



## Myers Briggs Type Indicator

### About the Myers Briggs Type Indicator (MBTI)

The MBTI is the most widely used personality instrument in the world, with over two million people taking it annually.

It is a forced choice, self-report, personality questionnaire used to measure and describe people's preferences for how they like to get information, make decisions and orient their lives. It is based on Carl Jung's theory of perception and judgement and classifies people into 16 broad personality Types. The MBTI provides a simple way of seeing how people are alike and how they differ.

When people are aware of their differences, they can build better understanding and reduce conflict. The MBTI thus helps to improve teamwork and productivity whilst reducing unproductive interpersonal and intra-organisational conflict. Individuals can use their MBTI results to understand their preferred learning styles, evaluate the fit between themselves and their jobs, and better manage time and stress.

### How the MBTI Works

The MBTI Instrument helps determine an individual's preferences on four dichotomies. The various combinations of these preferences result in 16 personality "Types", each associated with a unique set of behavioural characteristics and values, which provide a useful starting point for individual feedback, self-exploration or group discussion. People are generally taught the theoretical basis of the MBTI before they receive their MBTI results. This allows them to "self-estimate" their Type and compare it with the results from the MBTI. By reading the profile for their Type in the booklet Introduction to Type® it is usually possible for individuals to arrive at a "best-fit" Type - one that describes their general behaviour to their satisfaction.

### How is it delivered?

Accredited facilitators deliver a one day course format which introduces your organisation to the MBTI and begins basic discussion around the affects of your particular personality types on managing stress and team dynamics. A second one day can be conducted to further explore team dynamics and develop effective work teams based upon the innate strengths of your staff.

**Cost:** The cost of delivery of the MBTI workshop depends on the number of staff attending. In general, the following prices are used:

**5-9 participants \$240/person\***

**10-16 participants \$210/person\***

A range of 7-12 participants per workshop is recommended for effective use of the MBTI

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