

Completing, Interpreting and Applying the Myers-Briggs Type Instrument (MBTI)

Course Summary

Description

This classic seminar focuses on explaining, administering, interpreting, and applying the Myers-Briggs Type Instrument (MBTI), a tool first developed by Katherine Briggs and Isabel Briggs Myers to define 16 distinct personality types. Because each personality type prefers specific communications styles, leadership styles, and has different decision-making processes (among other characteristics), the MBTI is administered to more than 2 million people each year, including most Fortune 100 companies, as a way to help employees discover their most productive working environment and work more effectively together as teams. After learning about the MBTI personality types, seminar attendees will complete the MBTI assessment, interpret their results to determine a "best fit" MBTI personality type, and participate in multiple interactive exercises to highlight similarities and differences between personalities.

Objectives

At the end of this course, students will be able to:

- Know how the MBTI was developed and how it is – and is not – used in a professional environment.
- Complete the MBTI assessment.
- Identify his/her "best fit" personality type.
- Explain similarities and differences between MBTI personality types by participating in the "Living Type Table" (interactive, in-class exercise)

Topics

- Introduction
- MBTI Administration
- Clarifying the Meaning of MBTI Results
- Defining Type Dichotomies and Preferences
- Verifying "Best Fit" MBTI Type
- Comparing Types: the "Living Type Table" Activity

Audience

This course is appropriate for employees at all levels. While not required, groups of employees who frequently work together may find it helpful to attend the course together.

Prerequisites

There are no prerequisites for this course.

Duration

Two days

Materials

All required materials will be provided for each participant, including the "Self-Scorable" MBTI Form required to complete the MBTI assessment. As a licensed assessment form, the "Self-Scorable" Form may only be purchased and administered by a certified MBTI Administrator.

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Course Outline

I. Introduction

- A. Session Overview
- B. Personal Introductions

II. Setting the Foundation: MBTI Administration

- A. About the MBTI Instrument
- B. What MBTI Is and Is Not
- C. Exercise: Complete the MBTI

III. Defining Preferences and Types

- A. Extraversion and Introversion
- B. Sensing and Intuition
- C. Thinking and Feeling
- D. Judging and Perceiving

IV. Determining Your Type

- A. Exercise: Self-Score Your MBTI
- B. Breaking Ties
- C. Cultural Preferences and Impact
- D. Finding the "Best Fit" Type
- E. Type and Occupations

V. Type Preferences and the Workplace

- A. Exercise: The Living Type Table
- B. "E – I" Splitting Exercise
- C. "S – N" Splitting Exercise
- D. "T – F" Splitting Exercise
- E. "J – P" Splitting Exercise

VI. Seminar Wrap Up and References