

Myers Briggs Team Indicator (MBTI)

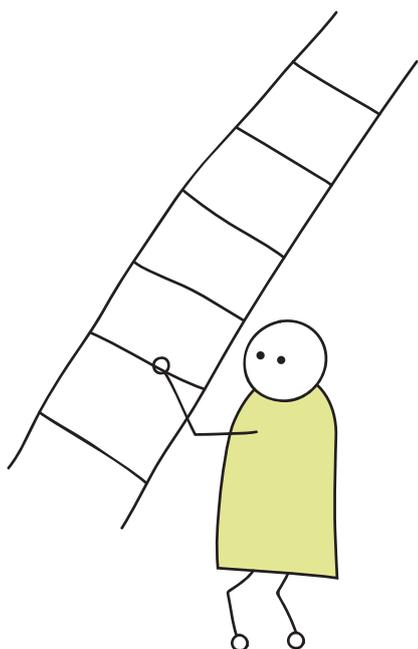
After more than 50 years of research and development, the current MBTI tool is one of the most widely used instruments for understanding normal personality differences or 'Psychological Type'.

Overview

MBTI is based on the work of eminent Swiss Psychologist, Carl Jung and was developed by Mother and Daughter Katherine Briggs and Isabel Myers. It is a framework that describes eight core personality preferences and 16 type combinations. It is widely recognised and respected, used globally in many different languages and cultures. The instrument is based around 8 personality preferences:

- Extraversion and Introversion
- Sensing and Intuition
- Thinking and Feeling
- Judging and Perceiving

During this course, each person will receive a four letter acronym to describe their best-fit or preferred type, e.g. ESTJ, with a detailed explanation about what characteristics are frequently associated with that type. It can be used by individuals and teams to help determine and understand career choice, how and why relationships operate the way they do, preferred learning styles and problem solving. In addition, it can be used within teams and organisations to understand and solve organisational problems.



MBTI can be used for a variety of purposes including:

- self-understanding and development
- career development and exploration
- organisational development
- team building
- management and leadership training
- problem solving
- education and curriculum development
- academic counselling
- training in diversity and multicultural awareness

Key Points

- MBTI requires pre-work by individuals
- Individual feedback sessions to work through the report outcome and determine their MBTI take two hours
- Team feedback takes one day
- Contact Enable East on 01206 287543 or email enableeast@enableeast.org.uk



MBTI helped me gain a very useful understanding of how I operate at work and why, and in particular how I operate and communicate with other colleagues in the workplace. As a consequence I feel much more able to work effectively.

Course Participant

Key Outcomes

- Participants will understand their own MBTI “type” and what this means to them in both their private and professional lives
- Participants learn how to work more effectively as a team, understanding why there may be conflicts and how to resolve them
- Managers can begin to maximise the effectiveness of their teams by creating development plans for each person designed around their own personal needs, focusing on areas for improvement or building on areas of strength

Course Outline

- Problem solving
- Understanding stressful situations
- Career development
- Working relationships
- Communication style
- Resolving conflict
- Leadership style
- Managing change
- Valuing Diversity
- Considering team and organisational effectiveness

“ The understanding of **type**...

..can make your **perceptions** clearer, your **judgements** sounder...



..and your **life** closer to your **heart's desire**

”

