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MYERS-BRIGGS TYPE INDICATOR®

STEP I INSTRUMENT

The Myers-Briggs Type Indicator® (MBTI®) Step I instrument is a versatile tool, which provides individuals and teams with a powerful understanding of their own and others' personality style. By understanding the differences between personality types, groups and individuals are able to work together more effectively, improving communication and reducing conflict.

This instrument can be used in one-to-one and group settings, and has a wide range of workplace applications including.

The MBTI in Business

Individual development and executive coaching

The instrument helps individuals to understand their preferred working style, and how this can be developed to be more effective with others. It also encourages individuals to value difference, as a way of improving working relationships.

Management and leadership development

The instrument is highly recommended for management and leadership development programmes, as it helps individuals to appreciate the impact of their personal style on others. In addition, it helps to identify aspects of their role that may come naturally to them, and other areas where they may need to focus more energy and attention.

Teambuilding and development

Using the instrument within a teambuilding setting increases awareness of the team's overall working style. Through

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this the team is able to address internal team needs, harness individual strengths and identify areas for development. Using the MBTI instrument can help to improve communication, enhance problem-solving and encourage an appreciation of diversity. The benefits will reach beyond the team, as they begin to understand and develop the impact they have on other teams.

Organisational change

Using the instrument as part of a change initiative will help the organisation and its individuals to understand why people react to change in different ways, and provides a starting point for supporting them through the process.

The instrument is ideal for helping individuals understand how to communicate more constructively with different people, and is a basis for techniques that can be used to listen, influence and persuade more successively.

Other applications include: **employee retention, conflict management** and **career guidance**.

The MBTI Elements

Through completion of the questionnaire and a personal feedback session, the assessment will reveal characteristics unique to each personality type. This will show the individual how they interact with others and how they deal with all kinds of real-life situations. The MBTI dimensions explore the following features:

- E – I . Where you prefer to get and focus your 'energy' or attention (Extraversion or Introversion)
- S – N . The kind of information you prefer to gather and trust (Sensing or INTuition)
- T – F . The process you prefer to use in coming to decisions (Thinking or Feeling)
- J – P . How you prefer to deal with the world around, your 'lifestyle' (Judging or Perceiving)

The MBTI Benefits

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- People find the process enjoyable, the results enlightening and the framework easy to work with.
- The MBTI instrument promotes a constructive approach to individual differences, demonstrating that different working styles can be complementary, rather than a source of friction.
- The MBTI instrument has an impressive and prestigious reputation built over 60 years, with organisations from all industry sectors successfully addressing a variety of workplace issues. This versatility also ensures high return on your investment in qualifying to use the MBTI Step I instrument. Case studies illustrating this can be found on our website for participants.
- The MBTI instrument is a truly international tool, helping your organisation develop a common framework across borders. It is available in a wide range of languages, and the questionnaire has been adapted to be sensitive to cultural differences, ensuring that it retains its validity in these contexts.
- The continual development of the instrument ensures its ongoing relevance today and in the future. An extensive range of books and materials and additional advanced workshops are also available to help you apply the instrument to different situations.

The MBTI is Suitable for you

The MBTI Step I instrument is a self-awareness and development tool. It is suitable for employees at all levels, including board level.

Assessment

We offer a fast, easy and secure way to complete and analyse candidate responses, and to produce professional reports.

The questionnaire is available in a wide range of languages, and enables you to produce the following professional reports:

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MBTI Step I Profile Report

A two-page report based on the candidate's reported type. This report has been designed to help the client achieve best fit during feedback. Once best-fit type has been reached, a new report based on this type can be produced at no additional cost.

MBTI Step I Interpretive Report for Organisations

A 10-page report designed to help you and your client understand the results of the MBTI questionnaire and their relevance in an organisational setting, providing details about work, communication and problem-solving styles.