

Workspaces *part 8*: ENFPs

The TAFE coordinator of Stage Management, the management consultant, the bootscooter, and the unretired show-pony



Meredith Fuller

ENFPs are usually warm, friendly, playful, loquacious, creative, and socially active

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How do ENFPs inhabit their workspaces?

Their customary method of entry into a room—ebulliently and excitedly—is a portent of their public occupation of workspace. (I am reminded of my beloved Rottweiler puppy, Remus, who energises any soporific visitors with his enthusiasm. As long as they are over 160 cm; shorter ones may be bowled over.)

Some reserved people may feel irritated (or grateful) that not only do ENFPs take up all of their own workspace, somehow they tend to invade everyone else's, too: reminiscent of a friendly octopus with flailing tentacles. Their excitement may be delightfully infectious and/or exhausting. Like a breath of fresh air, ENFPs tend to arrive theatrically, bustling down corridors and emphatically plonking down with their accoutrements. Like Remus, they'll settle eventually, but may need to ventilate first.

ENFPs are usually warm, friendly, playful, loquacious, creative, and socially active. Friendly and funny, they have a capacity for joyfully enhancing people interactions.

On an initial meeting, their core depth of perceptivity and care may be less obvious than their enlivening powers and capacity for chat.

We tend to associate ENFPs with communication: persuading, talking, performing, networking and distributing ideas. As Paul Tieger and Barbara Barron say, they help others communicate effectively: 'The NF temperament helps [them] to naturally understand people and the best ways to reach them.'

Tieger and Barron go on to mention that creative brainstorming makes best use of ENFPs' dominant *extraverted intuition*, and their need to continually develop new and original approaches:

They enjoy ... collaboration and to be inspired by working with others. They work well independently but need frequent, spontaneous interaction with others to keep their creative juices flowing and to keep their work fun.

Managing ENFPs can be tricky and following their constant outpourings of ideas can be tiring. Most ENFPs become lethargic if bored or constrained, and, with a shorter attention span for other people's projects, may have difficulty staying on imposed tasks or completing delegated tasks. There is no mileage to be gained by attempting to place them in straitjackets or withholding approbation—the work will somehow be done if they feel wanted and free.

Invariably, ENFPs work best when their superiors and colleagues like them, without requiring pedantic paperwork or accountability. They perform at their best when they have an audience, approval or, at the very least, a grudging acceptance.

Careers counselling themes

ENFPs may need help to actively listen, both to others and to themselves. They invariably hold their career truth within, if only they can hear themselves.

When out of balance ENFPs may over-gush, like a syrupy Pollyanna who slimes people with ingratiating pseudo-intimacy. This over-optimistic and cloying attitude can impair their interview skills, let alone new relationships.

Alternatively, their genuine concern for others may be substituted by suspicion, resentment or petty passive-aggression. Pearman and Albritton note that 'under stress, dominant extraverted intuitives may become distracted, impulsive, unrealistic in expectations, hasty, noisy'. They may over-catastrophise or over-interpret performance feedback, criticism or perceived ill-treatment, resulting in unnecessary job change.

One of the noteworthy things about multi-juggling ENFPs is their capacity to endlessly put their inspirations into practice. After successful execution a few times, they tend to become bored, or their energy winds down, and they're off cobbling together another innovation.

When operationalising their great ideas for others, ENFPs may become distracted or forgetful and neglect to factor themselves into the equation. They tend, for example, to overcommit, gloss over the vital SJ components, or fail to retain evidence of their achievements.

While INFPs may need help with structuring their careers process to ensure a beginning point, ENFPs are likely to resent attempts to help them figure out where to start, what needs to be done, or how to organise their process. They will not be prone to the premature fore-closures that characterise the EJs!

Whatever the ENFP creates will, over time, morph into myriad things in some strange way that could not have been planned. Career counsellors need to trust the ENFP's process and not nag.

ENFPs may tend to be anal-expulsive. They cannot help their mess.

Counselling usually needs to assist them to develop their auxiliary function. If unable to prioritise the possibilities, they may remain paralysed from overchoice.

If ENFPs feel secure with colleagues or others—i.e. appreciated, needed, valued and respected—they can easily give their best. Essentially they function best in harmonious and 'human' work environments, and may flounder in neutral, impartial, or dirty political set ups.

Delightfully nonconformist, ENFPs prefer to avoid the ordinary and conventional, resent being deprived of human connection, humour, and lightness. They see the world as something they need to belong to, and hate feeling disliked or discounted. I have observed that ENFPs effortlessly honour and appreciate other people and offer hope to the dispirited.

ENFPs tend to have an elastic sense of time, and it is a wise manager who understands that when they are present, they tend to do the work of two people in half the time. This more than compensates for their late arrivals and early departures.

How do these dynamos go about executing practical routines when they spend their lives in motion?

In my observation, ENFPs, like ENTPs, are gifted networkers: they like to check out what's going on elsewhere, seeking input and inspiration from a variety of sources. They love being up on the latest news, sharing information and resources as well as whipping up interest and action.

If INTPs create complex, elegant mazes, ENFPs simplify and amplify communications, invariably reinforced by gesticulating hand movements and an audible tone.

Many ENFPs attract buddies who are enchanted by their energy, enthusiasm and humour. They have a knack of bringing out and promoting the best in others.

For example, with their gift for advocacy and public relations, they can form strong alliances with astute INTJs or INTPs who appreciate their intuition, people skills, and desire to engage with the world on their behalf.

The ENFP's interpersonal workspace is in the ether, on broadband. They have fun and know how to laugh. Conversations, speeches, workshops and presentations

are injected with humour, almost to the point of pantomime. In entertaining others, they wind up from the energy that creates.

Eager to please, most ENFPs can wear many hats and play many roles.

Different from the INFP, who needs to recover by escaping to solitude after a performance, the ENFP is overstimulated and needs to discharge their excess energy before they are able to calm down.

On the other hand, they need adequate sleep, rest, or 'down time' to self-pace from their whirlwind lifestyles.

With a capacity for martyrdom, if ENFPs do not maintain clear boundaries, they may become the overzealous or overburdened staff member.

If they don't make space for rest and recovery, their bodies eventually insist on making the downtime for them, bringing them down with respiratory complaints, sickness or incapacitating exhaustion, or, at the extreme, either agitated or catatonic depression.

Eve Delunas discusses the NF tendency to self-delude as a protective mechanism. She talks about the need for NFs to own their disowned or rejected parts and find their true identity.

Blue-sky ENFPs offer their abundant gifts tirelessly, while unashamedly flicking off the shortcomings that some other types find infuriating—such as talking swiftly, sketchily and breathlessly about big ideas, while being short on maintenance, closure and calm.

ENFPs are usually kind, able to laugh at themselves, resourceful, and enchanting. They are not demanding or difficult to work with; they crave only a clap to keep them at their peak.

Ironically, ENFPs, who are so adept at acknowledging others, often fail to be acknowledged by others in return.

Perhaps it's incorrectly assumed that these charismatic, articulate and seemingly confident individuals don't need approval or applause from the supposedly less articulate or more reserved.

The coordinator of Stage Management

Deb Vanderwerp: ENFP

Deb, 30-something, is a modest, multi-talented professional, coordinator of the Diploma of Entertainment in Stage Management at Holmesglen TAFE. Readers were introduced to Deb in the article 'Theatre Tardis' in the March 2002 issue of this *Review*, as one of the actors in my play *Stalk, Stalking, Stalked*.

Exuding knowledge, empathy and sensitivity, Deb's beaming face inspires devotion and admiration in her students. She is a leader, teacher, actor and musician, and is also accomplished in many other areas. Intrepid Deb is psychologically minded, perceptive and ethical. She feeds others, in every sense of the word.

'I see life as an opportunity to sample from many things', she says, 'therefore what I value most is probably freedom and choice.' Growing up in Adelaide, she was fortunate to have parents who valued opportunity and freedom:

Both my parents were significantly traumatised by World War II. My father was a POW in Germany for the entire war, and my mother was a child who survived many instances of hardship and abuse as a result of the war, in her tiny village in Holland.

By migrating to Australia they achieved a freedom they hadn't experienced until that point. Also both my parents utilised all the opportunities their 'new home' provided by studying, and gaining a financial security their parents never knew.

'I am pleased to have learnt that life is a choice that I can make', says Deb, 'not a burden or a passive experience to endure'. She had the opportunity to live in other countries: Holland from age 7 to 10; travelling across the world for a month at 10; a student exchange in California at 17; and two years of travel in her late 20s.

The freedom I seek and value is not only that of liberty, but also spiritual, financial and social, and in having the opportunity to choose my own path. When I feel trapped, it is like I am suffocating.

Deb also values her intuition: 'It has taken most of my life to date to trust it fully, but as I get older I value that internal voice.'

What drives you?

To live the best life I can. To raise my children in the best way possible, and to have a happy life.

What are your passions?

I don't think I have great passion, not in the way I see some people do, like my son who is passionate about trains, or my husband with bonsai. I think my passions are for concepts, ideas or values, not activities or things.

I'm passionate about fairness, people being given a go, human rights. I'm passionate about education, grasping life, taking responsibility for ones choices.

Being passionate about *things* or *people* can make Deb uncomfortable; with *ideas*, she can be 'passionate in a general way' without getting 'bogged down in the detail':

I'm not the best at remembering detail, or even being that interested in detail. Being passionate about a concept means I can leave the detail to those who work that way.

What is your lifelong dream?

To be at peace with myself. To be happy. I can be very critical of myself (although this is a very human trait, from what I can gather). I read the teachings of the Dalai Lama, and aspire to find that kind of peace, that kind of happy.

How do you see your vocation?

Definitely working with young adults. I've been fortunate to have had some amazingly inspirational teachers who challenged my values and my thinking, who filled my head with powerful life-changing knowledge.

At one end of the continuum on which drama lies is drama as *art*; at the other end is drama as a vehicle for *social and personal development*.

I am very committed to the importance of drama as a vehicle for social change: therefore, I am as committed to the *process* of drama/theatre as I am to the end *product*.

Deb Vanderwerp

I think of the significant changes in my life as learning or growing:

Learning to *trust*...

Learning to *forgive my parents*...



Deb Vanderwerp

Learning to believe that *not all men are bastards*.

Choosing to have children and taking responsibility for that choice. Learning the power of *letting go*.

I love the students I teach, I love their desire to learn, their apathy, their obsessive passion, their irresponsibility, their idealism and cynicism. Having the privilege of being able to guide, facilitate, inspire and influence is a perpetually wonderful experience.

Deb loves drama and theatre 'as a context in which to teach about life':

Within this vocation of teaching is also the belief that if you teach, you should also *do*. And therefore I believe it's my responsibility to act or participate in theatre if I'm going to be able to give meaning to my teaching.

What will be your legacy?

Difficult question. I guess I haven't thought about it much. I would like to leave behind two healthy sons. Men that are spiritually balanced, physically healthy, financially secure, happy, socially contributing, and great partners to their chosen partners.

I don't need to leave any 'thing' behind as such. I would like to think that maybe I helped people with whom I have come into contact to grow, be happier in themselves, feel more loved.

It would be nice to think that I had given the world something amazing that helped change the world, like great music, or a body of plays, or some amazing scientific discovery, but I suspect the most I could hope for is that I have encouraged members of subsequent generations to live with integrity, compassion and respect for the world. And the odd bit of creativity for others to hold on to.

What makes you happiest or most fulfilled?

When I experience one of my students or sons doing something for another without having to be asked. When they show kindness or are generous to a fellow human. When I see them take a risk and confront their fears and take a small step towards their own happiness and sense of achievement.

When I manage to do something for another that brings them joy.

When I get something right. I often have instincts about my students, and find it very difficult to explain my faith in that to others, so when a student is able to achieve that which I had hoped, despite the lack of belief in them by others, I feel very pleased.

Being creative. I love it when I have finished making a piece of clothing, or when I have done a great performance, when I have succeeded in assisting the creativity of others.

When I connect with others.

What do you enjoy on a daily basis?

The balance is different every day. But they include hugs, conversation, listening to the radio, singing, dancing, laughing, walking the dog, eating good food, reading.

Where is the fun?

Having a drink with friends.

Playing with my boys. Teasing my husband.

Acting. Teaching. Being with my students.

Having a stimulating conversation.

What excites you?

Seeing my students—or anyone, for that matter—succeed. Being a part of changing another's life (for the better).

Seeing a garment in my head when I buy some fabric and then being able to create it. Seeing a 'project' come to life.

Describe an ideal day

My fantasy ideal days have additional hours so I don't ever wake up tired, and there's more opportunity to do the things I love! Waking up to a loving partner who gets up to make me a healthy breakfast (fresh juice, etc). A slow wake-up and leisurely shower.

A series of activities that mean I am alone some of the time, being creative some of the time, and being with others some of the time. This could include going to work for a day's teaching, meeting friends for lunch, or going 'on an adventure' with my sons, rehearsing, sewing, writing, or reading.

Finishing the day with a fabulous meal in the company of interesting people. Cuddling my partner and going to bed for fulfilling and loving sex.

Who are you?

I have had an adventurous and amazing life, which has given me wonderful insights and opportunities. Many of these experiences have enabled me to grow as a person, resulting in the massive effort of learning to let go of the immense baggage that my parents brought with them into their, and my, lives.

But I wish to be able to continue this personal growth until the very second I die.

In all my experiences I have somehow been able to be 'safe'. I have had my trust betrayed, or have made ridiculous choices, but they have usually come from not trusting my intuition. I believe now that my intuition works if I give it the space to function and give myself the time to listen. When I do that, it rarely lets me down.

I know that I have been able to have a significant impact on some pretty amazing people. It seems that I have the ability to inspire others to do their best. Of course, the logic is that this ability only comes when I am at my best.

What are you most pleased about having accomplished?

I am damned proud of maintaining healthy and functional relationships with my family, friends, and especially my current partner.

It has been a huge amount of effort and work. Instead of running away, I (and my partner) have stayed working on the relationship, finding the problems and facing them head on, talking, growing and changing so that we could make our relationship with each other and with our extended families healthier, more functional and happier.

I have been married before, and had a series of relationships before and since then, culminating in my current relationship (now 13 years old).

Deb came from a family background that contained an abusive and dysfunctional marriage between her parents:

My father had a series of affairs that seemed to get more destructive and blatant as their marriage went on. I had to learn boundaries for myself, as they were not modelled for me in a healthy way. It has been a tough journey discovering how to have real honesty and trust in my own relationships.

Deb is proud and pleased at finding her way through the myth of 'being able to have it all' as a woman brought up in the 1960s and 1970s.

Who do you admire?

My mother, my sister, my grandmother, my husband, my sons.

Many of my co-workers. My sons' teachers. Many of my friends. The actors I work with, the directors I work with.

People who face the world with courage and honesty. People who make a difference, changing the world from a materialistic, uncaring place to a globally responsible, caring one. People who have the courage to argue for their beliefs and principles, even if I don't agree with them, so long as it doesn't involve violence.

People who have the courage to leave violent and abusive relationships. Women who had the courage to go for their dreams, even if it meant choosing not to have children, but especially if they are giving to the community.

People who have a deep spiritual commitment.

How do you feel about change?

If it serves my beliefs and convictions, or if I am convinced that it will make for improvement, I am willing to make changes.

On a practical level, buying a house was a choice for which I had to accept change in my dreams, ambitions and lifestyle.

I have had to accept the significant changes in my body from having children.

I work fulltime and have a family and a relationship.

I am constantly in battle with the limited number of hours in the day and the limited energy from which to draw on.

I don't think I am able to 'have it all', so I'm glad I'm finding out what I can and can't have—finding the compromise, without *feeling* compromised.

Deb Vanderwerp

The management consultant

Don Kampf, ENFP

How do you refuel?

From being with other people who are excited by their lives. By having debates. By being with inspiring young people.

In bed, asleep. Being active.

What motivates you?

On a bad day, fear of letting the side down. On a good day, knowing that the 'team' is working well and that the 'project' (whatever that is) is successfully under way.

That by doing 'it', it will make a better life for my family. Believing that I am making a difference.

What are you putting up with in your life?

Lack of personal discipline to lose weight. Being tired all the time. Not having the time to nurture my friendships as I would like. The lack of discipline and the fatigue that means I cut corners or don't stand my ground: for example, giving in to the boys.

Only performing in one production a year. Living in the same house for years. Not being able to afford to travel.

Addicted to?

Hopefully, nothing—although after reading that last list, maybe putting up with stuff?

Love cigarettes, chocolate, alcohol, and find it hard to say no.

What consumes your life that doesn't help?

The irrational needs to 'save face' and to be 'liked'—although both have diminished as I have grown older. Thank goodness!

What could you do right now that would make the most positive impact on your quality of life?

To get truly physically fit.

Or if you mean *right now*, this second: going over to my husband and being very loving.

Don, in his early fifties, is an amiable and generous facilitator, trainer and consultant. A suave dresser and stimulating companion, he is also guileless and open.

Amongst his many innovations, Don instigated and hosted the now-defunct OD Network in Melbourne, decades before organisational development became mainstream. An 'ungroup' of quirky characters who met for intellectual play and strategic sharing, many of them are current leading academics and practitioners. I suspect they were predominantly INTJs and Ps.

Warm and funny, Don tolerates being teased by non-Fs with equanimity. He is endearingly accurate about his strengths and weaknesses.

Don, Vanessa, and their son Leo live in a stylish, urbane house surrounded by edgy artwork, posters from their extensive overseas travel, and music.

When I was ten I announced that I'd be a jazz band leader, in charge of my band, or a tycoon overseeing mighty enterprises.

As a child Don always observed everything. His parents ran a small business, a milk bar, and he had a steady stream of people to watch. Having to change schools eight times, it was fortunate that he made friends easily.

Don was a popular, likeable, sporty little boy. His passions at school were drawing and art. The principals used to escort him around to different classes to show his art work. He also enjoyed history and social science, but loathed maths.

By Year 12 Don dreamed of becoming an artist. Encouraged by his teachers, who hoped he would eventually become an art teacher, he initially tried art college after leaving school.



Don Kampf, 1990
host of the OD Network

The consultant is expected to be the best-presented person in the room

Photo: Vanessa Rosen

I didn't fit in and couldn't cope with the lack of support or encouragement. I was drawn to expressionistic painting with unpleasant subject matter such as violence or murder, probably due to my distress at the awful things that happened in the world. I was disturbed by what I saw, and presumably it came through my unconscious into my art.

Worried about the cost of art supplies and the expense to his working-class parents, Don found it easy to leave when he received such negative feedback from the teachers. 'I realise now that I was ahead of my time in subject matter and approach', he says, 'they didn't understand or like my gritty work'.

Although he really wanted to do psychology and sociology at La Trobe University, his understandably low-risk-taking family encouraged him to join the public service. 'So I joined the public service, married and had children', he says.

At 19, Don married his high school love who had become an actor—they shared an interest in the arts. They had two beautiful girls. She left when he was 28. Because he cared for her and respected her talent so much, Don was accepting. When she wanted to come back, it was too late.

The first experience of being unnerved or scared in my entire life was at the government job interview conducted by two ISTJs. When I began at the CES I was hopeless: I had no sense of procedural details. I hated the pressure of not being allowed to make errors. Luckily, a kindly ISFJ took me under his wing.

Thankfully, Don was soon despatched to the Professional Employment Office, 'an innovative, unique office where we pioneered new ideas'. Happy in the service, he painted at night. Don separated from his wife around the time the PEO was closed, and his next assignment was a lonely research position, compiling ASCO (an occupation directory). It seemed like a good time to return to study, so in 1975 he enrolled in a psychology course.

Notice the references to *people* throughout Don's interview: whether there was respect or loathing; whether he liked or disliked them. He mentioned a number of lecturers and students who were terrific role models and friends. He also discussed at length a particular lecturer who took an instant dislike to him.

Continuing his postgrad studies, Don took a position as a staff development officer in Community Welfare Services, and later became a HR manager in the Department of Education's Professional Development Centre. From this glorious historic building he coordinated the OD Network. Life was pleasant—no pressure, good money.

Eventually he took a package, leaving to start his consultancy working from home.

Don says there are two main parts to his professional life: one as a management consultant, focusing mainly on people and organisation development, and the other as a university lecturer and tutor in the Faculty of Business and Law.

To a large extent I work in STJ dominated environments. This means that I need to display the skills and attributes valued by the decision makers: well-planned and organised, punctual, meeting deadlines and finishing everything off neatly and tidily.

Also, the consultant is expected to be the best-presented person in the room when conducting group activities.

Don's preferences come out in the way he works within those contexts:

For example, when working with others my energy level rises as I enter the room, and increases with the interactions (E).

I start with a broad plan, but usually I don't follow schedules that are implied by it. I like to 'butterfly', building images and ideas through stories, anecdotes and jokes (P).

I like to ask broad questions and try to build meaning from the responses. I really like 'theoretical' thinking, both of the *What would you do if ...?* variety, and looking at information and interpreting from the theoretical model variety (N).



Don Kampf, 1990
newly self-employed

I am looking for ways for people to find better ways for themselves.

Photo: Vanessa Rosen

I really like showing (teaching) people models, theories and concepts that really work and can make a difference for them (F).

Similarly, I really like learning them, too.

I remember in the final year of my degree, one of my fellow students (I remember her name—Jenny Goldsmith) showed us the ‘creative problem-solving model’. I was astounded by its elegance and simplicity, and have taught it to literally thousands of people (F).

When working with groups or individuals, Don says that he does not really proceed consciously, nor think much about what is happening. He seems to ‘work on autopilot’—‘unconscious competence’, he has heard it called (N).



Don Kampf
with Leo and Gabby

I regard myself as good at what I do, but I am conscious that some people don’t like the way I work. I have often received feedback from the same group of people that I am both great and terrible.

Once at the Uni I was given extreme feedback: one report said I was the best teacher ever, and another said I should be sacked!

Over recent years, Don has done a lot of mentoring and coaching.

I do this by asking a couple of focus questions such as *What is it about your job that you really like?*, and move to questions that lead toward change, such as *What would help you improve your [whatever] abilities?* or *What might you do that would please your [managers or whomever]?*

I am looking for ways that people can find better ways for themselves.

When working with managers, Don tries to get a feel for how they like to do things (N), and to see if he can help them in the way they like to be assisted (empathy).

However, I do like to be the one steering the process, in a caring (F) way.

And I do like it when clients recognise that they are talking to someone who knows more than they.

The bootscooter

Lizzie Walker, ENFP

a.k.a. Eliz Walker, Lizzie Bootscoot, Lizzie ‘Bootscooter’ Walker...

In her mid-60s but often mistaken for 50-something, **Lizzie** is a breath of fresh air wherever she goes, spreading good cheer and merriment. She connects well with both youth and the elderly, and has a zany, arty dress style that is the envy of many.

Warm-hearted and persistent in friendships, Lizzie darts about, with a hectic schedule of helping, visiting, social dancing, writing 3 to 5 pages each month for a line-dancing magazine distributed throughout Australia, and enjoying her children and grandchildren. Lizzie’s daughter, also an ENFP, is an internationally well-regarded singer and stage performer whose credits include *Cats* and, currently, *Menopause: The Musical*.

The unifying theme running through Lizzie’s life is her gift for verbal communication and helping others. Her broad range of skills and adaptability is evidenced by her varied work history, which includes 18 years in marketing, sales and ‘whatever else was needed’ with retirement villages, plus stints as coordinator of a women’s refuge, community development manager and school photographer—along with wife and mother of three.

Whilst appearing bright and breezy, Lizzie has experienced great responsibility from a young age. In late adolescence she took on the practical care of her elderly mother who suffered a severe stroke and could not walk. She then put her career and ambitions on hold.

What do you value most in life?

Health, peace of mind, happiness, sense of humour, family, friends, compassion.

Having had love and happiness in marriage to a husband who married at age 32, having expected to live his life as a bachelor, and

I do like to be the one steering the process—in a caring F way

Photo: Vanessa Rosen

then continued his life with the love and happiness of his wife and his three adored children. He endured 46 operations through his life, and even in his last hours he asked, 'What was I worrying about?'—He wasn't.

These words remained in my heart, and he certainly lives on in his children and grandchildren with their great attitude and sense of humour.

What do you want for yourself?

Health, peace of mind, happiness, sense of humour, family, friends, continued independence and growth; furthering a lifestyle of continued independence and growth.

Furthering a lifestyle of continuing development in gardening, including growing more edible food, writing, dancing, collectibles, jewellery making and remaking accessories, extending my computer skills and whatever else becomes of interest to me and those around me.

Lizzie's greatest passions are family and people: 'wide circle of friends, long time and passing through, dancing, gardening, computer and internet, op shopping and markets.'

What do you want to leave for others?

Happy memories of my existence.

I already have a legacy—bringing much happiness and fun to those I meet in the dance scene; having raised our family to be thoughtful, comforting, and sometimes entertaining/amusing others, and to make the most of their opportunities: and, most importantly, to continue enjoying their life.

What excites you?

Hearing my grandchildren saying 'Hello, Grandma'.

New experiences. I adore country music festivals where I have such fun, especially when it is hot and I use spray bottles to cool the hundreds of spectators: quite childlike—however, it creates a lot of fun and laughter from those around.

'I'm always open to whatever the day brings', says Lizzie.

What do you enjoy on a daily basis?

Living and breathing.

Where is the fun?

All around me—and, thanks to my mind, it continues to amuse me.

What are the strengths that you wish to orient your life around?

Encouraging personal growth and confidence in certain people that I meet up with. Feeling blessed with verbal interpretation with so many people.

What are you most pleased and proud of having accomplished?

Self esteem and personal growth.

I was adopted by mature age parents, my life consisting of excessive 'protective' living, my mother severely depressed, my father not coping.

I have just discovered that my adoptive mother had a baby at 19. She used to talk about a wealthy man who had wanted to marry her. She felt she wasn't good enough. She was the family housekeeper. He had wanted to marry her. Was he the father of the baby girl? Yet to be investigated ...

Overnight, Lizzie became a carer when her adoptive mother experienced a severe stroke. (Lizzie had no idea what a stroke was!) Her mother was placed in a private hospital with no movement or motivation.

We were unable to pay medical bills. Our house was sold to pay bills.

Suddenly travelling at night to visit her at Royal Park and then home, having been restricted in my younger years: not being allowed to go to local shops, to turn on the stove or the bath—I might get burnt.

The turnaround came when I met my husband, who encouraged me in personal growth and confidence.



Lizzie Walker
with her bootscoot magazine

My dream? The feeling of freedom of a little motor camper, travelling to the many music and country festivals, dancing throughout Australia, and living towards self-sufficiency.

Photo: Colin Page Photography

Who do you admire?

Thoughtful and passionate people about life. All those overcoming adversities and difficulties in their life, and people with non-judgemental attitudes.

Surgeons and those creating life-saving and life-improving miracles.

From where do you get and refuel your energy?

Self motivation at times, known genes. And dancing revitalises me. I'm motivated to make the most of my life and make myself an interesting and interested person.

What are you putting up with in your life?

Huge grief.

My birth mother went well out of her comfort zone to secretly meet me and allow me to be part of her life. We had some wonderful times and some heart-break: she wasn't used to showing emotion and love.

She couldn't cope when we discovered a relative of ours was a friend of mine who, still to this day does not, and *can* not, know the truth. Worried about her secret becoming known, she doesn't see me now.

There were great similarities. I discovered we both were passionate gardeners. I dabbled in floral art, she won many awards. I gave it up because there was line dancing in another room and I couldn't concentrate. We have both been great op shoppers. (I recently found a 1920s necklace.)

What are you addicted to?

Chocolate.

Where are you most irresponsible?

Not giving up chocolate.

What's one thing you could do right now that would make the most positive impact on the quality of your life?

Downsize my home—which is happening.

The unretired show-pony

John Meadows: ENFP

John Meadows, 63, is a loveable character with twinkling eyes and lots to talk about. He's a natural story teller and entertainer, as well as a helpful adviser in the rural sector.

After 16 intense years building up a new program, mentoring the new workers, and railing against government and business injustice, he retired from his most recent occupation—only to be lured back two years later:

I was asked to come back to help them as they were so busy, and 0.2 soon became 0.9! I'd been busy with voluntary work, but I still had things to offer, and wanted my brain stretched.

Throwing himself back in with gusto, John remains as enthusiastic as ever.

He warned me that he answers questions in a roundabout way and jumps all over the place, easily becoming sidetracked. He suggested that I ask him questions to prevent his rambling. Well, I tried. We segued from 40 000 years ago to 2000 years into the future, Maslow's hierarchy of needs, economics, ecology, sustainability—and Caesar.

I'm thankful for the gifts of my heritage—health, a good sportsman, singer, musician, public speaker, and counsellor.

I'm also a great appreciator of others—I know how to thank, value, and offer feedback.

'My counselling work is nothing like being on stage', says John, 'very low profile, and no standing ovations!' The job satisfaction comes from the trust people have in him:

I'm collaborative, and my clients have my 100% attention while I'm working with them, but I don't 'take them home with me'. We work towards positive goals.



John Meadows

I love applause.

My relatives all agreed
I was a show-off.

The most important thing in life is to be peaceful, says John.

We have a ripple effect on others, and my peace affects those around me. You still have your highs and lows, and differences of opinion, of course, but underlying your interactions can be this sense of rest.

John has had many roles: dairy farmer; supermarket owner; entertainer; financial counsellor—the list goes on. Coming from a household that sang, music has featured throughout his life. John has performed in amateur theatre and light opera, fronted bands, and been a showman. He retired for a year, but became bored and rejoined the workforce.

I met my father when he returned from the War when I was five. Raised by strong women, I was the precocious first grandchild, expected to achieve everything.

John gave his first concert performance at 18 months. He was involved in church concerts and school plays. Able to read and write when he started school, John skipped two grades. He did well at sport, and was part of a large circle of friends.

I loved school, being there with all your mates, part of a big group. Never been a solo person—I was outside riding round, or playing cricket with mates.

John's Baptist childhood had some restrictions, but he always enjoyed life. Offered a teaching studentship, he considered Phys Ed but found himself enrolled in agricultural science at the University of Melbourne, possibly due to his love of his uncle's farm and holiday jobs at the dairy.

I should have become a demographer: it has always fascinated me! I had fun at university. For two years I had a ball wasting my time at the pub with lots of friends. I was obnoxious and self-centred, without a care about attending classes—let alone issues in the world.

Surprised when he failed chemistry, John had no idea what he wanted to do with his life. He got a job as a milkman, 'having

a ball partying till all hours', and put himself through Dookie Agricultural College. Involved in revues, skits and plays, John was headhunted by local light opera companies—and on Saturday nights he sang with a band.

He gained a diploma, married early, and fell into dairy farming at Woori Yallock:

That was a fantastic experience, but it's not so easy these days! I feel sad and angry that young people don't have those opportunities now. Back then we dealt with small numbers, low inputs, and a stable market. This is no longer possible.

I bought my own farm after three years. I was heavily involved in this country town that revolved around its school, its agriculture, and its sporting clubs. I also became involved in various committees, meetings, and politics: I felt I could make a difference.

John and his wife had show dogs. He loved stewarding and 'all the showman stuff', and became president, and ultimately a life member, of the local kennel club.

I can pick up the mood of the people, and rephrase motions, gathering all the bits together. That is why I made a good president of all of the organisations and associations. I did a lot of debating but, as a good chairperson should, I didn't say much until the summing-up phase when it was vital to subtly lead and focus the meeting.

John began to worry about where the farming industry was heading. His children weren't interested in farming, and it was time to do something different.

My father was a singer and conducted an orchestra. He wasn't a practical man. But he encouraged me to have an enquiring mind. I love talking to and finding out about people.

'I'm garrulous and love espousing all my theories and ideas', says John. People have loved or hated him. He has attracted envy and resentful comments and a fair share of 'Meadows, he's up himself!', but he didn't dwell on the pain of that.



John Meadows

I can pick up the mood and gather all the bits together. That's why I made a good president.

John needs to have friends, and friendships have come easily to him. A hard worker committed to the efficacy of the program that saves rural lives and livelihoods, he loves having colleagues around and enjoys mixing at morning tea. He is a conspicuous leader at conferences, and speaks out about a range of issues in his community.

John has two work spaces: an office, small and shared with an admin officer, but 'a good place to think' when he's on his own; and around the kitchen table with clients. Most of his work is at home, a very comfortable environment for the clients.

John's taste is 'open and light'. His desk is reasonably tidy, with space for his laptop.

There is a printer, phone, calendar and in/out trays for current files. Pads for making notes. Little hooks on the sides of my trays to put dockets onto. A spike. My blotter still has some sheets to tear off.

John feels his true work life began only in 1987. Prior to that he was searching for his 'best fit':

I feel privileged because the job and I found each other, and the journey of discovery and growth began. It's enabled me to have satisfaction, and feel a sense of contribution and purpose.

To get the best out of him, John wants honesty and authenticity. 'I'm naïve in that I tend to believe everything you tell me', he says. 'If I find you have lied or played games, I'll arc up!'

For John, creativity comes mainly from reading. He has no set time for thinking, 'which is probably a bit of a problem', but with all the driving he does, he can spend a lot of thinking time in the car.

John describes himself as 'getting a bit old, but still reasonably fit':

Gregarious and extroverted on the outside, but still feel small on the inside. I think this comes from the frustration that my circle of influence is small. I don't like to be associated with power, and I'll let others decide on my uniqueness.

John believes that his main strength is his ability to assist people to cope with change. He admires writers and cartoonists who challenge and satirise our society.

What are you addicted to?

Jenny.

What makes you happiest?

Sailing our yacht to the best of our ability. Love boating on the lake—we're living our ideal life.

I also enjoy the evening meal with a glass of wine.

What excites you?

Orgasms.

What is the point of it all?

My lifelong dream is for world peace.

My vocational mission has been to assist others, and I hope to leave behind a more tolerant and co-operative society.

Where is the fun?

Everywhere!

For John, *life's good*. ❖

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John Meadows
with Jenny

I work hard on my second marriage of 20 years, because I love her so much. Besides, I've well and truly met my match!