

DISCOVER THE POWER OF PERSONALITY WITH MBTI ALS-MBTI

Duration: 2 days; Instructor-led | Virtual Instructor-led

OVERVIEW

The Myers-Briggs Type Indicator (MBTI) is a personality assessment tool designed to identify a person's personality type based on preferences in how they perceive the world and make decisions. Developed by Isabel Briggs Myers and her mother Katharine Cook Briggs, the MBTI is based on Carl Jung's theory of psychological types. The MBTI categorizes people into 16 distinct personality types, which are determined by four dichotomies. The MBTI is widely used for personal development, career counseling, and team building, though it's important to note that while it can provide insights, it's not without its critics and should not be used as a definitive measure of one's personality.

The MBTI helps individuals gain insights into their own personality preferences, strengths, and potential areas for growth. Understanding the MBTI can enhance communication and relationships by providing insights into the personality types of others. Knowing that people have different ways of thinking and behaving can foster empathy, reduce conflicts, and improve teamwork. By identifying your preferences, you can better understand what work environments, roles, and tasks are likely to suit you best, helping you to pursue a career path that aligns with your natural strengths. Teams, managers and team members can leverage individual strengths, improve collaboration, and create a more harmonious working environment. Understanding personality differences through the MBTI can aid in resolving conflicts by helping people see situations from multiple perspectives. It encourages recognizing that differing approaches aren't necessarily wrong, just different.

OBJECTIVES

Upon completing this 2-day workshop, participants should be able to :

- Understand the theory and background of MBTI.
- Identify and describe the four dichotomies that form the 16 MBTI personality types.
- Determine their own MBTI personality type through self-assessment.
- Apply MBTI insights to enhance communication, collaboration, and conflict resolution.
- Recognize and appreciate different personality types in personal and professional contexts.

PREREQUISITES

- N/A

AUDIENCE

- All Levels of managers including non-executives

METHODOLOGY

Training is delivered in a highly interactive and experiential way. The trainer will facilitate discussion of real issues and challenges that the participants face in their work and private lives. Each activity will be thoroughly de-briefed to link the learning to real life situations.

- Program Incorporates Various Methodologies:
- We assess participants' baseline knowledge and track progress throughout the program
- Lecture & Case Study: Engaging lectures and real-world case studies provide theoretical foundations and practical insights
- Games and Video Simulation: Interactive games and simulations enhance learning by applying concepts in dynamic scenarios
- Group Exercise Discussion & Presentation: Collaborative discussions and presentations foster peer learning and communication skills
- Quiz & Evaluation: Regular quizzes reinforce learning, and program evaluation ensures continuous improvement.

COURSE CONTENTS

Module 1: Understanding the Four Dichotomies

- Extraversion (E) vs. Introversion (I)
 - Defining the energy focus.
 - Identifying traits and behaviors of each type.
- Sensing (S) vs. Intuition (N)
 - How we take in information.
 - Examples of Sensing vs. Intuition in daily life.
- Thinking (T) vs. Feeling (F)
 - Decision-making processes.
 - Balancing logic and values in decisions.
- Judging (J) vs. Perceiving (P)
 - Lifestyle and approach to the outside world.
 - Structured vs. flexible living.
- Activity – Identify your Core Values

Module 2: Discovering Your MBTI Type

- Exploring the strengths and challenges of your MBTI type. Personal reflection on how your type influences your interactions..
- Activity – MBTI Assessment

Module 3: Deepen Self-Awareness

- Reflect on how your MBTI type influences your behaviours, preferences, and decision-making processes. Identify areas

where your natural tendencies might be helping or hindering your personal and professional growth. Based on your MBTI insights, set goals to develop areas that might not come as naturally to you. For instance, if you're a perceiving type (P) and struggle with deadlines, you might work on building more structure into your routine.

- Activity – Set SMART Goal

Module 4: Enhancing Communication Skill

- Using the MBTI to improve communication can be highly effective because it helps you understand how different personality types prefer to receive and process information. Tailor your approach based on their preferences to enhance understanding and rapport. Pay attention to how others respond to your communication. Adjust your style if you notice that someone seems disengaged or misunderstood, which may indicate a mismatch in communication preferences.
- Activity – Colored Blind

Module 5: Building Effective Team

- Building an effective team using the MBTI involves leveraging the diverse personality types within the team to optimize collaboration, communication, and overall performance. Promote an environment where different MBTI types are encouraged to share their perspectives. This diversity of thought can lead to more innovative solutions and a deeper understanding of complex issues. Understanding the MBTI types of team members can help in resolving conflicts by recognizing the underlying preferences that may be causing friction.
- Activity – Traffic Jam

Module 6: Leadership and Management Style

- If you're in a leadership role, adjust your leadership approach based on the MBTI types of your team members. Create a work environment that values and supports the diverse MBTI types within the team. Recognize that different types may need different resources or support to thrive. Periodically review the team's dynamics and how MBTI insights are being applied. Discuss any challenges or changes in the team's composition and adjust strategies as needed.
- Activity – Coaching using GROW on Leadership

Module 7: Conflict Resolution and Problem-Solving

- When conflicts arise, use MBTI insights to understand the underlying causes of disagreements. Encourage team members to communicate their preferences openly and to appreciate the diverse approaches others may take. This can lead to more productive and empathetic problem-solving. Encourage team members to listen to each other without interrupting. Acknowledge different viewpoints and validate each person's feelings and perspectives.
- Activity – Group Discussions based on scenarios given

NOTES

Activity – Core Values

- Your core values represent what is most important to you and provide a framework for decision-making and goal-setting. When your vision is aligned with your values, it becomes more meaningful and fulfilling, guiding you towards a life that is authentic and true to yourself. Similarly, understanding your passions allows you to tap into what truly lights you up and makes you feel alive, fueling your journey towards your vision with purpose and excitement.
- By beginning with introspection and reflection on your core values and passions, you lay a solid groundwork for crafting a vision that resonates deeply with who you are and what you want to achieve, ultimately increasing the likelihood of success and fulfillment.

Activity – MBTI Assessment

- The Myers-Briggs Type Indicator (MBTI) is a widely used personality assessment tool that helps people understand their own and others' psychological preferences. It was developed by Katharine Cook Briggs and her daughter Isabel Briggs Myers, building on Carl Jung's theory of psychological types.
- The MBTI categorizes individuals into one of 16 personality types based on their preferences in four key dimensions:
 - Extraversion (E) vs. Introversion (I)
 - Sensing (S) vs. Intuition (N)
 - Thinking (T) vs. Feeling (F)
 - Judging (J) vs. Perceiving (P)

Activity – SMART Goal

- A SMART goal is an objective-setting technique designed to make goals more specific, measurable, achievable, relevant, and time-bound:
 - Specific: Clearly define what you want to accomplish. Be precise about the outcome.
 - Measurable: Set criteria to track your progress. How will you measure success?
 - Achievable: Ensure your goal is realistic and attainable given your resources and constraints.
 - Relevant: Align the goal with your overall objectives and priorities.
 - Time-bound: Set a deadline or timeframe for achieving the goal

Activity – Lost at SEA

- The "Lost at Sea" activity is a popular team-building exercise that challenges groups to rank survival items in order of importance after being stranded in the ocean.
- It's designed to encourage teamwork, decision-making, and problem-solving skills.
- Participants must discuss and agree on the rankings, promoting communication and collaboration.

Activity – Colored Blind

- The Colourblind activity is a communication exercise which develops team building skills and helps teams recognize problems caused with imprecise communication and language.
- It is a verbal problem solving experiential learning activity that is used to improve team problem solving and listening skills, and is played in a small group.

- Communication skills, especially listening skills, are some of the most often-quoted soft skills demanded by employers, and identified as requiring to be developed further by its leaders.
- This communications exercise provides a challenging activity to all levels of leaders, and typically becomes more challenging as the seniority of the group increases, where the ability to really listen and not just 'wait to speak' is often demonstrated.

Activity – Traffic Jam

- The “Traffic Jam” activity is a team-building exercise that focuses on problem-solving, communication, and collaboration.
- In this activity, participants are split into two groups and must switch places on a line without stepping out of order or into an occupied space.
- Participants can only move forward to an empty space or move forward over one person if there’s an empty space behind that person.
- They cannot move backward, jump over two people, or occupy an already filled space.
- It’s a metaphorical exercise that represents overcoming obstacles and finding solutions in constrained environments.

Activity – GROW Coaching

- Coaching is a powerful development tool that helps individuals gain clarity, overcome obstacles, and achieve their personal and professional goals.
- It provides a supportive environment where individuals can:
 - Enhance self-awareness
 - Develop specific skills
 - Increase confidence
 - Improve performance
 - Achieve a better work-life balance
- Coaching facilitates personal growth by encouraging self-reflection and providing accountability, which can lead to more meaningful and successful outcomes in various aspects of working life.
- The GROW coaching model is a structured framework used by coaches to guide individuals through the process of goal setting and problem-solving.
- It stands for:
 - Goal: Defining clear, achievable objectives.
 - Reality: Assessing the current situation and obstacles.
 - Options: Exploring possible actions or paths.
 - Will: Committing to specific steps to achieve the goal.