

# Myers-Briggs Type Indicator Workshops

Our experiential approach to the Myers-Briggs Type Indicator uses the personal insights gained from this classic personality type indicator coupled with eye-opening and engaging activities to yield powerful new insights at the individual and team levels.

To collaborate effectively -especially under pressure- people need to understand each other better and appreciate personal differences. Converting these differences from a source of team conflict to a source of team strength dramatically increases the productivity of the team and the bottom line.

Though the Myers-Briggs Type Indicator has applications for individuals, Adventure Associates specializes in workshops for teams. The workshop curriculum integrates the individual preference information with that of the team as a whole.

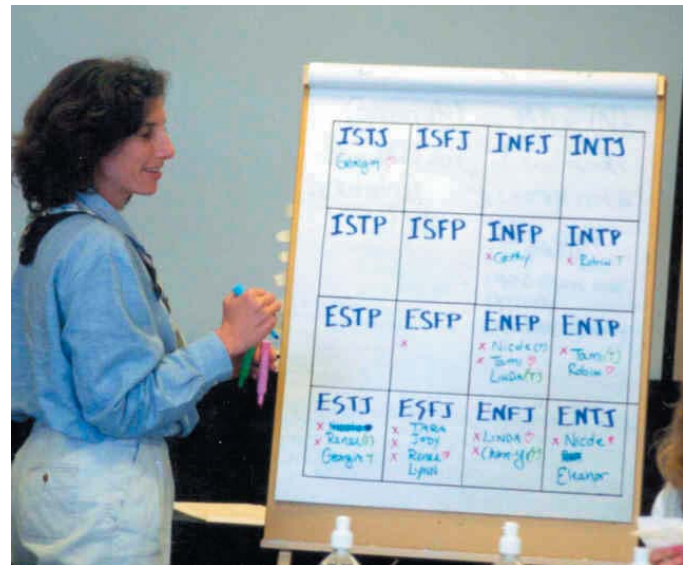
The Myers-Briggs Type Indicator benefits teams by:

- Identifying areas of strength and areas for development
- Clarifying team behavior
- Helping to match specific task assignments according to preferences
- Supplying a framework in which team members can understand and better handle conflict
- Helping individuals understand how different perspectives and methods can lead to useful and effective problem solving
- Maximizing a team's diversity in order to reach more useful and insightful conclusions

By integrating exciting and interactive challenges into the Myers-Briggs workshop, Adventure Associates creates opportunities for teams to experience type in action - generating greater understanding and new insights into this valuable team development tool.

## Adventure Associates' MBTI Workshops

Facilitating the Myers-Briggs Type Indicator to thousands of participants over the years has taught us some important lessons which we've applied to our workshops. First, we don't present the results of the instrument until the group



has had an opportunity to learn about all four dichotomies and sixteen type preferences. This prevents participants from tuning out information “because it doesn’t pertain to him or her.” Once the group has the necessary context, provided through interactive problem-solving challenges, exercises and discussion, they’re much better able to assess the type preferences of others. The end result is less bias against other type preferences and a deeper understanding of their own type preference.

The other adaptation we’ve made over the years to the benefit of our clients is to address the Sensing/Intuition and Thinking/Feeling

dichotic pairings first, and then delve into Extraversion/Introversion and Judging/Perceiving. The first two pairings focus on how data is collected and decisions are made. The latter two pairings have the potential to be more divisive as individuals have stronger feelings about which is “preferable.”

Many more conflicts in the workplace arise from misunderstandings around Extraversion/Introversion and Judging/Perceiving than Sensing/Intuition and Thinking/Feeling. By ordering the agenda in this fashion, we create an atmosphere of readiness in your group that makes the E/I and J/P discussions much more positive and results-oriented.

## Half-Day and Full-Day Workshops

We offer the Myers-Briggs Type Indicator in 4-hour and 7-hour workshops. During the half-day workshop, we instruct the group about the four dichotic pairings and the sixteen type preferences. Participants experience “personality in action” through a few interactive challenges and discussions, learn their individual type preferences, and begin to craft strategies for leveraging areas of strength and compensating for areas for development.

Time allowing, we highly recommend our clients participate in the full-day workshop. Your group will not only benefit from the individual breakthroughs of the half-day workshop, but have much more time to address “team type” in-depth and create even more strategies and awareness around specific workplace situations. (See Supplemental MBTI Information for specific examples.)

The culture of your team is largely influenced by the unique combination of your individual type preferences. For example, if you have a group of 15, and 10 of them are Extroverts, then your team type is Extroverted. This has ramifications in the way meetings are conducted, information is shared and in how team members communicate. Even though two co-workers may sit side-by-side, their daily work experiences can be different depending on whether their preference aligns with the team type or is different than the team type.



## **SAMPLE AGENDA Half-Day**

### **Introduction**

In order to get the team more comfortable with each other and accustomed to the experiential process, we lead a fun activity. Then we briefly cover the purpose of the workshop, the instrument's history, answer questions about the use of the MBTI and lay the groundwork for the rest of the workshop. (approximately 20 minutes)

### **Sensing & Intuition Self-Evaluation and Discussion**

Our facilitator leads your group through an interactive process in which individuals decide which of those preferences resonates more closely. (approximately 20 minutes)

### **Thinking & Feeling Self-Evaluation and Discussion**

Your team will evaluate their preferences around thinking and feeling through a facilitator-led activity. (approximately 20 minutes)

### **Interactive Challenge**

Typically, we employ a problem-solving activity that illuminates how information is gathered and processed. Not only does the challenge serve to get your group out of their seats, but it also allows them to see type in action, making it easier to draw correlations to the workplace dynamics. (approximately 20 minutes)

### **Extraversion & Introversion Self-Evaluation and Discussion**

First alone, then with a partner, participants examine their perceptions of Extraversion and Introversion, then converse with like-types about the issues that face them in the workplace. (approximately 20 minutes)

### **Judging & Perceiving Self-Evaluation and Discussion**

The final dichotic pairing that we cover is Judging and Perceiving. Participants find this one of the easiest to understand and apply. Upon completion of this discussion, participants will have self-selected the type preference that most closely matches him or her. (approximately 20 minutes)

### **Distribute MBTI Results**

Each participant receives a report on their MBTI preference based on the online instrument completed prior to the workshop. By moving this to the end of the workshop, we encourage open exploration of the various types, prevent biases from forming (Extraverts vs. Introverts, etc.) and ensure that participants don't filter out information "that doesn't apply to them." A small percentage of participants will select a slightly different type than what the instrument prescribes. Typically this uncovers the difference between how we behave at work and how we behave in our private lives. (approximately 30 minutes)

### **Team Type Table Discussion**

By combining the MBTI results of your group, we arrive at a Team Type Table. The cumulative type greatly impacts the work culture. For example, if you have a group of 15, and 12 are Extraverts, then your team culture is Extraverted. This impacts everyone on the team, but requires special consideration to be given to the 3 members who happen to be Introverted. During this discussion, we address any areas for which your group may need to compensate as well as natural strengths, while your group shares insights about your team's future development. (approximately 40 minutes)

### **Final Debrief**

Participants have an opportunity to ask clarifying questions, share insights and reflect on how they might apply some of this information back to the workplace. (approximately 20 minutes)

**Program Complete** (approximately 4 hours including two 10-minute breaks)

## SAMPLE AGENDA Full-Day

### Introduction

In order to get the team more comfortable with each other and accustomed to the experiential process, we lead a fun activity. Then we briefly cover the purpose of the workshop, the instrument's history, answer questions about the use of the MBTI and lay the groundwork for the rest of the workshop. (approximately 20 minutes)



### Sensing & Intuition Self-Evaluation and Discussion

Our facilitator leads your group through an interactive process in which individuals decide which of those preferences resonates more closely. (approximately 25 minutes)

### Thinking & Feeling Self-Evaluation and Discussion

Your team will evaluate their preferences around thinking and feeling through a facilitator-led activity. (approximately 25 minutes)

### Interactive Challenge

Typically, we employ a problem-solving activity that illuminates how information is gathered and processed. Not only does the challenge serve to get your group out of their seats, but it also allows them to see type in action, making it easier to draw correlations to the workplace dynamics. (approximately 30 minutes)

### Extraversion & Introversion Self-Evaluation and Discussion

First alone, then with a partner, participants examine their perceptions of Extraversion and Introversion, then converse with like-types about the issues that face them in the workplace. (approximately 25 minutes)

### Judging & Perceiving Self-Evaluation and Discussion

The final dichotic pairing that we cover is Judging and Perceiving. Participants find this one of the easiest to understand and apply. Upon completion of this discussion, participants will have self-selected the type preference that most closely matches him or her. (approximately 25 minutes)

### Z-Problem Solving Model and Facilitated Team Challenge

Participants review this model, then apply it in a challenge, Medley. This is one of the key areas of the workshop in which your group will examine their current problem-solving approach and make modifications based on what they uncover about their own and other preferences. (approximately 20 minutes)

### Facilitated Team Challenge

Your group will have the chance to apply the Z-Problem Solving Model in an activity like Pipeline (however, we have many activities from which to choose). (approximately 30 minutes)

*Pipeline*– Teams try to move a small ball from the starting line to the finish bucket without stopping or dropping the ball. A coordinated team effort is required to manage the assortment of pipeline components.

*The Web*– Pass through various size holes in a giant web structure without touching the string or using any of the openings more than once. This challenge requires a great deal of cooperation, trust and “start to finish” planning to enable the team to be successful.



### **Distribute MBTI Results**

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### **Team Type Table Discussion**

By combining the MBTI results of your group, we arrive at a Team Type Table. The cumulative type greatly impacts the work culture. For example, if you have a group of 15, and 12 are Extraverts, then your team culture is Extraverted. This impacts everyone on the team, but requires special consideration to be given to the 3 members who happen to be Introverted. During this discussion, we address any areas for which your group may need to compensate as well as natural strengths, while your group shares insights about your team’s future development. (approximately 25 minutes)

### **MBTI Behavior Cues**

Being able to “guess” another person’s type is a valuable skill. It can change the way you choose to communicate with them, how much detail (or lack thereof) you include in explanations, whether you do it via email or in-person. We’ll cover some of the behavior cues that we can read and interpret about others, and discuss how we might change our approach with them accordingly. This is particularly valuable when dealing with other departments or external clients who may not have been exposed to MBTI principles. (approximately 25 minutes)

### **Brainstorming & Planning**

It is at this stage in the workshop that your group looks at “what do we do now?” Past participants have restructured the way they prepare for and hold meetings, run performance evaluations, developed email templates and protocols, interacted with clients (internal and external), and compiled data and reports for review. (approximately 40 minutes)

### **Final Debrief**

Participants have an opportunity to ask clarifying questions, share insights and reflect on how they might apply some of this information back to the workplace. (approximately 15 minutes)

### **Program Complete**

(approximately 8 hours including two 10-minute breaks and a 30-minute lunch)