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**Leadership Development
Initiative (LDI) Curriculum**

Myers Briggs Type Indicator (MBTI) - Workshop

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Overview

The session continues the Myers Briggs Type Indicator system and its application to leadership. Leaders need to communicate effectively, build effective working relationships and make good decisions. They need to make full use of each person's ability (including their own), be open to change and help others change, and tolerate healthy disagreements to promote evolution. The best leaders understand their own preferences, and can skillfully adapt their style and preference. No matter your type, you can lead others successfully. Value difference and watch for your own bias even as you help others adapt to a changing context and reality.

A series of exercises to illustrate the preferences of Extroverts/Introverts, Sensors/Intuitives, Thinkers/Feelers, and Judgers/Perceivers are offered to the participants. These exercises lead to animated discussions of the differences, the interpretations of those on one side of the dichotomy toward the other, and the judgments and biases that come up are humorous and illuminating. With these series of exercises, it is easy for all to see how what feels like a personal affront is often simply preferences being played out, and sometimes mindlessness; ignorance about how an adaptive approach leads to harmonious and effective leadership and followership.

Objectives

After this presentation, participants will:

1. Describe 'typical' behaviors and communication styles seen in the MBTI types
2. Identify personal preferences in a positive way and appreciate the preferences of others that are different from their own
3. Adjust current behaviors based on understanding the impacts of strengths and 'blind-spots' in each preference style (with work mates, teams, and leaders-mentor-coach communications)

Important Teaching Points

- MBTI Type suggests what you prefer, not what you're good at
- Type is descriptive, not prescriptive
- Discuss your type with each other in planning, teamwork, and times of conflict
- Value all types and understand how other MBTI types 'work'
- 'Opposite' types are a valuable resource
- To build the strongest team, sample from all MBTI types, and use different strengths to make best decisions
- MBTI is only one framework for understanding people. There are other methods
- MBTI approach can be used to enhance relationships and understandings of patients and families

Resources / References

1. Dunning, Donna. (2003). Introduction to Type and Communication. Consulting. Mountain View, CA: Consulting Psychologists Press.