

MYERS-BRIGGS TYPE INDICATOR INFORMATION

Taking the MBTI inventory and receiving feedback will help you identify your unique gifts. The information enhances understanding of yourself, your motivations, your natural strengths and your potential areas for growth. It will also help you appreciate people who differ from you, and enhance communication with them. Understanding your MBTI type is self-affirming and encourages cooperation with others.

The Myers-Briggs Type Indicator is a self-report questionnaire plus feedback from a qualified practitioner designed to make Jung's theory of psychological types understandable and useful in everyday life. MBTI results identify valuable differences between normal healthy people-differences can be the source of much misunderstanding and miscommunication.

History

The indicator has a rather different background from many other personality instruments:

- ❖ It is based on the personality theories of the eminent Swiss psychologist Carl Jung
- ❖ The model was developed in the early 20th century by two non-psychologists, Katharine Briggs and Isabel Myers, who wanted to give as many people as possible access to these powerful ideas
- ❖ It is one of the few models of personality that describes differences positively. There are no better or worse types to be; each type has its strengths and possible pitfalls.

Research, validity and reliability

Over 20 years of research went into the MBTI questionnaire prior to its publication.

Research papers on the Indicator number over 4,000 and provide strong support for its reliability and validity.

Uses and Applications

The MBTI instrument can help you to do the following:

- ❖ Learn about yourself, and understand where you fit into a framework that describes personality differences in positive and constructive ways.
- ❖ Appreciate important differences between people and understand how different types can work together in a complementary way.
- ❖ The MBTI tool has many applications, amongst those relevant to the workplace include :
- ❖ Improving working relationships
- ❖ Developing your leadership style
- ❖ Improving communication
- ❖ Making use of problem-solving strategies
- ❖ Helping manage change
- ❖ Understanding reactions to stress

For further information, or to book your MBTI assessment, please contact Helen Chambers on 07887 536433 or email helen@hjcassociates.co.uk