



MBTI® STEP I

MYERS-BRIGGS TYPE INDICATOR®

Build an organisation's entire development journey around the world's leading personality tool

The Myers-Briggs® (MBTI®) Step I instrument is a simple yet highly versatile tool that helps businesses address a wider range of issues than any other instrument. With an unparalleled pedigree, it has helped millions of people around the world to gain a deeper understanding of themselves and how they interact with others, hitting at the heart of who they are and inspiring them to significantly increase their effectiveness. The MBTI tool delivers reliable personality insights, helping to drive tangible improvements to working relationships and productivity for individuals, teams and whole organisations.

By embedding MBTI Step I into your organisation, you will lay a positive foundation of type knowledge that can be applied repeatedly to multiple business issues over time, giving the tool a unique longevity unrivalled by other instruments, and providing excellent value. Equally, the tool can be used to zoom in on a specific business need, producing focused improvements.

Starting with a basic understanding of simple personality differences, the Myers-Briggs assessment provides a common language to easily explain the complexities of different personalities.

Achieving your performance goals doesn't have to be complicated. The range of easy-to-use, insightful reports that can be generated from MBTI Step I allows individuals to perfect their skills, and organisations to get the very best out of their talent.

“ Recommended for anyone who works anywhere other than a one-man capsule in outer space (and arguably even then...)! ”

Andrew McAllister, Foreign and Commonwealth Office

OPP provides a comprehensive library of resources that demonstrate how the MBTI tool can help you with all of the applications listed.

Benefits

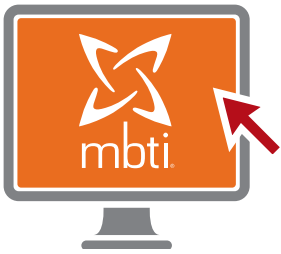
- > Cover any development need with a single tool that you can keep coming back to as new questions arise
- > Save time and money by gaining maximum benefit from a single questionnaire, building up knowledge and experience cumulatively
- > Deliver quality-assured results that address a wider range of business issues than any other personality assessment
- > Access the deep personality insights needed to get to the root of difficult development challenges, understanding the whole person
- > Create a more productive working culture with a simple, accessible framework for identifying personality differences and similarities

Key features

- > Uniquely combines deep personality insight with broad coverage of business issues
- > Sorts people into one of 16 easy-to-remember types, providing a common language that acknowledges that all types have value
- > Carries outstanding credentials, backed by over 6,000 independent research papers, for results you can trust
- > Provides powerful problem-solving with comprehensive application reports that let you get straight to the heart of a single issue, or work through a broad spectrum of applications
- > Available online in many languages

Applications

- > Team development
- > Leadership development
- > Communication
- > Conflict management
- > Decision-making
- > Stress management
- > Career development
- > Change
- > Coaching
- > Improved sales negotiation



Easy online administration

OPP's online administration platform OPPassessment provides a quick, convenient way to administer the MBTI Step I tool and to generate a comprehensive range of application reports.

Powerful problem-solving

Interpretive Report for Organisations

Acts as the basis for the first feedback session, giving MBTI scores along with in-depth analysis of strengths at work and areas for improvement

Team Report

Goes beyond group feedback, revealing the way a team thinks and works and how to raise its game, with ready-made action steps

Communication Style Report

Eliminates obstacles to business objectives by showing people how they communicate and how they can adapt this approach for others, with clear strategies for success

Decision-Making Style Report

Enables individuals to make better-quality business decisions by recognising how personality affects decision-making, with practical tips for improvement

Conflict Style Report

Prevents damaging and wasteful conflict and improves business effectiveness by highlighting how to recognise and adapt to conflict situations

Stress Management Report

Improves effectiveness and reduces the risk of burnout, by recognising the early signs and likely triggers of stress, and providing techniques to prevent it

Career Report

Provides a solid basis for productive career counselling by showing how personality influences career choices and subsequent career development

OPP also provides an even more comprehensive library of further reports, books and workshop guides supporting you in your use of the MBTI tool – see our website for details.

Summary of Your MBTI® Results

How you decide to answer each item on the MBTI assessment determines your reported MBTI type. Since each of the preferences can be represented by a letter, a four-letter code is used as a shorthand for indicating type. When the four dichotomies are combined in all possible ways, sixteen different types result. Your reported MBTI type is ESTJ.

Reported Type: ESTJ

Where you focus your attention	E Extraversion Preference for drawing energy from the outside world of people, activities and things	I Introversion Preference for drawing energy from one's inner world of ideas, emotions and impressions
The way you take in information	S Sensing Preference for taking in information through the five senses and noticing what is actual	N Intuition Preference for taking in information through a 'sixth sense' and noticing what might be
The way you make decisions	T Thinking Preference for organising and structuring information to decide in a logical, objective way	F Feeling Preference for organising and structuring information to decide in a personal, value-based way
How you deal with the outer world	J Judging Preference for living a planned and organised life	P Perceiving Preference for living a spontaneous and flexible life

“ Trust has improved considerably across the team and each member is empowered to bring his unique styles into the management of the company. The team is able to get to the core of problems much more effectively and efficiently with a collective ownership of the final solution. ”

Jes Damsted, CEO, Forca, Denmark

“ After qualifying, it was very easy to apply the training by using the online OPPassessment system to generate detailed MBTI reports. ”

Tim Evans, Psysoft

Language availability

OPP provides MBTI assessments and reports in many languages, and is continually expanding this availability. Please visit www.opp.eu.com/languages for details.

Step I qualification training

Successful delivery and the provision of feedback on MBTI Step I assessments requires a foundation level of knowledge and support. MBTI practitioner training is available to anyone, and is a pre-requisite for purchasing and using MBTI reports.

3+2 days > MBTI Step I Qualifying Programme

No previous experience necessary

3 days > MBTI Step I Conversion Programme

For practitioners who already have the BPS occupational testing (personality) qualification

OPP also offers a range of application workshops to help you expand your MBTI knowledge – see our training calendar for details.

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