

## 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.



<b>J</b>	<b>P</b>
Rights	Rights
Responsibilities	Responsibilities

## Debrief

You may get the following types of responses:

<b>E</b>	<b>I</b>
<ul style="list-style-type: none"> <li>- To discuss my ideas</li> <li>- To bounce ideas around</li> </ul>	<ul style="list-style-type: none"> <li>- To have quiet space to think</li> <li>- To not be interrupted</li> </ul>
<b>E</b>	<b>I</b>
<ul style="list-style-type: none"> <li>- To listen and allow space</li> <li>- To signpost when exploring ideas</li> </ul>	<ul style="list-style-type: none"> <li>- To contribute thoughts and ideas even if they're a work in progress</li> <li>- To signpost the need to think about the question and come back with an answer</li> </ul>
<b>J</b>	<b>P</b>
<ul style="list-style-type: none"> <li>- To have a stable plan and follow it</li> <li>- To finish at the agreed time</li> </ul>	<ul style="list-style-type: none"> <li>- To work flexibly</li> <li>- To develop our approach as we go</li> </ul>
<b>J</b>	<b>P</b>
<ul style="list-style-type: none"> <li>- To allow others flexibility in the way they work</li> <li>- To signpost when a deadline is important and the reason</li> </ul>	<ul style="list-style-type: none"> <li>- To contribute in projects in a timely matter</li> <li>- To communicate and reassure you will get the work done, even if in a different style</li> </ul>