



MBTI Overview

A Summary from The Learning Key®

What is it?

The Myers-Briggs Type Indicator (MBTI)® is a self-report questionnaire designed to help individuals identify their strengths and preferences. The MBTI is a positive way to understand many differences between people in both work and personal situations. Therefore, not only business relationships are enhanced, but also those with a friend, spouse, son, daughter or parent.

The MBTI is based on Carl Jung's theory of psychological types which explains some of the apparently random behavior differences in people. Although each individual is unique, these differences fall into patterns for how we prefer to relate to others and where we go to get energy and how we perceive information and come to conclusions or make judgments. An abundance of research supports the use of the MBTI. No other indicator has been as thoroughly studied and tested for validity and reliability. The MBTI assesses preferences, not skills. So when you take it, try to focus on what you would like to do, even if at work or at home you do it differently.

How can it help us?

The MBTI is used for many applications, including self-development, team building, project management, communications, and sales training. It is a powerful tool to give insight into customers and fellow team members. By learning about MBTI preferences and how they translate into work behaviors, we can better manage and reduce conflict and become more effective with others by learning to adapt and modify our own communications. When you know Type you can modify your natural approach to be better understood by other Types and be more successful in getting the action you need.

Websites with MBTI information

www.aptcntral.org
www.type-resources.com
www.kiersey.com
www.thelearningkey.com

The Learning Key can assist by:

- ▶ Providing training until your staff complete the MBTI qualifying workshop and exam
- ▶ Co-facilitating the first couple of times your staff deliver Type workshops, to support and give feedback.
- ▶ Coaching on using Type or in designing Type workshops
- ▶ Offering advanced MBTI training modules
- ▶ Providing three kinds of Type reports:
 - ① **Custom Type team** reports for intact teams. These are one-of-a-kind reports. They are several pages in length and are based on the individual types within the team and that of the team leader. Likely team strengths, potential pitfalls, communication strengths and opportunities for improvement, and suggestions for the team leader are all included in these reports.
 - ② **Side-by-side** reports showing the Types of two specific individuals and how their type differences may impact behaviors and preferences in many areas, including management style, values, attitude, driving force, energy direction, authority orientation, role perception, conflict resolution, modes of learning, and blind spots and pitfalls.
 - ③ **Type reports** are individual reports averaging 8-10 pages, created for an individual based on his or her type preference scores.