

## MBTI® -- Intro to Type

The Myers Briggs Type Indicator -- **MBTI®** -- is a self report questionnaire designed to help individuals understand themselves better using the framework of psychological type defined by Swiss psychologist Carl Jung. In this robust and interactive session, participants will explore their personalities through a series of exercises and games as a means to pinpoint their psychological preferences. These preferences produce one of 16 possible four-letter Type results which provides a remarkably accurate description of one's personality.

**MBTI** results help describe valuable differences between normal, healthy people and will open participant's eyes to the concept that someone else's behavior may not be *wrong*, but instead, just *different*. This awareness can produce breakthrough moments of awareness and understanding among colleagues or team members who may sometimes find difficulties working together. The **MBTI** is also an excellent tool for individual personal development. Participants can use Type to identify their strengths, motivations, and development areas.

This program covers the basics of Type and is appropriate for employees at any level in any organization. Any arrangement of open-enrollment, in-tact teams, managers only , etc. is possible and useful for those who want to learn the fundamentals of Type and apply type knowledge to any relationship in their lives.

### PROGRAM OBJECTIVES:

- Identify their unique personality type and preferences
- Clearly distinguish between **preferences** (what's done on instinct) and **behaviors** (what you consciously choose to do, given the situation)
- Recognize that opposing reactions and behaviors exist – both positive and negative
- Learn to appreciate the benefits of opposite Type and value the contributions of all Types
- Use Type awareness to build diverse teams that function effectively

### PROGRAM LENGTH:

Half day, or more, depending on exercises and outputs

### TARGET AUDIENCE:

This program is designed for professionals interested in their career and personal development. It is appropriate for any function or level and can be tailored to target the specific needs of your group.

### PRE-WORK/MATERIALS:

There are several MBTI® assessment options available including a self-scoring form, on-line scoring, and hand scoring. It is also possible to host this session without the use of the assessment. Contact us to discuss the right option for your group.