



Team Insights

Using The MBTI To Better Understand Individual & Team Dynamics

Understanding our personality type can lead to powerful insights about ourselves as individuals: what energizes us, how we process information, how we make decisions, and how we orient ourselves to the outer world. The team setting deepens this experience as we begin to see how others experience us and why we experience our teammates the way we do.

Using the Myers-Briggs® assessment, participants trace behavioral patterns to one of 16 distinct personality types. In an interactive setting, we facilitate a debriefing of the assessment report and include opportunities for individual reflection as well as group discussion.

As we gain these insights, we open up to greater possibilities – for our careers and our relationships. When we better understand the ways in which we are different, the distance between people begins to shrink. Through these realizations, we come to appreciate that these differences bring valuable balance to us as individuals and as a team. The result? An enhanced ability to effectively interact with a broader range of people.

The What

Your team will learn...

- What MBTI is and isn't
- Understand each of the preferences
- Individual MBTI assessment results
- Team Table – map and discuss the distribution of types on your team
- The implications of the team's type distribution

The How

By...

- Completing pre-work – online MBTI assessment
- Participating in a facilitated, interactive classroom workshop
- Receiving a guided debriefing of the MBTI report
- Completing interactive exercises illustrating the preferences
- Engaging in self-reflection and verification of type results
- Discussing the team's distribution of types

The Impact

After this program, your leaders will have...

- Increased self-awareness
- Increased appreciation for the differences among team members
- Increased understanding of how to interact more effectively with people with different preferences
- Strengthened relationships
- Increased compassion, decreased frustration
- An understanding of which preferences are represented on the team and the potential implications

We're all driven by different things in life, and understanding what the individuals around you respond to can help make you a better leader, manager, and collaborator.