

# Personalizing Learning with the MBTI®: Three Practical Ideas

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## **Meet Your Hosts**

# Today's Learning Objective and Agenda

## Objective

Gain insights and inspiration into how the MBTI® Personal Impact Report can be a practical shortcut for personalizing learning.

## 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

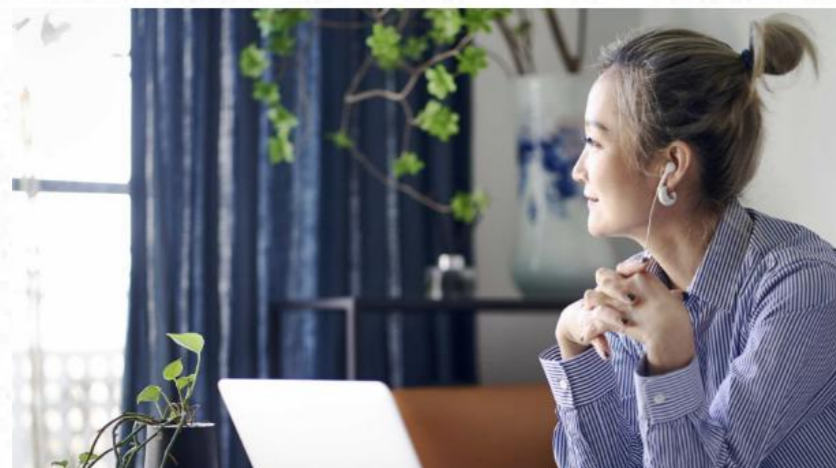
**Think back to a time when you had to go to training, but the experience was really flat and dry.**

**Why was it?**

# Industry Chatter



## Crafting Custom Learning Pathways — The Why and How



The traditional notion of the “classroom” will give way to a highly complex, versatile and individual-driven learning ecosystem.



## The Future of Learning: Eye-Opening Employee Training Statistics for 2024



Personalized learning paths powered by AI have been shown to increase employee engagement by 35%. These customized learning experiences cater to individual needs and learning styles, making training more relevant and effective



## A Personalized Approach to Corporate Learning

How companies big and small are making highly tailored, responsive training a reality.

...offering never-ending webinars or lectures is the quickest way to induce employee eye rolls, and often no one retains a lick of information the following day.

## The Big Idea

Rather than deploy one-size-fits all training, what if we could personalize that learning at scale and pull through familiar, type language?



# What We Hear from Practitioners

1. When practitioners roll out training programs, they want people to like the experience.
2. They want people to connect with the skills materials. People connect with the skills material when it immediately benefits them.
3. Creating good skills material that benefits every different type, style and preference is near impossible (not scalable).

# MBTI®: Personal Impact Report

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

## 24 Months of Personalized Learning In One Report



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

Prepared for  
**EDWARD SAMPLE**

March 6, 2020

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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™

**entp**

**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



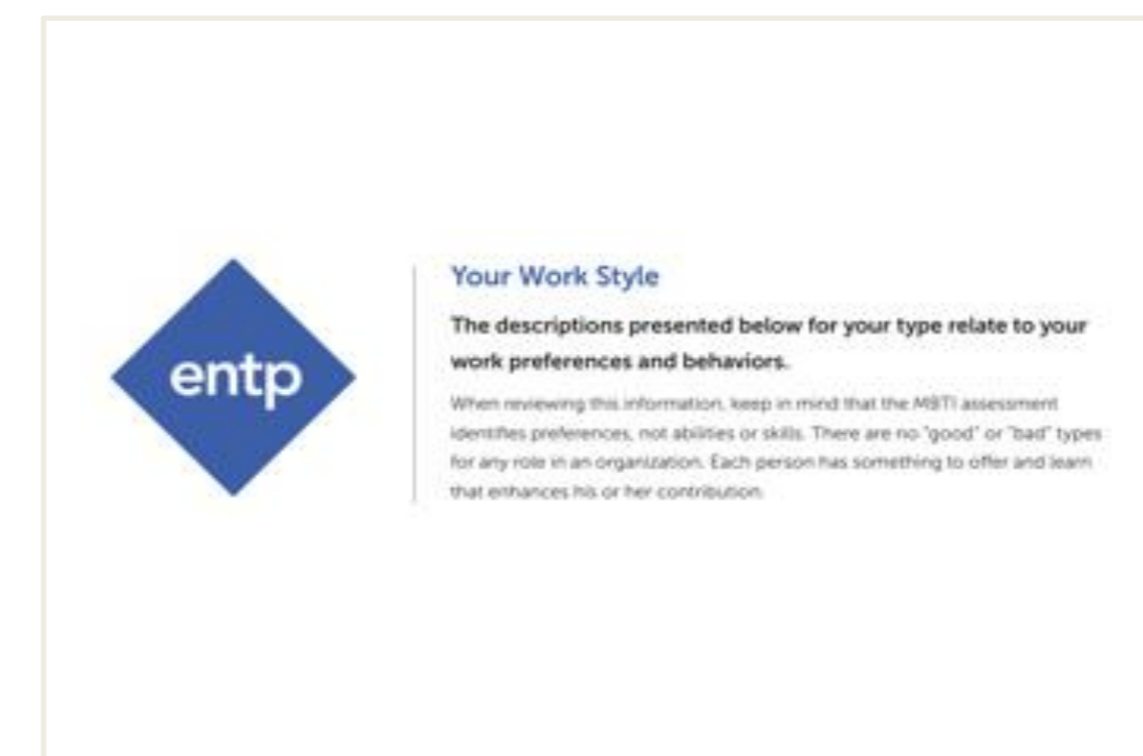
**PERSONAL IMPACT REPORT**  
MYERS-BRIGGS TYPE INDICATOR® | STEP I™

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**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.



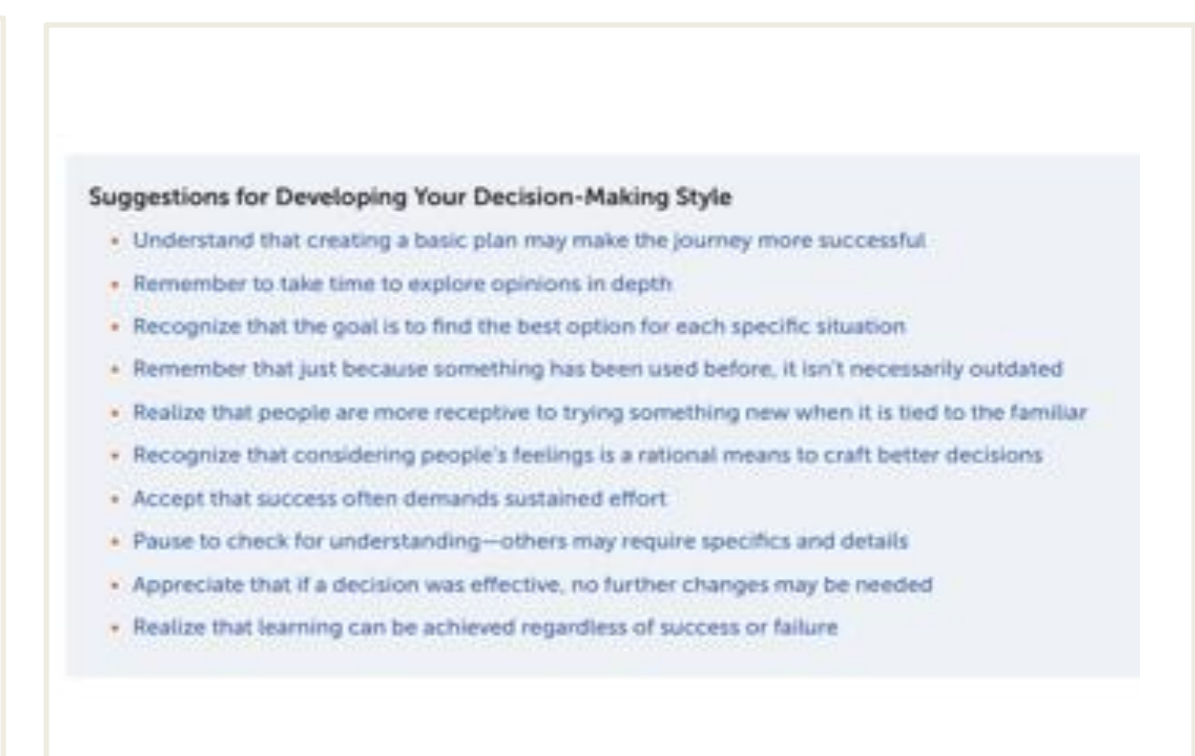
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**Your Work Style**

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.



**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

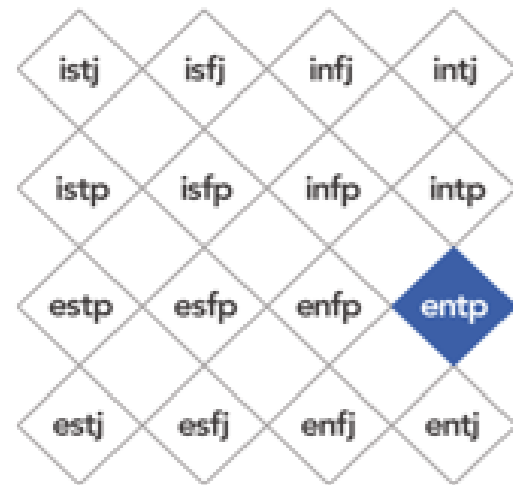
## Personalizing Learning with PIR

**Incorporate type into your icebreakers to get your training off to a fun, engaging start.**

For example, you can ask people to introduce in a way that is authentic to their style and with permission, ask others to guess the style.



### ENTP WORK STYLE HIGHLIGHTS



ENTPs are innovative, strategic, versatile, analytical, and entrepreneurial. They enjoy working with others in start-up activities that require ingenuity and unusual resourcefulness.

Adaptive	Enterprising	Questioning
Analytical	Independent	Resourceful
Challenging	Original	Strategic
Clever	Outspoken	Theoretical

## Idea #2



### Your Strengths in Managing Conflict

- Being an ingenious problem solver who readily offers alternative ways forward
- Being comfortable living with the ambiguity and uncertainty that conflict can create
- Being willing to take risks unfettered by popular thinking and to ask difficult questions of anyone in pursuit of clarity

### What You Need from Others

- Acceptance of your verbal jousting and desire to bend the rules
- Tolerance of your need to subsequently analyze what has happened and perhaps reopen what others presume has been completed and is closed
- An environment in which neither you nor anyone else is judged until all have had their say

### How Others Tend to See You

- Assertive, enthusiastic, and objective
- Following your own agenda and wanting to win the argument, thereby creating conflict, according to some; others simply see you as logically debating the pros and cons of a situation
- When you are under stress: someone who lives in a tornado of uncontrollable energy and is excessively critical and sarcastic, leaving a trail of destruction in your wake

# Personalizing Learning with PIR

**Add type information into business-specific roles plays.**

**Example:** How Feedback Feels in Conflict

Identify people with different types and pair them up. They will role play the scenario specifics and the style/manner of feedback. This layered approach connects the people dynamic to the skills material.

## Idea #3



### Challenges

Entertaining many options, which can come across to others as wheel spinning and wasting time

Overcomplicating the direction, making it too hard for people to stay focused on it

Overlooking the direction's mundane problems and putting too few resources toward addressing them

Alienating others with your style of debating and arguing as a way of sifting through alternatives

### Challenges

Undervaluing teamwork toward a common goal

Being reluctant to trust others, especially when their competence is not affirmed

Getting ahead of others with ideas and becoming impatient; can be quick to lash out if self-control isn't well developed

Critiquing others' performance before appreciating what they have done well, which can demotivate others and damage relationships

# Personalizing Learning with PIR

**Accelerate meaningful action planning in a group setting.**

**Example:** Participants turn to the development section in their PIR and identifies what specific things each individual will work on.

# Summary and Wrap-Up



1 Incorporate type into your icebreakers to get your training off to a fun, engaging start.



2 Add type information into your business-specific roles plays.



3 Accelerate meaningful action planning in a group setting.

# Summary and Coming Attractions



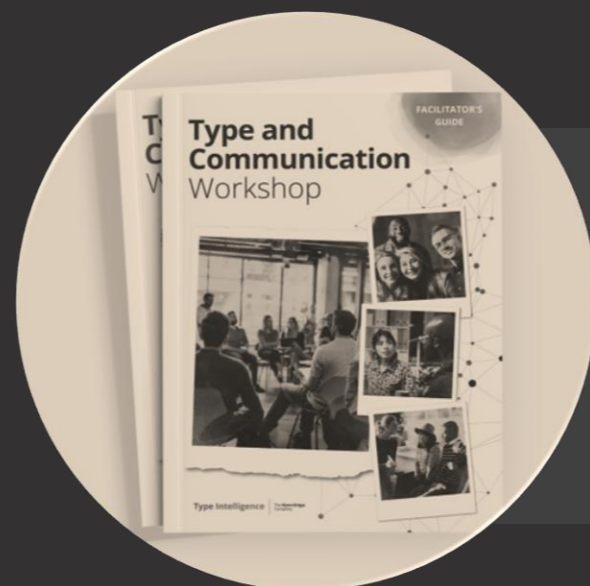
## March 2025

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 experience and product suite.