



About the MBTI® Instrument

The MBTI instrument is the most widely used personality instrument in the world, with over 2 million people taking it annually.

It is a forced choice, self-report, personality questionnaire used to measure and describe people's preference for how they like to take in 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 instrument provides a simple way of seeing how people are alike and how they differ.

Applying MBTI® knowledge helps people build better relationships, motivate others, develop a leadership style, handle change and build team synergy. These result in much improved business performance. In social settings, awareness of self and others gives people much greater influence and self-confidence.

How the MBTI instrument works

The MBTI helps determine an individual's preferences on four dimensions.

E Extraverted		I Introverted
Prefers to draw energy from the other world of activity, people and things	or	Prefers to draw energy from the inner world of reflections, feelings and ideas
S Sensing		N Intuition
Prefers to focus on information gained from the five senses and on practical applications	or	Prefers to focus on patterns, connections and possible meanings
T Thinking		F Feeling
Prefers to base decisions on logic and objective analysis of cause and effect	Or	Prefers to base decisions on a values, considering what is important to people
J Judging		P Perceiving
Likes a planned, organised approach to life and prefers to have things decided	Or	Likes a flexible, spontaneous approach and prefers to keep options open

The various combinations of these preferences result in 16 personality "Types", each associated with a unique set of behavioural characteristics and values, which provide an essential starting point for individual feedback, self-exploration or group discussion.

The MBTI Step I uses a questionnaire of 93 items. This produces a 4 letter type referred to as the "reported type". However people also need to work with a certified practitioner to explore the MBTI concept and reach a "self estimate". With these 2 pieces of data individuals then arrive at their "best-fit" type by reading profiles for their type in the booklet "Introduction to Type". It is therefore each person's choice, with the help of a certified practitioner to feel satisfied that their "best-fit" type describes their general behaviour.

The MBTI Step II uses a questionnaire of 144 items. It follows the same process as Step I, but the report gives an expanded understanding of an individual's MBTI type by assessing 20 additional facets of behaviour.

Applications

The MBTI® is used extensively in organisations in the following areas:

Leadership development –

identifying leadership style and developing management skills.

Teambuilding and team development –

Improving communication, enhancing team problem solving and building team synergy.

Organisation change –

Developing resilience to change and guiding change management initiatives

Persuading and influencing –

Developing selling and influencing skills.

Coaching and giving feedback –

Identifying motivators for different individuals and motivating appropriately

Resolving conflict –

Improving the quality of relationships, improving communication and removing misunderstandings.

Benefits

The MBTI Certification programme is open to people who hold a first degree in any subject. On completion of this highly interactive world-class workshop, you will become a qualified practitioner of the MBTI Step I and Step II and will be able to:

- Purchase and administer the MBTI questionnaires, reports and materials
- Interpret MBTI results and conduct feedback sessions with candidates
- Use the MBTI Step I and II instruments in teambuilding, one-to-one development and many other applications
- Use your knowledge of personality type to address workplace issues
- Expand your future career opportunities

The MBTI® Certification Programme 4 Day Training Programme

Module 1 (Day 1) focuses on introducing type to teams and work groups. Topics on this day include the following:

- Administering the instrument
- Clarifying the meaning of MBTI® results
- Defining the dichotomies and preferences
- Verifying type
- Experiencing activities to use with teams

You will be given a CD-Rom and other materials to support your use of the MBTI® instrument with groups. Your work on Day 1 is intended to solidify your understanding of type and to prepare you to begin using the instrument confidently and completely with teams and groups.

Module 2 (Day 2 morning) focuses on integrating the MBTI® instrument into your work setting. Topics on this day include the following:

- Understanding differences between trait and type instruments
- Appropriate and ethical uses of the instrument
- Contracting to use the MBTI® assessment
- Frequently asked questions about technical aspects of the instrument

This module will provide the basic knowledge you need to identify and present appropriate uses of the instrument in your work setting and to respond confidently to technical questions. You will also learn about resources for accessing data and research on the MBTI® instrument that may be useful to you and your clients.

Module 3 (Day 2 afternoon) focuses on using the MBTI® instrument with individual clients using the Form M Self-Scorable. Topics on this day include the following:

- Interpreting MBTI® results – the numbers (pci) and categories (pcc)
- Practice mind-setting, administering, and scoring
- Practice giving feedback to colleagues in the workshop

This module is intended to increase your understanding of type while preparing you to confidently administer, score, and interpret the results of the instrument with individuals. It also allows you to practice presenting and interpreting the instrument in a variety of settings: to teams and groups, to individuals, and for coaching.

Module 4 (Day 3) focuses on using the MBTI® instrument for individual development and for leadership development. Topics on this day include the following:

- Type dynamics – how the four preferences form a dynamic personality pattern
- Type development – the tasks of different stages of life
- Type and stress
- Leadership styles related to type
- Practice using type dynamics and development for individual development

Module 5 (Day 4) focuses on the MBTI® Step II using the MBTI® Form Q instrument and your Step II Interpretive Report. Topics on this day include the following:

- Development and technical aspects of Step II
- Definitions and meanings of the 20 Step II facets
- Practice giving feedback to individual clients
- Case studies of Step II results