



## Myers Briggs Type Indicator (MBTI)

MBTI is based on a personality framework that helps people to explore preferences for taking in information and making decisions. The framework also looks at where people prefer to focus their attention and how they prefer to live their lives and preferred styles of working and interacting with other people. A key feature is the focus on likely strengths and positive qualities of different personality styles.

The MBTI instrument is very versatile and widely used for many purposes including:

- Individual development
- Team building and team development
- Organisational change
- Improving communication
- Diversity work
- Education and career counseling
- Relationship counselling

Participants complete a questionnaire and the analysis describes an individual's preference on four dimensions:

### **Extraverted**

Prefers to draw energy from the outer world of activity, people and things

### **Introverted**

**Or** Prefers to draw energy from the inner world of reflections, feelings and things

### **Sensing**

Prefers to focus on information gained from the five senses and on practical applications

### **Or Intuitive**

Prefers to focus on patterns, connections and possible meanings

### **Thinking**

Prefers to base decisions on logic and objective analysis of cause and effect

### **Or Feeling**

Prefers to base decisions on a valuing process, considering what is important to people

### **Judging**

Likes a planned, organised approach to life and prefers to have things decided

### **Or Perceiving**

Likes a flexible, spontaneous approach and prefers to keep options open

Feedback on the types is discussed in a face to face session with a professional trained in the interpretation and application of the MBTI questionnaire.



## **Team Development**

A typical team development session can last from half to a full day and can focus on getting to know each other better, exploring how people work together, lead, make decisions and build an understanding of the strengths and weaknesses of the team as a whole.

Activities can focus on:

### **Building the team**

Using the individual responses to Myers Briggs to explore:

- What we bring to the team
- The value of each type and how we can use it
- Myers Briggs and decision making
- What we need to pay attention to as a team (behaviours)

### **Plotting the team –**

- 'Team Type'
- What does this mean for us as a team?
- Probable strengths
- Probable weaknesses/blind spots

### **Team self awareness**

- Recognition of the impact of blind spots
- Valuing the diversity of the team and contributions of minority type team members
- Using less-preferred preferences and different types outside the team as resources

### **Temperaments (and leadership styles)**

- Building an appreciation of roles and possible blind spots
- Patterns of behaviour

### **Working with Tensions**

- Team/individual tensions
- Team decision making
- Potential pitfalls
- Contributions and stresses in decision making