

Enhance team performance with an MBTI Workshop

Raise team motivation and understanding with a fun MBTI Team Building Workshop, run by one of our licensed MBTI practitioners.

MBTI Workshop

The MBTI Questionnaire (Myers Briggs Type Indicator) is widely used in organisations for personality type assessment. It helps people to become more appreciative and tolerant of other preferred styles of communication and patterns of behaviour.

The questionnaire works by identifying a range of Myers Briggs personality types, which are invaluable for understanding team dynamics and relationships.

To help you build a more effective team, we facilitate a half day or full day MBTI workshop run by a licensed MBTI practitioner. This 'draws out' the different Myers Briggs personality types for you, providing valuable team insights. To save time, each delegate completes the MBTI questionnaire before the event.

Aim

Our Myers Briggs workshops help to explain each of the communication preferences from the MBTI Questionnaire in an interactive, supportive and fun way. Crucially, we help each team member to acquire insights about how they and their colleagues prefer to take in information and make decisions.

In addition, the MBTI workshop enables the team to review how well it communicates and works together, as well as identifying changes they would like to make.

Objectives

In summary, the MBTI team building workshop provides each team member with:

- An insight into how each team member prefers to communicate and make decisions based on their Myers Briggs personality types and profile
- An appreciation of how their communication preferences influence their overall team interactions

MBTI Team Building Workshop Outline

- **Understanding MBTI Type:**
Initially, the workshop starts with an overview presentation and discussion of 'MBTI Type'. Practical examples are then included to help participants understand each communication preference. As a result, they can then start to assess their own preferences.
- **Deciding your preferred Type:**
To establish each team member's preferred Type an individual review and coaching is provided. In addition, the 'Introduction to Type' booklet provides further

explanation about self-assessment. The flipchart then records each participant's preference to share with the team. Consequently, each team member can then start to gain insights into the team's overall communication preference.

- **Acquiring insights on your preferred Type:**

This comprises a facilitated group review of each person's preferred Type in the team.

- **Valuing differences:**

Four interactive exercises and group discussions are run. The aim is to explore the communication preferences and differences to increase understanding.

Usually we split participants into two teams for each exercise, according to their self-assessed preference. As a result, they can confirm their assessment and observe the opposite preference with their colleagues. Finally, the facilitator conducts a review of each exercise, sharing key insights and summarising how to apply the learning to the working environment.

- **Review of Team preference dimensions:**

We then undertake a group review of team's collective communication preferences. In addition, we look at the potential impact of the findings. In conclusion, we then examine how best to address any perceived under or over utilisation of communication preferences within the team.

To support the MBTI workshop, we include:

- An on-line MBTI questionnaire, which takes about 25 minutes to complete prior to the workshop
- An individual MBTI report
- The Introduction to Type booklet

MBTI Results

Based upon their individual responses to the Myers Briggs Questionnaire, team members will receive a short automated report. As a result, they are then able to identify which of the sixteen personality types best describes themselves.

In addition, within the same report the team member will be able to see the level of strength of their communication preferences, as well as some initial insights into their reported MBTI type.

Principally, the Myers Briggs personality type represents a team member's preference in four separate categories, with each category composed of opposite poles. These four categories describe key areas that combine to form the basis of an individual's personality type, as follows:

- **Where you focus your attention** – Extraversion (E) or Intraversion (I)
- **The way you take in information** – Sensing (S) or (N) INTuition

- **The way you make decisions** – Thinking (T) or Feeling (F)
- **How you deal with the outer world** – Judging (J) or Perceiving (P)

The results of the MBTI questionnaire are for each team member. Importantly, the facilitator will only disclose these to other team members at the MBTI team building session, supported by an agreement of confidentiality.