

**More Talent Development in Less Time:
Crafting a 24-Month Development
Blueprint with the MBTI®**

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Discussion Angle: Curriculum strategist, instructional design, specialty in blending soft skills with type

Meet Your Hosts

Today's Learning Objective and Agenda

Objective

Gain insights and inspiration into how the MBTI® Personal Impact Report can be an easy blueprint for development.

Agenda

- Industry Chatter
- The Big Idea
- Practitioner Insight
- MBTI® Personal Impact Report (PIR)
- Personalizing Learning with PIR
 - Idea 1
 - Idea 2
 - Idea 3
- Summary and Wrap-up

**In a perfect world we'd love to
automate personalized learning.**

**What's one thing that keeps you
from doing it consistently?**

Industry Chatter



Making it count: Meeting leaders' needs on their terms

Leaders are requesting personalized learning much more heavily than ever before. If they're going to spend any time on learning, they want to dedicate the least amount of time to the activities that have the highest impact.

People Management brought to you by the CIPD

49% of organisations with an L&D strategy in place will be spending less on their programmes this year as a result of the economic downturn.



Modernize your learning offerings beyond training

Shift your learning offerings from training to learning clusters—groups of learning assets that are presented to people to help them achieve a goal or do their job better.

The Big Idea

What if we could save time and deploy thoughtful, consistent soft skills learning over a 12–24-month period while pulling through familiar, type language?



What We Hear from Practitioners


1. Learning and development practitioners are increasingly having to deliver more development with fewer resources.
2. Learners still want personalized experiences and so finding cost-effective ways to create tailored learning paths is important.
3. Deploying learning management systems (LMS) and/or courseware bundles alone aren't enough – employees need specific guidance to know what to do and when to engage in learning.

MBTI®: Personal Impact Report

Personality insights plus personalized soft skills strengths, challenges and unique development opportunities.

The Myers-Briggs Company

24 Months of Personalized Learning In One Report




MYERS-BRIGGS TYPE INDICATOR® | STEP I™
PERSONAL IMPACT REPORT


Prepared for
EDWARD SAMPLE

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PERSONAL IMPACT REPORT
MYERS-BRIGGS TYPE INDICATOR® | STEP I™

HOW YOUR REPORT IS ORGANIZED

Your Myers-Briggs® Personality Type	3
Your Work Style	4
Your Communication Style	6
Your Team Style	8
Your Decision-Making Style	10
Your Leadership Style	13
Your Conflict Style	15
How Stress Impacts You	17
Your Approach to Change	18



PERSONAL IMPACT REPORT
MYERS-BRIGGS TYPE INDICATOR® | STEP I™




Your Myers-Briggs® Personality Type

The questions on the MBTI assessment are designed to show which preference in each of the four pairs of opposites you favor. The type you identified as fitting you best is shown below.

Your best-fit Myers-Briggs personality type
ENTP


Your preferences
Extraversion | Intuition | Thinking | Perceiving



Your Work Style

The descriptions presented below for your type relate to your work preferences and behaviors.

When reviewing this information, keep in mind that the MBTI assessment identifies preferences, not abilities or skills. There are no "good" or "bad" types for any role in an organization. Each person has something to offer and learn that enhances his or her contribution.



Your Decision-Making Style

The information below is intended to help you see the impact of your personality preferences on your decision-making style.

It is important to remember that all personality types and decision-making styles are equally valuable and that no one type can be characterized as the best decision maker. Use this information to learn about and appreciate your natural style and acquire strategies to make both your individual and group decision making more successful and comprehensive.

Suggestions for Developing Your Decision-Making Style

- Understand that creating a basic plan may make the journey more successful
- Remember to take time to explore opinions in depth
- Recognize that the goal is to find the best option for each specific situation
- Remember that just because something has been used before, it isn't necessarily outdated
- Realize that people are more receptive to trying something new when it is tied to the familiar
- Recognize that considering people's feelings is a rational means to craft better decisions
- Accept that success often demands sustained effort
- Pause to check for understanding—others may require specifics and details
- Appreciate that if a decision was effective, no further changes may be needed
- Realize that learning can be achieved regardless of success or failure

Idea #1



The screenshot shows a 'PERSONAL IMPACT REPORT' from the Myers-Briggs Type Indicator. It includes a table titled 'HOW YOUR REPORT IS ORGANIZED' with 10 sections and their page numbers. To the right of the table is a vertical stack of three orange boxes labeled 'JANUARY', 'FEBRUARY', and 'MARCH'. A red line connects the 'Your Work Style' section (page 4) to the 'FEBRUARY' box.

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JANUARY
FEBRUARY
MARCH

Create a Development Blueprint with PIR

Pair the PIR with a quarterly delivery cadence that's doable for your organization.

1

- Choose a skills topic
- **Month 1:** Introduce best practices for your organization

2

- **Month 2:** Ask learners lean into their strengths and preferences related to the selected skill.

3

- **Month 3:** Finally, learners will prioritize their areas of challenge

Idea #2

LMS Course List



Leverage Existing Content

Align existing courseware to the blueprint; identify gaps to fill.

Example: Create a cheat sheet that helps people identify specific courses or learning that can help them with strengths and challenges contained with their MBTI-PIR. Consider popularizing learning with publishing a “Top 3” List of most completed or liked courses to drive engagement.

Idea #3




Motivate Learners

Create recognition opportunities like badges to further engagement.

Example: Group courses together into learning bundles or series and offer badging to encourage achievement and friendly competition.

Summary and Wrap-Up

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- 1 Pair the PIR with a quarterly delivery cadence that's doable for your organization.
 - 2 Align existing courseware to the blueprint; identify gaps to fill.
 - 3 Create recognition opportunities like badges to further engagement.

Summary and Coming Attractions



April 2025

The Myers Briggs Company and Dr. Roger Pearman to release a new whitepaper on Psychological Safety and Type.



May 2025

Coming to the ATD 25 International Conference? We will be sponsoring Harvard Professor and expert on Psychological Safety, Amy Edmondson's keynote.



Fall 2025

Brand New Practitioner-focused community and user resources.