

Why I took the plunge into virtual MBTI® certification

by **Margaret Quane**, Leadership Coach



I took the plunge in September 2020 and decided to get MBTI® certification!

As a practicing leadership coach with a background in organizational development and learning, I was no stranger to psychometric tests. I am certified with the British Psychological Society and familiar with a variety of tests, [their] ethical administration, [and] the interpretation and conducting [of] feedback in a professional manner.

I had used and explored a range of tests and decided that MBTI was a good fit for me and a tool I could use in my coaching practice with individuals and teams. The more widely used and highly regarded tests require additional certification which is a greater financial investment and one to be considered carefully.

Learning virtually—the reality

I completed the training virtually. It was evident from the outset that The Myers-Briggs Company had spent considerable time and resources on ensuring that the program and exercises were adapted to virtual learning.

The course was modelled in such a way as to replicate a practical group feedback session—with all preference exercises adapted for virtual delivery. Our instructor for the three days had over 30 years' experience using MBTI in research and delivery and her enthusiasm for the tool was catching.

There were 12 participants on the course, so large enough to have diversity of MBTI types within the group but small enough to allow ample time for discussion and exploration of ideas.

Adding value to practice

In short, this course has already paid for itself in terms of what it has added to my practice as a coach and the extra value it can bring to my clients.

At the most fundamental level it allows me to help individuals gain a greater self-awareness of their strengths and potential blind spots. For other clients it has provided a different lens for exploring situations,



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interactions, or conflicts. Are they repeating patterns of behavior? Are they useful? Would another approach work better based on the preference of others? It provides another way of exploring interactions based on type preferences and adopting a different lens or perspective.

Getting to grips with stress and change

Last year everyone faced unprecedented levels of change from all sides, work, family, etc., and I have really found that MBTI and type dynamics provides such helpful information on how we can behave under stress and ongoing change.

This knowledge has been invaluable for so many clients recently, particularly around becoming aware of their behaviors under stress, noticing what triggers these reactions and working to develop strategies to bring them back into balance.

Being flexible with teams

I have also used MBTI with several teams and there is so much flexibility for exploring type within a group. How does the team type impact our communication, how we influence others, how we come to decisions and handle and resolve conflict? What are the strengths within the team and what are our potential blind spots—and how can we minimize them?

Summing up

Obtaining MBTI certification has been a very beneficial experience for me and worth the financial investment. The virtual delivery was seamless and the availability of (free) virtual support materials for practitioners is also excellent. Once you pass the exam you are ready to hit the ground running!

It's natural to be nervous the first few times you prepare to deliver a session with new content and materials, but I have to say the level of support you receive from your MBTI representative, paired with the knowledge hub and the vast practitioner resources available on their website, makes it really easy.

As you can probably guess by now, I would highly recommend taking this course if, like me, you want to add more tools to your coaching treasure chest and foster further growth for your clients. Take the plunge!



“...this course has already paid for itself.”