- Offering tangible help to relieve you of essential, routine tasks

Worst ways to respond to stress

- Working harder, faster or longer
- Withdrawing or rejecting others' offers to help
- Spending a great deal of time alone

Others may make things worse by...

- Expressing disbelief at the way you are behaving and feeling
- Repeatedly ask, "What's wrong?"
- Suggesting that you tackle the stress-inducing situation in a fixed or sequential way, or by following their own preferred stress-relieving techniques

ACHIEVING SUCCESS

Reaching your potential in the workplace means maximizing your strengths while working to overcome your weaknesses.

Potential problems

- You may be more excited about pursuing a new idea than following through on an existing one
- You may give up on a project entirely once you have lost enthusiasm for it
- You may get caught up in generating options for their own sake because you enjoy the process so much
- You may focus on the big picture and neglect to deal with the immediate problem
- You may feel that any structure is too much structure and test the limits of such constraints

Do:

- Test out methods to organize your time so you follow through with a task, even if more interesting options come up along the way
- Pay attention to details
- Give encouragement and praise to others for good work
- Find ways to adequately honor deadlines and others' need for closure
- Work closely with people who can create structure around your ideas by providing the necessary systems for implementation

Suggestions for development

- Negotiate with managers how you can be accountable yet do the work in your own way
- Make sure that you are clear on the goals, priorities and deadlines before you start a project, so that you do not go off at a tangent
- Have someone hold you responsible for finishing what you start

Don't:

- Take on too much at once
- Jump into a new project or idea immediately before considering the practicalities of how it can be done
- Bombard your colleagues with ideas and information
- Ignore the needs and feelings of those who might need stability of process over change and innovation
- Forget to show your personal side