

## Myers-Briggs Type Indicator® (MBTI®)\*

### Overview

The most widely used personality inventory in the world; the MBTI® instrument provides an accurate picture of a person's personality type. The MBTI® instrument determines preferences on four dichotomies:

- **Extraversion–Introversion** (describes where people prefer to focus their attention and get their energy—from the outer world of people and activity or their inner world of ideas and experiences)
- **Sensing–Intuition** (describes how people prefer to take in information—focused on what is real and actual or on patterns and meanings in data)
- **Thinking–Feeling** (describes how people prefer to make decisions—based on logical analysis or guided by concern for their impact on others)
- **Judging–Perceiving** (describes how people prefer to deal with the outer world—in a planned orderly way, or in a flexible spontaneous way)

Combinations of these preferences result in 16 distinct personality types. Understanding characteristics unique to each personality type provides insight on how they influence an individual's way of communicating and interacting with others. The MBTI® Step II instrument drills down and details 20 facets of the preferences for more in-depth personality type understanding. Arm yourself with the MBTI® instrument and start transforming lives.

### What is the MBTI®?

The Myers-Briggs Type Indicator (MBTI®), the most popular inventory of personality type in the United States today, is based on the work of Swiss psychologist Carl Jung, as developed by Katherine Briggs and Isabel Briggs Myers. Jung's theories—based on his observations of normal, healthy people—suggest that our behavior differences are based on our inborn tendencies to use our minds in different ways. Some of us, for example, most easily take in very detailed, specific information about the world, while others very naturally perceive larger patterns and possibilities.

The MBTI® allows people to easily access and understand psychological type, learning a great deal about themselves and others in the process. One of the most common responses to learning about psychological type is “Aha! So *that's* why ...” Why others act the way they do, why I am not comfortable in some situations, why my colleague and I have trouble communicating, why my manager behaves as she does, etc. An extraordinarily useful tool, the MBTI® is used (among other situations) in career counseling, management development courses, teambuilding situations and communication workshops.

Our facilitators are certified in Myers Briggs Type Indicator® (MBTI®). They will work with you to design a **MBTI® workshop** that fits your time frame and meets your organization's objectives.

Because we have your team complete the MBTI® questionnaires prior to the workshop, we can dedicate more time at the workshop to learning about the MBTI® preferences and the applications that are important to you and your organization.

## Myers Briggs Type Indicator (MBTI®)

### Program Objectives

- Determine each individual's MBTI® personality type preference through instrument analysis, discussion, reflection and interactive experiences.
- Recognize the benefits of each personality type preference and learn how it affects the team's collaboration.

Use the personality type knowledge gained to improve team communication and effectiveness.

### Program Length

Full or half day programs are available.

### Advance Work

Participants complete the written MBTI® instrument.

### MBTI® Program Content

1. Explore the personality type dichotomies and identify the preferences.
2. Learn where we get our energy, how we gather information, how we make decisions and how we present these preferences to the world.
3. Perform a self-evaluation and provide co-worker input.
4. Facilitated discussion with team members on the differing type preferences.
5. Provide "Best Fit" type versus MBTI® questionnaire results.
6. Team problem solving exercises using type pairings.
7. Team profile and personality type balance within the team.
8. Setting individual objectives in the context of team goals.

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