

### Objectives

To be agreed with client but will incorporate:

- Improved understanding of the way in which people perceive, absorb and process information.
- Recognise that others may perceive and process differently.
- Recognise and appreciate differences in colleagues.
- Use new learning to communicate more effectively.
- Have a more open mind to the viewpoints of colleagues and bosses.
- Learn to value and capitalize on the differing Types among colleagues.
- *Additional objectives from Client.*

### Methodology

To achieve the objectives above participants must first improve their understanding of self and how they differ from other people.

We will use the Myers Briggs Type Indicator® and look at the ideas on which it is based.

#### MBTI® instrument

The MBTI® is the most widely used personality instrument in the world, with over two million taking it annually. It is a forced choice, self-report, personality questionnaire used to measure and describe people's preferences for how they like to get information, make decisions and orient their lives. It is based on Carl Jung's theory of perception and judgement and classifies people into 16 broad personality Types. The MBTI® provides a simple way of seeing how people are alike and how they differ.

When people are aware of their differences, they can build better understanding and reduce conflict. The MBTI® thus helps to improve teamwork and productivity whilst reducing unproductive interpersonal and intra-organisational conflict. Individuals can use their MBTI® results to understand their preferred learning styles, evaluate the fit between themselves and their jobs and better manage time and stress.

It is also very effective for profiling teams and developing team effectiveness.



# Agenda

## Session 1

- Introduction & Objectives
- Setting the scene for the constructive and interesting use of a psychometric instrument – MBTI®
- Background & origins of the MBTI®
- Participants complete Form M or Form Q.  
[To be completed in advance [on-line Form M or Form Q] or on the day [self-scorable Form M].  
In self-scorable format participants can use English or Mandarin versions]

## Session 2

- Explanation of Type Theory and participants do 'first hypothesis' self-estimate.
- Participants will already have completed the Form M assessment online prior to the session, providing 'second hypothesis'.
- Reading of profiles
- Verifying 'Best Fit' Type
- Explanation of how Type relates to occupational choice.
- Building of the team Type Table and discussion of this team profile.....what are the patterns emerging, what the consequences might be.

## Session 3

- Splitting exercises & 'Living Type Table' based on the 4 dichotomies and whole Type.  
Extraversion: Introversion  
Sensing: Intuition  
Thinking: Feeling  
Judging: Perception  
These exercises will illustrate powerfully to people how personality differences impact upon their everyday work. We can develop from these exercises discussion about particular issues that are relevant to this team.
- How the MBTI® can further benefit teams and leadership development;
  - Reducing unproductive work
  - Identifying areas of strength and possible areas of weakness
  - Clarifying team behaviour
  - Helping to match specific task assignments
  - A framework to better handle conflict
  - Helping team members understand how different perspectives and methods can lead to effective problem solving
  - Maximising the benefits of diversity.
- Predictions about teams based on psychological type.
- Further exploration and demonstration of impact of personality Type in the areas of:
  - Communication / Persuasion / Influence
  - Change
  - Leadership
  - Organisation & Team culture
  - Problem solving
  - Stress



Client may select one or two of the above topics to be addressed in depth. There will not be sufficient time to cover them all in depth.

Highly interactive and experiential exercises will be used based on the topics chosen and the clients' particular requirements.

- Q&A and wrap-up.
- Action planning