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

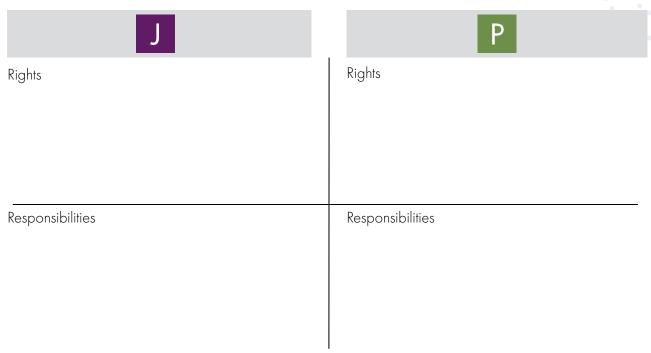
30 minutes

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.



Debrief

You may get the following types of responses:

To discuss my ideasTo bounce ideas around	 To have quiet space to think To not be interrupted
 To listen and allow space To signpost when exploring ideas 	 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
 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
 To allow others flexibility in the way they work To signpost when a deadline is important and the reason 	 To contribute in projects in a timely matter To communicate and reassure you will get the work done, even if in a different style

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