

## MBTI® Step I™ Exercise

# Contributions and Downsides



This exercise helps to build an understanding of two different styles so that individuals can strike a balance between claiming what they need, and accommodating the needs of others.

This is a particularly useful structure to explore E-I and J-P preferences and how they can work together.

Tip: consider using the 'Conflict and complementarity' exercise to explore S-N and T-F preferences.

### Applications:

- Team building
- Working with differences

### Type preferences studied

- Extraversion, Introversion, Judging, and Perceiving

### Time required

- 30 minutes

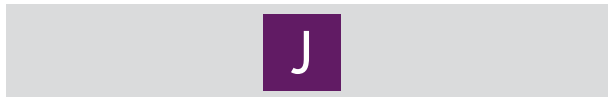
## Materials required

- Flipchart paper and a pen

## Instructions

- Decide whether you are exploring E-I preferences or J-P preferences.
- Draw the grid on the following page on a flipchart sheet using either E-I or J-P as labels and ask for some answers from the group. For illustration, we are using J-P for the remaining instructions.
- Try to get Judging types to supply most of the Judging content.
- Try to get Perceiving types to supply most of the Perceiving content.
- For 'rights', ask Judging and Perceiving types to say what rights they would like to claim if they were the only Judging or Perceiving type in their work group.
- For 'responsibilities', ask where they will need to adjust their style to allow those with different preferences to get what they need.





Rights



Rights

Responsibilities

Responsibilities

## Debrief

You may get the following types of responses:

**E**

- To discuss my ideas
- To bounce ideas around

**I**

- To have quiet space to think
- To not be interrupted

**E**

- To listen and allow space
- To signpost when exploring ideas

**I**

- To contribute thoughts and ideas even if they're a work in progress
- To signpost the need to think about the question and come back with an answer

**J**

- To have a stable plan and follow it
- To finish at the agreed time

**P**

- To work flexibly
- To develop our approach as we go

**J**

- To allow others flexibility in the way they work
- To signpost when a deadline is important and the reason

**P**

- To contribute in projects in a timely matter
- To communicate and reassure you will get the work done, even if in a different style