



## Team Development using the Myers Briggs Type Indicator (MBTI)®

The MBTI is the most widely used instrument in the world for understanding normal personality differences and can be incorporated into your Flourishing People management training programme or team development day.

The following overview describes what might happen during a typical 1 day team development workshop, aiming to develop participants' understanding and appreciation of each other so that they can work towards becoming a more effective team.



**mbti.** Taking the MBTI inventory beforehand, either as a paper based questionnaire or online, and receiving feedback on it begins to enhance each team member's understanding of themselves, their motivations, their natural strengths and their potential areas for growth.



**mbti.** The workshop shows how each of us has a central way of making sense of reality; a personality strategy that informs everything we do. Participants recognise themselves with a degree of clarity that will amaze, even shock; but after the shock comes the realisation that they have an array of drivers and abilities which are characteristic of their preferred personality type.



**mbti.** Having discovered the real you and understood the characteristics of their personality type, the MBTI helps participants appreciate people who differ from them. They begin to develop the skills to identify the personality drivers of their customers, colleagues or friends and family.



**mbti.** A range of activities tailored to your team's needs encourage co-operation with others. We help participants learn and practise the skill of adaptation; moving away from their natural dominant style towards the style of the individual they are communicating with.



Workshop participants exploring communication styles during an MBTI based team development event



**mbti.** Finally if required we can support teams and individual participants after the workshop to incorporate their new understanding into their everyday lives.

Flourishing People uses the MBTI in workshops tailored to address a range of issues including customer care, sales, team building, stress management, leadership, communication, diversity and motivation. Call us today on 0845 0945 400 to discuss your needs.