



**Embracing
Change Using
Myers-Briggs® Type**

PRESENTED BY
YOUR NAME HERE

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Objectives

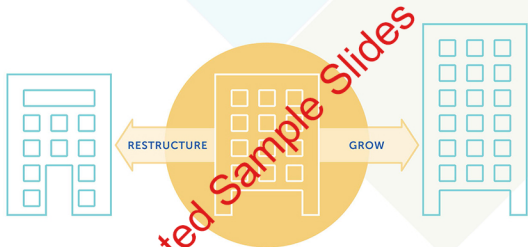
- ◆ Develop an understanding of the psychology of change
- ◆ Increase awareness of the impact of your MBTI® type on your response to change
- ◆ Understand others' responses to change
- ◆ Enhance your ability to manage your response to change in a positive and constructive way

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Setting the Scene

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Change and Organizations



Responses to Change

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Responses to Change



Individually:

- ◆ Think about a significant change you experienced recently
- ◆ Answer the questions on page 4 of your worksheet

Then, in pairs:

- ◆ Discuss your answers (5 minutes per person)

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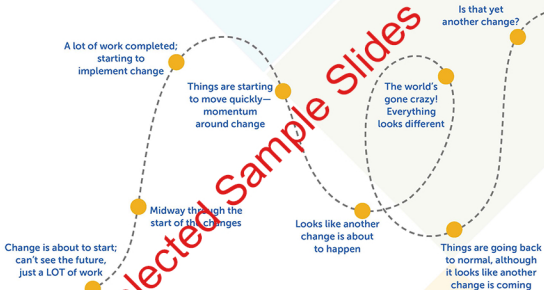




The Psychology of Change

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Constant Change, the New Norm



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Extraversion and Introversion Preferences and Change

e

People who prefer
EXTRAVERSION
typically want

i

People who prefer
INTROVERSION
typically want

Interaction

Reflection

Time to talk

Time to think

To process out loud

To process internally

Involvement

Participation after consideration

To meet

Space to contribute

To discuss

To read

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Remember...

- ◆ People who prefer Extraversion also like to have some time to think and reflect on changes
- ◆ People who prefer Introversion will also want to share their thoughts and talk to selected others about changes

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ACTIVITY My Myers-Briggs® Type and Change CONTINUED



Using your report or booklet,

- ◆ What challenges do you experience during the *Endings/losses* stage of transition? What can help you through this stage?
- ◆ When in the *Neutral zone/transition* period, what are your biggest concerns? What can help you through this stage?
- ◆ Once the change is complete and there is a *New beginning*, what is your biggest contribution? What can get in the way of your being fully committed?



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Summary



What did you learn about yourself today?

What will you do differently in the future when experiencing change?

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