

Managing Transitions— Give Yourself a Change Inoculation



In addition to a career transition this summer, Michelle took on sky diving. Remarkable given her fear of heights.

While some of us like change, and others detest it, we all must manage transitions in our lives. For some people these transitions are easily navigated, while others have lots of difficulty. One way to become better at managing dramatic change is to voluntarily make minor ones in your life on a frequent basis. These minor changes can be viewed as experiments that will increase your adaptability and your tolerance for the unexpected. Some simple things that you can do differently include:

Taking a different route to work.

Doing something different on your lunch break.

Plan an activity on the weekend that you have never done before.

Go to a restaurant and try a meal you have never had.

Take a night course that interests you but is not related to your work.

Volunteer to do something you usually avoid doing.

The trick to managing transitions more effectively is to start small. Unfortunately, some of us avoid all types of change until it is too late. Making frequent adaptations to your life in the present can act as a vaccine for those larger, unexpected changes we all experience.

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Improving Communication in Organizations

One of the most frequent organizational applications of psychological type is to improve communication. Personality type includes information about the preferred communication styles of each type and areas of frequent misunderstanding between people of different types. The MBTI® instrument both affirms an individual's natural style and identifies ways he/she can modify that style to be more effective.

At the organizational level, understanding people's different communication needs can provide a structure for analyzing and modifying a company's style of communicating with employees and/or with clients. An organization may recognize, for example, that its normal communication style emphasizes the following:

Introversion

- Information generally presented in writing
- Little opportunity for discussion except informally
- Information restricted – given on a “need-to-know” basis

Intuition

- Information given in general concepts, the “big-picture”
- Emphasis on the future vision
- Little specific direction of how people are to act on a day-to-day basis

Thinking

- Information in the form of logical analysis
- Emphasis on the rationale
- Little mention of values or impacts on people

Judging

- Information generally presented after decisions have been made
- Emphasis on goals, plans and structures
- Little room for flexibility and processing

Once this is recognized, the organization can decide to broaden its systems to include methods that will communicate more effectively to all employees.

Organizations that have analyzed their communication using type information have developed some of the following ideas to add to the communication system already in place:

Extraversion

- “Town meetings,” with time for questions and/or small group discussions
- Regular informal “brown bag” lunches for leaders and employees
- Leaders attend team or department meetings, listening, asking questions, responding

Sensing

- Relating current information to the past
- Fleshing out all vision/mission statements with the realities – what does this mean for the day-to-day work?
- Giving the specifics of what is expected of employees

Feeling

- Inviting people to be involved and providing time/support for involvement
- Stating the underlying values of policies
- Acknowledging the impact on employees and working with employees to respond to their concerns

Perceiving

- Communicating before final decisions are made, while there is time for process and change
- Building flexibility into plans and schedules
- Demonstrating openness to new information



USING THE MBTI® ASSESSMENT IN THE UAE

The MBTI® assessment is certainly one of the most popular measures of personality in North America. Yet professionals in many countries around the world are just beginning to use the MBTI® instrument. Recently twenty-two HR professionals took part in the United Arab Emirates first ever MBTI® accreditation course at the University of Wollongong in Dubai (UOWD).

You can read more about this event at:

www.ameinfo.com/132552.html

PSYCHOMETRICS TRAINING



Step I Qualification Program

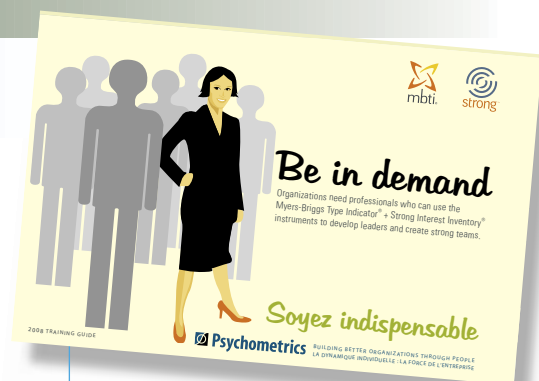
Our dynamic and interactive Qualification Program prepares you to use the MBTI® instrument in a variety of professional settings. Learn broad methods and specific techniques for applying the MBTI® assessment in such areas as coaching, leadership development, teambuilding, and organizational development.

2007

November 19–22 Toronto, ON

2008

February 25–28	Toronto, ON	June 23–26	Ottawa, ON
March 10–13	Victoria, BC	August 18–21	Edmonton, AB
April 7–10	Halifax, NS	September 8–11	Toronto, ON
April 14–17	Calgary, AB	September 29–Oct 2	Calgary, AB
April 28–May 1	Montréal, QC French Instruction	October 20–23	Vancouver, BC
May 26–29	Toronto, ON	November 3–6	Montréal, QC French Instruction
June 16–19	Vancouver, BC	November 24–27	Toronto, ON



If you have not received a training guide for 2008 and would like to receive one please contact us at **1-800-661-5158**.

UPCOMING EVENTS

We will be at the following conferences in the near future. If you would like to drop by to meet our staff and discuss your needs, we would love to see you.

OAAPT Conference
November 3, Mississauga ON

Canadian Society for Training and Development
December 3-4, Toronto ON



Advanced Workshops

Introduction to the Step II (Form Q)

Enhance your skills by learning to use the most comprehensive version of the MBTI® instrument.

2007

November 9 Montréal, QC French Instruction

2008

March 14	Victoria, BC	October 24	Vancouver, BC
May 2	Montréal, QC French Instruction	November 7	Montréal, QC French Instruction
October 3	Calgary, AB	November 28	Toronto, ON

Using the MBTI® Step II with Teams

- + Discover how to use the Step II to improve team dynamics
- + Facilitate communication in teams + Reduce conflicts
- + Learn to identify and improve the team decision-making style

2008

April 11 Halifax, NS May 30 Toronto, ON

If you have any questions about the workshops listed above please contact Gaëtanne at 1-800-661-5158 ext.227 or training@psychometrics.com.



PSYCHOMETRICS TRAINING CONTINUED



Advanced Workshops

Planning and Delivering an Introductory MBTI® Workshop

- + Learn to effectively introduce personality type to groups
- + Increase your confidence and competence in delivering MBTI® material
- + Learn to identify training and learning styles according to type

2008

April 18 Calgary, AB May 30 Toronto, ON

Developing Leaders: Putting the MBTI® Instrument to Work

- + Gain techniques to modify your own style in coaching leaders and managers
- + Develop an understanding of the natural leadership styles of different MBTI® types
- + Maximize the impact of your own style in coaching and interacting with leaders

2008

June 27 Ottawa, ON

If you have any questions about the workshops listed above please contact Gaëtanne at 1-800-661-5158 ext.227 or training@psychometrics.com.



Strong Qualification Program Online

Complete the Strong Qualification Program online and work at your own pace from your home or office.

If you have any questions please contact Gaëtanne at 1-800-661-5158 ext.227 or training@psychometrics.com.



Strong Professional Update Workshop

This six-hour workshop provides beginners, as well as seasoned Strong users, with innovative techniques to take full advantage of the latest version of this instrument in their career development work. Participants will be provided with a *Technical Brief for the Newly Revised Strong Interest Inventory®*, workshop study guide, bibliography, sample reports, and a copy of their own Strong results. The cost for attending the workshop is \$50+GST.

November 20 **University of Windsor**
November 22 **Wilfrid Laurier University**

If you have any questions about this workshop please contact Emily at 1-800-661-5158 ext.222 or ejarrett@psychometrics.com.

TALK' TO US

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