

Step I and Step II Course Rebrand

Leanne Harris, Consultant, Practitioner Development
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Welcome to the
MBTI® Step I
Foundation Programme

Introducing...



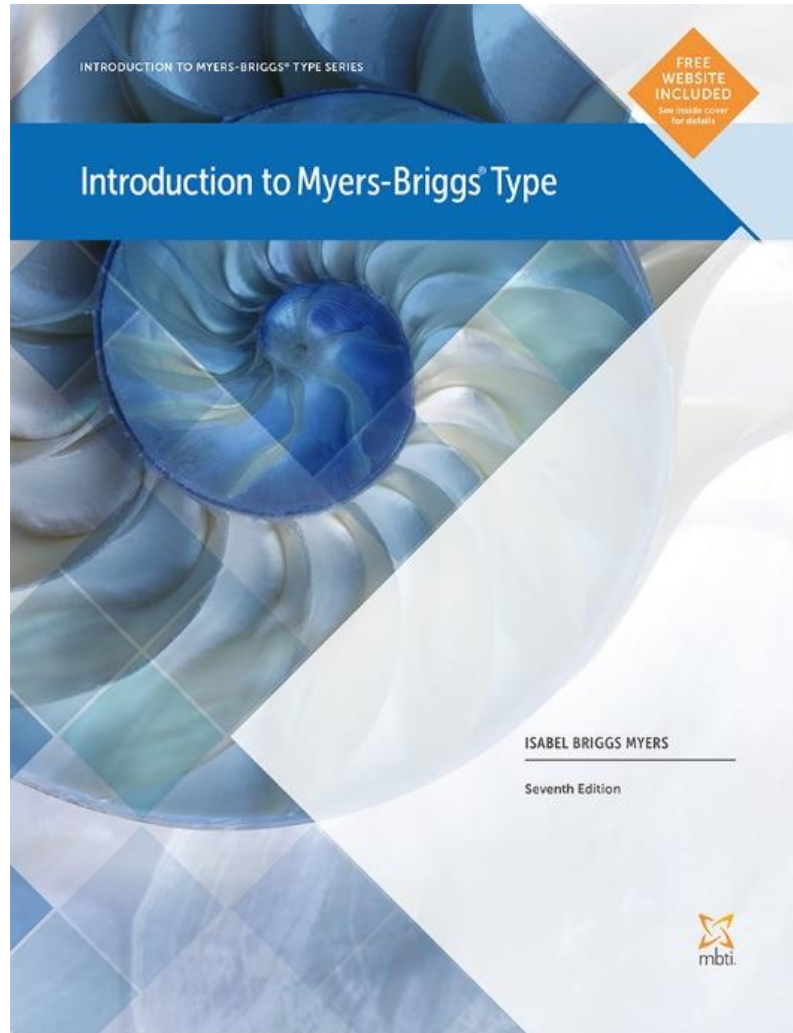


WELCOME TO MBTI® STEP I GROUP FEEDBACK

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Introduction to Myers-Briggs Type®

Isabel Briggs Myers



- ◆ Includes link to website with further content

The four pairs of preferences

EXTRAVERSION

INTROVERSION

Where do you get your energy from?

SENSING

INTUITION

What kind of information do you prefer to use?

THINKING

FEELING

What process do you use to make decisions?

JUDGING

PERCEIVING

How do you deal with the world around you?

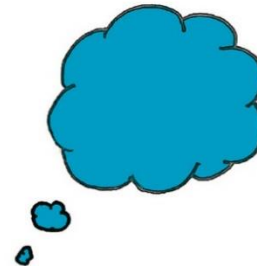
E-I: Approach to meetings

e

APPROACH TO MEETINGS

How do you typically operate in meetings?

i



- ◆ Like to talk things through
- ◆ Tend to be expressive in meetings
- ◆ Lose energy when there is little interaction
- ◆ May talk over others

- ◆ Like to think things through
- ◆ Tend to be contained in meetings
- ◆ Lose energy when there is little space for reflection
- ◆ Wait your turn in conversation

5

S–N: Preferred instructions



PREFERRED INSTRUCTIONS

What kinds of instructions work well for you?



- ◆ Prefer to be given step-by-step, realistic instructions
- ◆ Want to have the specifics spelled out
- ◆ Like instructions to be clear and accurate
- ◆ May find nonspecific instructions to be too vague



- ◆ Prefer to be given the overall purpose and work it out for yourself
- ◆ Want to see the big picture
- ◆ May not notice inaccuracies and are comfortable with ambiguity
- ◆ May find detailed instructions limiting

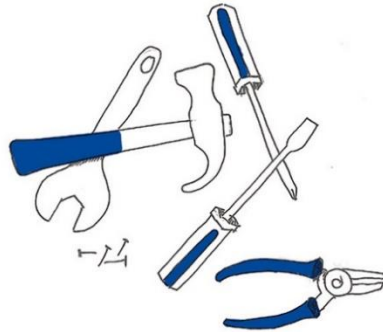
T–F: Helping style



HELPING STYLE



How would you go about helping someone with a problem?



- ◆ Want to help someone by fixing the problem
- ◆ Tend to look at practicalities and make a logical analysis of the situation
- ◆ Focus on tasks

- ◆ Want to help someone by being empathetic and supportive
- ◆ Tend to explore how people feel in the situation
- ◆ Focus on relationships

J–P: Approach to a task



APPROACH TO A TASK

How do you approach a complex task?



- ◆ Plan it step-by-step
- ◆ Follow a preset plan or method
- ◆ Organize at the start
- ◆ Have a clear structure

- ◆ Wait to see what emerges
- ◆ Respond flexibly in the moment
- ◆ Plunge in first
- ◆ Work out what's needed along the way

Explore: Ask open & follow up questions

PRACTITIONER PROMPTS

E-I: APPROACH TO MEETINGS

How do you typically operate in meetings?

FOLLOW-UP QUESTIONS

- ◆ Any recent examples?
- ◆ What kinds of meetings are more energizing/enjoyable?

CLARIFICATION PROMPTS



What's it like in a meeting when you're asked to give a quick response on the spot?



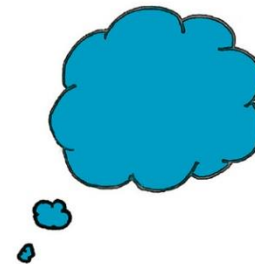
What's it like in a meeting when you don't have a chance to express yourself very much?

Explore: Debriefing the question



APPROACH TO MEETINGS

How do you typically operate in meetings?



- ◆ Like to talk things through
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MBTI Flip a Type Tip!

Strengths and blind spots

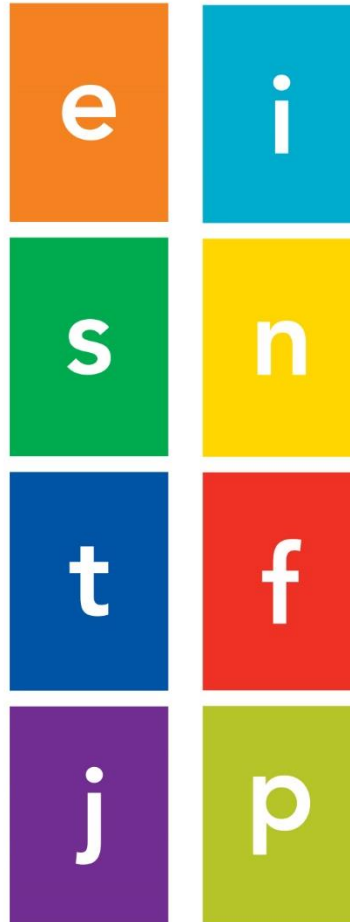
Your type

STRENGTHS

- ◆ Bringing structure and order to the workplace
- ◆ Having a drive for efficient processes, which enables you to make cost savings and quality improvements

BLIND SPOTS

- ◆ Insensitivity to people issues—remember to factor them in
- ◆ Intolerance for people who are less organized and efficient than you are—try to value their flexibility and spontaneity



Their type

STRENGTHS

- ◆ Inspiring others with their firmly held beliefs
- ◆ Working selflessly when they are committed to the cause they are contributing to

BLIND SPOTS

- ◆ Suggesting unrealistic or impractical solutions in their desire to create a better future
- ◆ Frustration with hierarchy, organizational structure, and office politics

MBTI Flip a Type Tip!

Interaction

Their type

WHAT THEY LIKE

- ◆ Seeking to live authentically in accordance with their values
- ◆ Having a meaningful and complex inner emotional world
- ◆ Holding passionate inner convictions
- ◆ Seeking to make the world a better place for others

WHAT THEY WANT

- ◆ To have you value their unique and personal contribution
- ◆ An environment that values all individuals



Your type

WHAT YOU LIKE

- ◆ Seeking to bring order to the world
- ◆ Being goal oriented and decisive
- ◆ Testing the logic of a system through challenge and critique
- ◆ Taking charge

WHAT YOU GIVE

- ◆ Organization and planning for every activity
- ◆ The ability to spot mistakes others may overlook

MBTI® Step II™

Welcome to Day One

Initiating–Receiving:

How people make contact with others



Concrete–Abstract: What type of information a person pays attention to and is stimulated by



Logical–Empathetic: The basis on which a person would ideally make a decision



Systematic–Casual:

How a person organises their life





Updated Language

Language updated to be more accessible

- Aims are to make language less complex and more user-friendly
- Clarification on which theories are directly from Jung, and which theories are combination of Jung's thinking and Myer's thinking
- Assessments are only referred to as Step I and Step II
- Interchangeable terminology for Type Dynamics to reflect use in materials

Favourite/first process

- ◆ It is the process that is relied on the most.
- ◆ It is the core of an individual's personality and provides overall direction.
- ◆ It is the most conscious and developed process.



formerly known as Dominant function

Second process

- ◆ It is the process that is second in importance.
- ◆ It supports the favourite process and provides it with healthy balance.
- ◆ The favourite and second together are the preferred processes.



formerly known as Auxiliary function

Third process

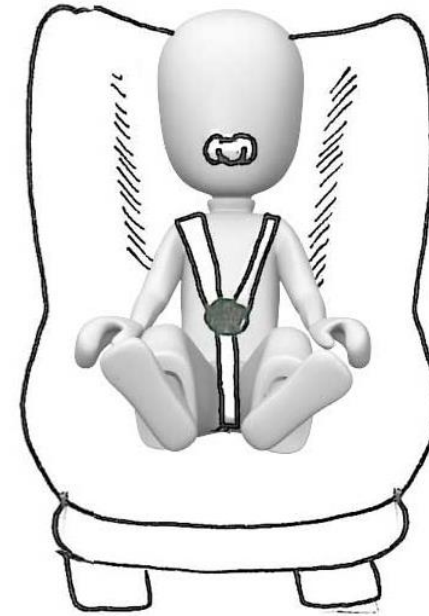
- ◆ It is not one of the preferred processes.
- ◆ It is usually much less developed and conscious than the first two.
- ◆ Along with the fourth process, it is likely to be explored during and after mid-life.



formerly known as Tertiary function

Fourth process

- ◆ It is the process that receives the least energy and attention over time, and is therefore usually the least developed.
- ◆ It is the opposite of the favourite process.
- ◆ It becomes important during stress.



formerly known as Fourth or Inferior function

Updated Language



New Language:

- Preference pair
- Orientation
- Step I
- Step II
- Assessment
- Jung-Myers theory of Type Personality

Replaces:

- Dichotomy or Dimension
- Attitude
- Form M
- Form Q
- Instrument or Tool
- Jung theory of Type Personality



Updated Language



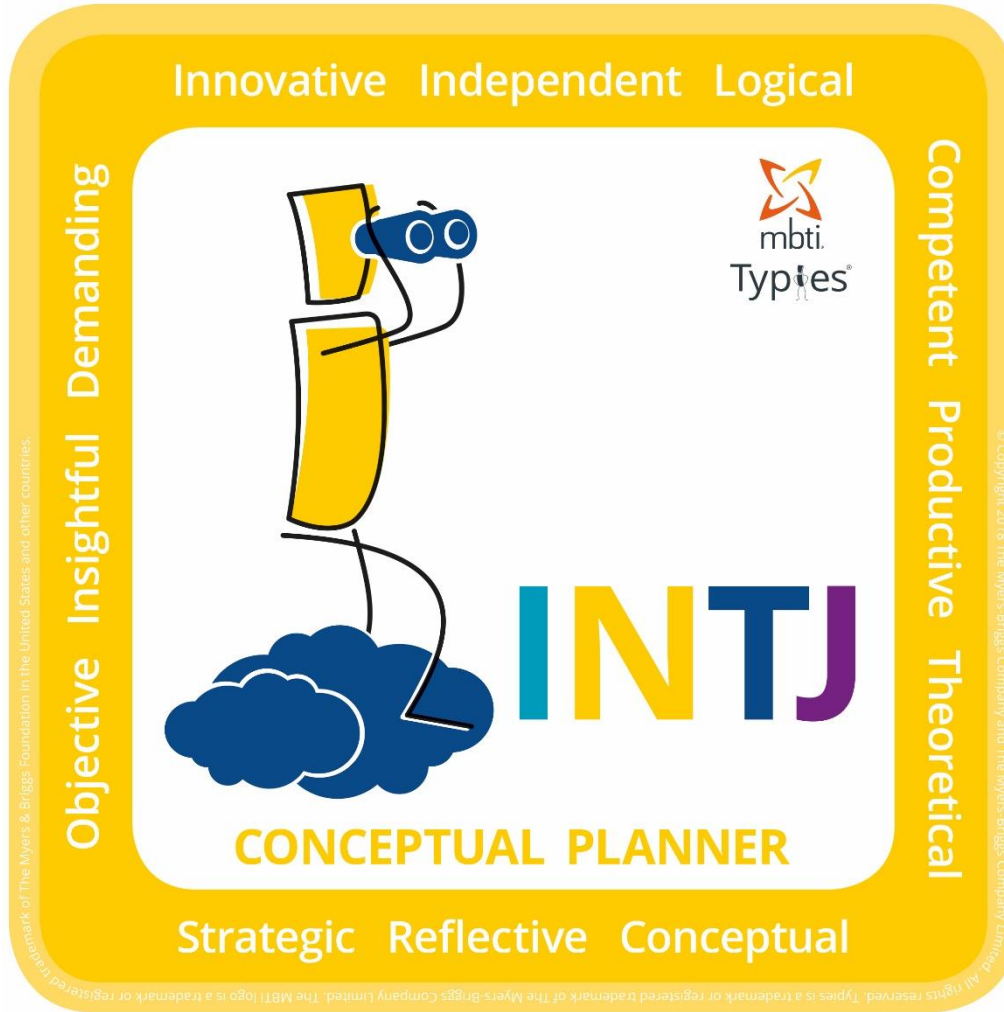
New Language:

- Process
- Favourite Process
- Second Process
- Third Process
- Fourth Process

Used alongside:

- Function
- Dominant Function
- Auxiliary Function
- Tertiary Function
- Inferior Function

Typies: a fun way to share your type



Innovative Independent Logical

Objective Insightful Demanding

Competent Productive Theoretical

mbti.
Typies®

INTJ

CONCEPTUAL PLANNER

Strategic Reflective Conceptual

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Practise trying out the new type dynamics language with a partner using your Typies