



Building A More Effective Team With Insights From the Myers-Briggs Type Indicator™

Why this Workshop?

Teams at all levels—from the C-Suite down—are made up of individuals with different preferences/styles of working. For a team to be high-performing, it must understand these differences and use them in a way that helps the team get the best possible results.

Teams often miss the opportunity that having a mix of styles presents. They do so by:

- Over-valuing one style (typically their own) of communicating, processing information, making decisions, collaborating, interacting with others, handling conflict, etc.
- Avoiding working with colleagues who have different styles

The *Building a More Effective Team With Insights from the Myers-Briggs Type Indicator™* workshop is designed to help teams use insights from the MBTI to help them a) gain an appreciation of what each team member's style can contribute to creating a high-performing team, and b) get better business outcomes as a result.

Target Audience

- Senior Teams; Project Teams; other intact teams

Workshop Approach and Outcomes

Participants are introduced to the concepts of the MBTI, and given their individual results and the results for the larger team. Participants gain an understanding of the implications of styles on the working of a team, and have the opportunity to work with a partner to craft strategies to make this team more high-performing with an ongoing or upcoming project. The workshop combines lecture, small group work, and large group work.

Participants leave with an understanding of their own, their colleagues', and the team's styles; an understanding of *how to use different styles* in service of team performance; and *practical steps* for improving effectiveness on an existing team effort and on future efforts.

Agenda

- Characteristics of high-performing teams
- MBTI basics
- Individual and Team MBTI results
- Implications for this Team's effectiveness
- Live case: application to Team project
- Next steps

Length

- 1 day*

Timing

- 9:00am – 5:00pm (or equivalent)

Recommended Class Size

- Up to 12 participants

Required Pre-Work

- Participants must take the MBTI prior to the workshop, and agree to share their Type with the rest of the Team
- The team will identify an ongoing or upcoming team project/initiative that will be used in the workshop as a "live case"
- For senior teams, It is highly recommended that this workshop be preceded by individual interviews with each of the team members

Recommended Follow-Up

- Professional coaching/consulting (as needed) on continued team development

* This workshop can also be used as part of a broader teambuilding effort or team off-site.