

Myers-Briggs Type Indicator (MBTI)

Description

Human beings are highly complex. The more you can understand how this complexity arises, the more effective you can be in working with others. Each human being has a personality profile that indicates the preferred and non-preferred way of being. The MBTI identifies 16 personality types, with a deeper analysis of 20 sub-scales within each of the types.

Why This Instrument and Not Another?

Isabel Myers and her mother, Katherine Briggs, developed the MBTI instrument to help people select occupations and working environments that fit their personalities. This is a psychological instrument that is the best one we have found for understanding people in a holistic way. The MBTI is one of the most researched instruments in the world. It's also the best instrument for understanding yourself and others under stress, and knowing how to deal with stress effectively. The MBTI has three aspects:

1. Your general personality type, or the four-letter code that you receive (e.g., INFP)
2. Your type dynamics, and how the letters that don't show up in your code affect you under stress (e.g., INFP personality types have strength in their dominant F, feelings, and their auxiliary N, intuition; INFP personality types have a stress response in their inferior T, thinking, and a return to equilibrium through their tertiary S, sensing)
3. Your sub-scale analysis, which shows you how unique you are from others who have the same four-letter code (e.g., There are five subscales to each of the polar pairs. For example, there are five subscales for the polarity between introversion and extroversion. These subscales explain how someone can be an extrovert in some situations, yet an introvert in others.)

How To Use and Apply the MBTI?

Custom Course: We design a customized course that is either a half-day, one day, two days, or three days in length. Contact us for more information.

1. **Day One:** General personality type information, and individual and team interpretations of MBTI results
2. **Day Two:** Understanding your stress response, and what to do when it occurs in yourself and others

3. **Day Three:** Deeper analysis of the 20 sub-scales found in the profile code, and the impact of that on how you process information, pay attention to information, make decisions, and take action

Individual Interpretation

You can have an individual interpretation that lasts about one to two hours. Contact us for more information

Team Thinking Style Profile: We design a customized course for teams. Contact us for more information. We use the MBTI only with teams who are mature in their understanding of thinking, learning, and effective communication. For example:

1. **Day One:** General personality type information, and individual and team interpretations of the MBTI results
2. **Day Two:** Understanding the each team member's stress response, and what to do when it occurs
3. **Day Three:** Deeper analysis of the 20 sub-scales found in profile code and the impact of that on how each team member processes information, pays attention to information, makes decisions, and takes action
4. **Day Four:** Team dynamics and the personality profiles in action; a discussion of power and politics, and how that affects each of the team members

Trainers, Teachers, Facilitators, Instructors: We design customized programs to meet the specific needs of trainers, teachers, facilitators, and instructors. We add instructional design to a general understanding of the MBTI. You learn how to make lessons and training more effective by enhancing thinking and learning and linking it to personality style.

We have written a guide called **Revving Up Thinking and Learning: Course Design Guide** that explains our design method in detail. The manual is full of tools and techniques for designing whole-brain learning experiences. Contact us for more information.