MBTI®

Team Development Using the MBTI® Tool

Presented by {insert name here}

Month 00, Year

Sample Slide

Objectives

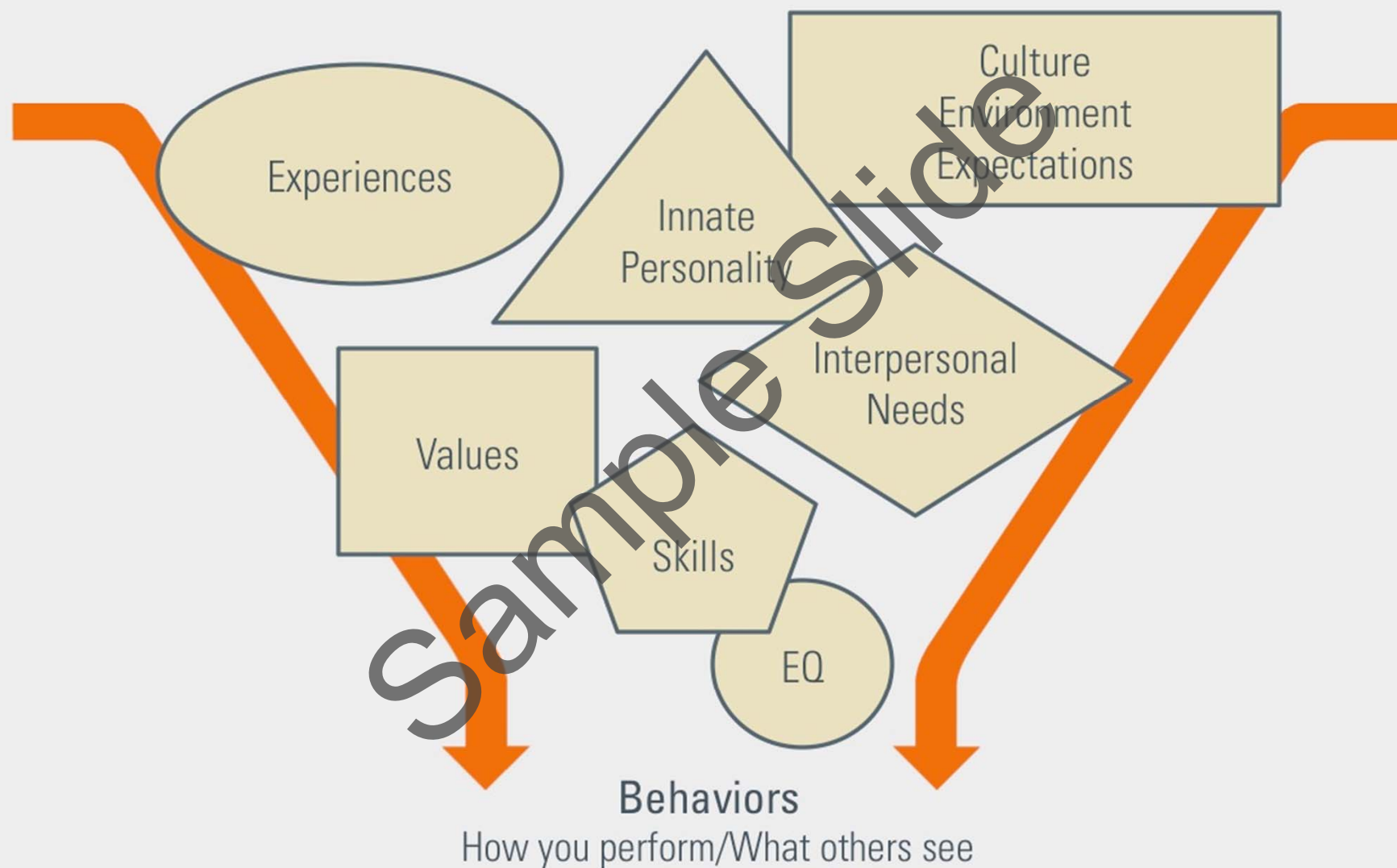- Increase self-awareness about your type, what you do naturally and easily

- Identify verbal and nonverbal cues to each of the eight MBTI preferences

- Experience differences of the eight MBTI preferences within your team

- Practice flexing your type style to meet the communication needs of others

- Identify strengths and challenges of the team

- Commit to specific behavioral changes to improve team effectiveness

What is a preference?

INTP
ESTP ENTJ
ISTJ ISFP
ESTJ ENFJ
ESFP ESFJ
INFJ
ISFJ INFP
INTJ
ISTP
ENFP
ENTP

Portrait of an Individual

Experiences

Innate Personality

Culture Environment Expectations

Values

Interpersonal Needs

Skills

EQ

Behaviors
How you perform/What others see

MBTI® Type Results…

…indicate preferences—inborn predispositions—on four pairs of opposite preferences:

Extraversion	**E**	or	**I**	**Introversion**
Sensing	**S**	or	**N**	**Intuition**
Thinking	**T**	or	**F**	**Feeling**
Judging	**J**	or	**P**	**Perceiving**

13

E–I Differences

People who prefer Extraversion:

- Direct their attention to the outer world and derive energy from interactions and activity
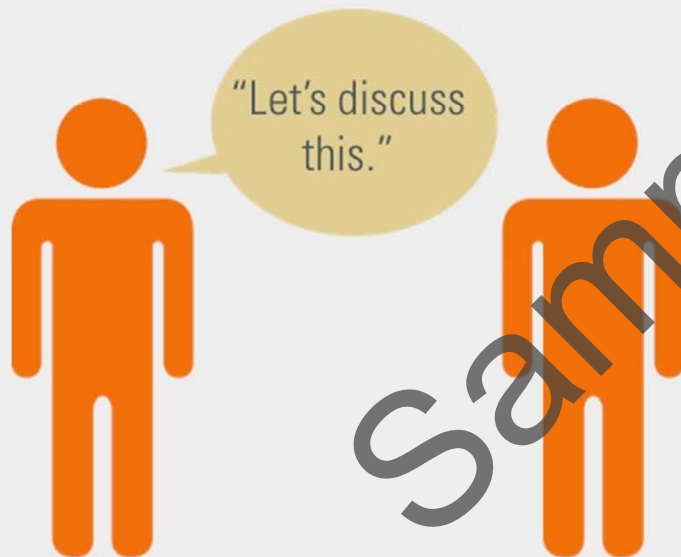
People who prefer Introversion:

- Direct their attention on the inner world and are energized by reflection, experiences, and ideas

"Let's discuss this."

"What do I think about this?"

We all use both preferences, but usually not with equal comfort.

Activity: Good Meeting?

What does a good meeting look like?

- Describe the characteristics of a meeting that would energize you in terms of E or I.

- Assume that people who prefer E and people who prefer I both want to get something accomplished.

- Anyone not sure whether they prefer E or I? Float!

Sample Slide

S/N Behavior Cues

Sensing:

Specifics

- Asks for step-by-step information

- Asks "what" and "how" questions

- Uses precise descriptions

- Focused on practical applications

Intuition:

Big picture

- Asks for long-range information

- Asks "why" questions

- Talks in general terms

- Focused on possibilities, what could be

Sample Slide

Putting the Letters Together

ST	The "bottom-line" people	"Who, what, when, where, why, just tell me what I need to know."
SF	The "customer service" people	"Who, what, when, where, why, how can I help everyone?"
NF	"Possibilities for people"	"I see interesting potential for people's development and growth."
NT	"Possibilities for systems"	"I can develop strategies for making the system work better."

Team Decision Making

Sample Slide