

MBTI : Knowing yourself to increase mutual understanding and communication

Personality differences that exist between people provide diversity, creativity and variety in the workplace, but they can also be the source of misunderstanding and even conflict. So much time and energy wasted simply because of poor relationship and communication.

The Myers Briggs Type Indicator explores normal personality differences. Its development was based on the Carl Jung theory of Types and is today the most widely used personality indicator in the world.

The MBTI identifies the preferences of each person in regard to 4 fundamental aspects of our private and professional life:

1. How do I prefer to get my energy?
2. How do I perceive the information?
3. How do I take my decisions?
4. How do I prefer to live my life?

The MBTI provides a common language to talk about those personality differences in a constructive way. It highlights the complementarities in people.

It describes the personality in a dynamic and detailed way. It does not judge or put labels on people. On the contrary it allows to understand the normal differences in the way we react in our day to day life. The focus is to accept the way we are and also others and to adapt our style when necessary and useful.

The self awareness that the MBTI provides can be the starting point of different training and is useful in many applications such as leadership, conflict management, change management, team development etc...

Objectives of the training

At the end of this training, participants will have discovered:

- Their own preferences, their comfort versus their effort zone
- The impact of their 4 preferences on how they work and communicate
- Their personality profile and how they can adjust their communication style to the ones of others
- How they can increase their effectiveness at work

Program

The training will consist of a wide range of exercises, discussion and feedback. The trainer role will be to facilitate the process, to synthesize and also to bring elements that the group would not have detected.

Content

- Welcome– Introduction- Objectives of the training - Process
- What is the MBTI
- Discover and understand your own profile
 - My preferences
 - My comfort and my effort zone
 - The Impact of my preferences on my professional context
- Discover the other types
 - Understand how others function
 - The type table of the 16 profiles
 - Contribution and potential pitfall of each preferences
- Increase communication with the other profiles
 - How to adapt my communication to the style of the others: talk in type
- Conclusion and key messages from the day
- How to continue progressing
- Individual action plan.

Practical information

Duration: 1 day

Maximum number of participants: 12.

Location: In your office