TEAM INSIGHTS

Using the **MBTI** to Better Understand Individual & Team Dynamics

OVERVIEW

Understanding our personality type can lead to powerful insights about ourselves as individuals: What energizes us, how we process information, how we make decisions, and how we orient ourselves to the outer world. When explored in a team setting, this experience deepens as we begin to see how others experience us and why we experience our teammates the way we do.

As we gain these insights, we open up to greater possibilities — for our careers and our relationships. The distance between people begins to shrink when we better understand the ways in which we are different. Through these realizations, we come to appreciate that these differences bring valuable balance to us as individuals and as a team. As a result, our ability to effectively interact with a broader range of people is significantly enhanced.

Using the Myers-Briggs® assessment, participants trace behavioral patterns to one of 16 distinct personality types. The assessment report is debriefed in an interactive group setting which includes opportunities for individual reflection as well as group discussion.

WHAT YOU WILL LEARN

- What MBTI is/what MBTI isn't
- Understand each of the preferences
- Individual MBTI assessment results
- Team Table — map and discuss the distribution of types on your team
- Review and discuss implications of the team's type distribution

HOW YOU WILL LEARN

- Pre-work — online MBTI assessment
- Facilitated classroom workshop including slide presentation, printed materials, and MBTI assessment reports
- Guided debriefing of the MBTI report
- Interactive exercises illustrating the preferences
- Self-reflection and verification of type results
- Open discussion regarding the team's distribution of types

PROGRAM OUTCOMES

- Increased self-awareness
- Increased appreciation for the differences among team members
- Increased understanding of how to interact more effectively with people with different preferences
- Strengthened relationships
- Increased compassion, decreased frustration
- Understanding of which preferences are represented on the team and the potential implications

The MBTI Instrument: An Overview

- Background
- Meaning of preferences
- What it is/what it isn't
- Why it's useful

Understanding MBTI Preferences

- For each set of preferences (dichotomy)
- Descriptions of each preference
- Interactive exercises illustrating the preferences
- Determining self-estimated preference
- Individual results and verification
- Verifying your type description
- Confirmation/Self-Selection of best fit type
- Sources of disparities between reported type and best fit type
- Clarity of reported preferences

Team Table

- Map and discuss MBTI types for the team (determine, with client, how to group people into "teams")
- Type distribution
- Where is the team balanced?
- Where is the team imbalanced?
- How might this affect team interactions? Performance?
- What might be this team's strengths? Challenges?
- What is the leader's type?
- How might this affect the team?

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We're all driven by different things in life, and understanding what the individuals around you respond to can help make you a better leader, manager, and collaborator.
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