

MBTI® Activity



What Is Conflict? 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
- PowerPoint® slide
- Handout

For more time-tested activities like this one, as well as for the how-to guidance and tools for creating a successful Myers-Briggs® conflict management program, check out our popular **MBTI® Conflict Management Program 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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What Is Conflict?

An Application of MBTI® Type



OBJECTIVE

To elicit examples of actual conflicts in which participants have been involved to try to understand how the situations are approached and to demonstrate the consistency of these experiences in similar conflict pair groups

TIME FRAME

50 minutes

MATERIALS

- PowerPoint slide: “Questions for Reflection and Discussion”
- Handout: “Describing Conflict”
- Flipchart, markers

Process

1. *Part 1: Self-work.* Distribute the handout, “Describing Conflict,” and ask participants to reflect and work alone for 5–10 minutes. Remind them that they will be asked to work in groups and to share as much as they are happy to.
2. *Part 2: Small group work.* Form small groups of all those people with the same conflict pair: TJ, TP, FJ, FP. If there is only one person to represent one of the four conflict pair groups, put him or her with a group that has one of the same preferences. If there are no people in one or more groups, you will have to fill in the discussion so that these groups are represented.

Ask participants to work together for 25 minutes in their groups to share their experiences and tease out the common response that represents the thoughts of the whole group. Ask groups to record these responses on flipchart sheets.

3. *Part 3: Large group delivery.* Bring the groups back together and ask a representative from each group to read through the group’s response. Show the slide, “Questions for Reflection and Discussion,” as a reference.

Show
slide



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