

MYERS-BRIGGS AND TEAM BUILDING

“Your presentation on Myers-Briggs Type Indicator was appreciated by all our attendees. It received three-and-a-half stars out of a possible four on the evaluation forms. One employee wrote that it was very helpful in understanding co-workers.”

— John Halliday, Library Director
Jefferson-Madison Regional Library

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The Myers-Briggs Type Indicator (MBTI) is widely used to help organizations in the area of team building and management development. The MBTI is a nonjudgmental personality indicator that allows employees to gain an understanding of their preferences, particularly related to information gathering, energy source, decision-making, and lifestyle/work patterns. Over 40 years of research and development have demonstrated the reliability and validity of this valuable team-building tool.

Carolyn J. Fowler, President of HR Diversified Solutions (HRDS) is MBTI Certified, which qualifies her to offer clients the benefits of personal and organizational development through the use of the MBTI instrument.

The MBTI can help team members manage their various roles and contribute to the team in their own unique style. When team members understand their styles and those of others, they are likely to be more effective in a group setting. Also, managers can analyze the collective personality preferences of all the team members to look for potential areas of strength and weakness.

Large and small businesses, educational institutions, government and not-for-profit agencies, established and entrepreneurial firms use the MBTI to:

- Communicate more effectively with supervisors, peers, and employees
- Make the most of the organization's human resources
- Assist in career choice and professional development
- Improve teamwork
- Understand and adapt to differences in management style
- Provide insight for conflict resolution

The MBTI functions as a tool that helps individuals in organizations to:

- Understand themselves and their behaviors
- Appreciate others so as to make constructive use of individual differences
- See that approaching problems in different ways can be healthy and productive for an organization

HRDS MENU OF SERVICES INCLUDE:

- Administer MBTI materials
- Provide individual feedback on MBTI preference scores
- Develop and present team training using MBTI



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