

# MBTI® Activity



## Applying the Functions Lens to Team Culture: An Application of MBTI® Type

Elizabeth Hirsh | Katherine W. Hirsh | Sandra Krebs Hirsh

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 **MBTI® Teambuilding 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](http://www.opp.com/MBTIactivities).



OPP Ltd | +44 (0)845 603 9958 | [www.opp.com](http://www.opp.com)

Applying the Functions Lens to Team Culture: An Application of MBTI® Type Copyright 2009, 2012 by CPP, Inc. All rights reserved. Permission is hereby granted to reproduce this product for workshop use. Duplication for any other use, including resale, is a violation of copyright law. Myers-Briggs, MBTI, Introduction to Type, and the MBTI logo are trademarks or registered trademarks of the Myers & Briggs Foundation in the United States and other countries. The CPP logo is a trademark or registered trademark of CPP, Inc., in the United States and other countries. Reprinted and distributed under license from the publisher, CPP, Inc., U.S.A. OPP® is licensed to use the trademarks in Europe. OPP and the OPP logo are registered trademarks of OPP Ltd.

# Applying the Functions Lens to Team Culture: An Application of MBTI® Type



## OBJECTIVE

To foster dialogue between the functions—ST, SF, NF, and NT—to develop a balanced and unified team vision, resulting in a team mission statement

## TIME FRAME

30–45 minutes

## MATERIALS

- Handout: “Mission Statement”
- Handout: “Typical Characteristics of the Four Functions,” for reference
- Handout: “Team Culture and the Four Functions,” for reference
- Flipchart, markers, masking tape

## OPTIONAL

- *Introduction to Type® and Teams*, for reference

---

## Process

1. Divide the team into ST, SF, NF, and NT function groups, as the composition of the team permits.
2. Distribute the “Mission Statement” handout. Ask the members of all the function groups to answer the questions on the handout individually:
  - What is this team’s main purpose—that is, what are the team’s goals, objectives and values?
  - What does the team need to do to align more fully with that purpose?
  - What does your function group (ST, SF, NF, or NT) do that helps make this purpose a reality?Then have them discuss their answers with others in their group and record these answers on a flipchart sheet.
3. Have each function group compose a team mission statement.
4. Ask each group to report its findings to the entire team and to reflect on how