

MBTI® Activity



The Eight MBTI® Preferences in the Change Process: An Application of MBTI® Type

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Designed with your success in mind, this activity comes complete with everything you need to engage participants and reinforce type concepts so that individuals can apply the learning immediately post-training. The following materials are provided for this activity:

- Instructions
- Handouts

For more time-tested activities like this one, as well as for the how-to guidance and tools for creating a comprehensive Myers-Briggs® team development program, check out our popular [Type and Change Leader's Resource Guide](#).

Looking to extend the learning further? Offer each participant a booklet from CPP's [Introduction to Type®](#) series, available in print or PDF format—20 titles spanning a wide range of MBTI application topics, such as communication, conflict, team building, stress management, innovation, leadership, and more.

For more downloadable, easy-to-use, no-fail activities from world-renowned MBTI® type experts and consultants, visit www.opp.com/MBTIactivities.



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OBJECTIVES

- To help participants recognize and own their individual needs during change
- To stimulate recognition and appreciation of differences
- To provide data for developing strategies to meet needs of different people

TIME FRAME

30 minutes

MATERIALS

- Handout: “What Do Extraverts and Introverts Want During Change?”
- Handout: “What Do Sensing Types and Intuitive Types Want During Change?”
- Handout: “What Do Thinking Types and Feeling Types Want During Change?”
- Handout: “What Do Judging Types and Perceiving Types Want During Change?”
- Eight flipchart sheets attached to walls or on flipchart stands, each sheet titled with one of the eight MBTI preferences: E, I, S, N, T, F, J, P. (Post these far enough apart that there will be room for three to five people to gather at each.)
- Markers—a couple at each flipchart sheet

Process

1. Ask people in the group to go to one of the flipchart sheets for a preference that they have and are clear about. You will need to help them divide themselves so that there are not too many at any one preference station and enough at every preference station represented in the group.
2. Ask each group to jot down all the things they can think of that people with this preference want/need during a time of change. Tell participants to try to filter out their other preferences and focus on just this one. Give them no more than 5 minutes.