

Myers Briggs Type Indicator (MBTI)

Overview:

Background of the MBTI

The MBTI is based on the Swiss psychologist Carl Jung's theory of personality.

Jung believed that seemingly random behaviour is actually quite orderly, consistent and even predictable if you know what to look at. He noted that we all make observations about the world and then we all make judgements about what we have seen.

Katherine Briggs and her daughter Isabel Briggs Myers designed the MBTI to make Carl Jung's theory of psychological type into a practical tool that was readily available to a wider audience.

Katherine Briggs started work on the MBTI in the late 1920s, although her daughter Isabel Briggs Myers carried out most of the development. It took many years to develop through extensive research and revision, before finally being published and distributed worldwide in 1975. The MBTI is now used in 52 countries.

The Benefits of MBTI

The benefits of the MBTI are numerous, in particular, the MBTI offers individuals:

- a straightforward and affirmative way to understand self and others;
- an insight into their differences, so they can reduce conflict, and deal constructively with these differences;
- a way to identify blind spots;
- an appreciation of the value of diversity;
- objectivity and reason in emotional issues;
- assistance in identification of individuals preferred way of communicating with others, managing conflict and dealing constructively with difficulties, and
- assistance with career planning, stress management, problem solving and time management.

The MBTI offers teams:

- a reduction in unproductive work by improving communication;
- a way to identifying individual and team areas of strength and weakness;
- the ability to clarifying team behaviour;
- help in matching specific task assignments to certain MBTI types;
- an effective framework for dealing with conflict;
- help to individuals in understanding how different perspectives and methods can lead to useful and effective problem solving, and
- ensuring team members value and work with the strengths of others.

Designed for: This course is suitable for all staff members.

Duration: 1 day

Content:

MBTI history and overview

- What is the MBTI
- MBTI History
- The ideas and theories of psychologist Carl Jung

Identifying best fit

- Myers Briggs Type Indicator (MBTI) – self assessment
- MBTI Form M (score-able)

Personality type or psychological type

- 16 personality types
- Orientation

Team application of type

- Team impact
- Splitting exercises



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