



## Practitioner workshop guides

### Using the MBTI® Tool in Organizations: Leader's Resource Guide

**Sandra Krebs Hirsh and Jane A. G. Kise**

The practitioner workshop guides are ready-made 'workshops in a box', providing you with an off-the-shelf solution to help you run your own development intervention using the MBTI® instrument. The workshops are pre-designed and ready for you to use for a variety of applications, including teambuilding, emotional intelligence, conflict management, organizational development and facilitating change. Each guide contains a complete set of pre-purposed MBTI workshop materials, along with step-by-step instructions on how to run the workshop, giving you everything you need to hit the ground running and fully engage your participants.

As a versatile tool that can be applied in a wide range of working situations, the MBTI instrument has stood the test of time as the personality assessment of choice for practitioners working in business and organizational contexts. In the hands of a skilled practitioner, the MBTI tool can build both personal understanding and an awareness of an organization's norms and character.

This latest edition helps you prepare workshops introducing the MBTI instrument into leadership development and coaching, teambuilding, communication, career development and change management. It contains many more exercises and intervention ideas than previous editions and is fully compatible with other MBTI resources in the *Introduction to Type®* series.

#### What you get in a pack

- **Supporting materials for an introductory MBTI workshop**

Including a flexible script and exercises to run a general introduction to the Indicator

- **A model for introducing type dynamics**

The model makes the concepts of type development more tangible to new users

- **A total of 58 exercises for the various interventions**

- **Specific exercises and activities tied to the Introduction to Type series**

Including *Introduction to Type in Organisations*, *Introduction to Type and Teams* and *Introduction to Type and Coaching*

- **Reproducible masters (over 100) to be used as handouts and/or presentation overheads**

- **A CD-ROM of PowerPoint® presentations**

Product code: MB0047

Buy online at <http://shop.opp.eu.com> or

call our Customer Service team on 0845 603 9958

## Structure and content of your workshop guide

The purposes of this guide are to bring together easy and time-tested ways to use the MBTI tool in organizations, provide practical and adaptable applications for the assessment in various types of interventions and training, and encourage wider ethical use of the assessment in organizations.

The workshop is structured around five expanded applications modules outlined in Part Four below.

### Part One: Getting Inside the Organization

This section offers some general guidelines for using the MBTI assessment in organizations, and includes advice on presenting its benefits so that you can gain entry into an organization. The recommendations also help internal organizational professionals as they plan for the effective introduction and application of this tool.



### Part Two: Before You Begin Your Training

This section asks some specific questions to consider before you undertake training, setting the stage for a successful experience.

### Part Three: The Introductory Workshop

This is a flexible outline for a workshop session where the MBTI instrument is introduced to groups. The designs incorporate the use of several booklets from the *Introduction to Type* series, and include exercises around best-fit type.

### Part Four: Applications of Type in Organizations

This section supplies an overview, ideas and learning exercises for the five most common types of intervention within organizations: Leadership Development and Coaching, Team Building, Communication, Career Development and Change Management. It includes practical advice on structuring participant groups around an understanding of type.

### Part Five: The Type Dynamics Workshop

This section includes a script and three suggested exercises for introducing these more advanced concepts for those who want to take the type intervention a little further.

#### ***Useful supporting materials and activities that complement this workshop***

Some of the exercises within the 'Application of Type in Organizations' session require one of our companion booklets (depending on the application) as a accompanying resource: *Introduction to Type in Organizations*, *Introduction to Type and Coaching* or *Introduction to Type and Teams*. We recommend providing all participants with a copy of the appropriate booklet so that they have comprehensive and accurate information to take away with them.