

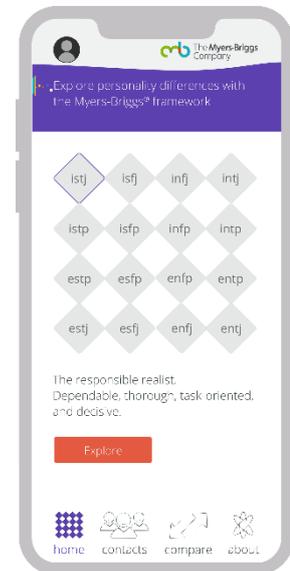


# Facilitator's guide to the Myers-Briggs® App

## Facilitator's guide to the Myers-Briggs® App

The Myers-Briggs® App is the portable guide to MBTI® type. It helps users put self-awareness into action the moment they need it – anytime, anywhere. Users learn about their strengths, potential blind spots, work style, and approach to stress, as well as those of others, and use this knowledge to communicate and work more effectively with people of all MBTI types. To access these insights, all they need to do is open the app on their phone.

For you, the MBTI practitioner, the app is an ideal resource to provide to participants after an event to ensure that their learning will “stick.” Using the app helps people keep their knowledge of the MBTI framework alive, thereby increasing the likelihood that your intervention will be a long-term success. It is also a practical tool you can use during a feedback session or workshop to help focus the learning or as part of ongoing learning and development. This guide provides some practical ideas for incorporating the app into your use of the MBTI assessment.



### Practitioner-led use

The Myers-Briggs® App is designed for use with and by people who have identified their best-fit (verified) type. This part of the guide offers ideas for how to use the app during a practitioner-led session or as part of ongoing learning and development.

#### Using the app in a feedback session or workshop

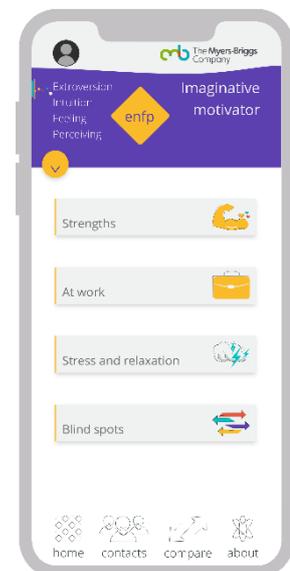
There are any number of ways you can incorporate use of the app into a feedback session or workshop. A few examples are presented below.

#### Enhancing individuals' understanding of self and others

The Myers-Briggs® App gives users access to detailed information on typical characteristics of people with their – and other – type preferences. In the “Explore” section they can see the following for each of the 16 MBTI types:

- Strengths: Typical strengths, how people of that type are likely to behave when they are at their best
- At work: The type's leadership style, problem-solving approach, and preferred working environment
- Stress: Common stress triggers, responses to everyday and extreme stress, and recovery strategies
- Blind spots: Potential development areas.

In a feedback session or workshop, you can allow time for participants to use the “Explore” section for individual reflection on and



examination of aspects of their type. Or you can use it in a focused way for a specific purpose. For example, you could ask participants to

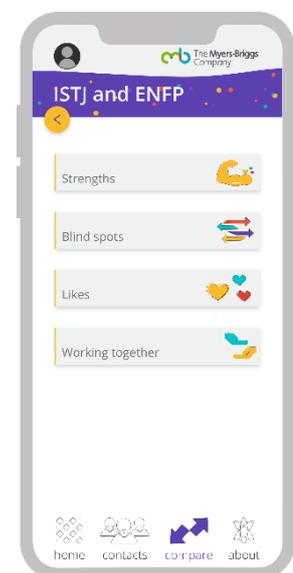
- Write down an important strength and a significant blind spot and think of ways to make use of the former and alleviate the latter, using the information and tips in the app. If appropriate, you might ask them to share these with a partner or present them to the group. Alternatively, ask individuals to draw up an action plan to address one or more of their blind spots.
- Devise their own personal elevator pitch, drawing principally on the “Strengths” and “At work” areas in the “Explore” section.
- Consider a problem you have outlined for them and write down how they would go about solving it. Ask them to compare this to the typical problem-solving approach for their type and then to look at the approach of their opposite type (for example, someone with ISTJ preferences would choose ENFP). Ask them to consider where this opposite approach might be useful. If appropriate, this exercise could lead to a discussion of where an individual's approach to problem solving has been more or less useful and what could change in the future. When do they use Sensing and when do they use Intuition in gathering information? Are there occasions where using their nonpreferred preference would be useful? In making decisions, when do they use Thinking and when do they use Feeling, and are there times when using their less preferred preference would be more effective?

You can also help individuals understand other people better by asking them to read through the “Explore” section content for someone with different type preferences.

### Using the *compare* function to deepen understanding and improve relationships

The app's *compare* function, which allows users to explore differences and similarities between two types, can be useful in any activity designed to increase understanding of interpersonal dynamics. For example,

- When addressing relationship issues in coaching or other contexts, use the *compare* function to run through scenarios (real or hypothetical) of how a participant might work with different people.
- In a group session, divide the participants into pairs of contrasting types and ask them to explore the different aspects of the *compare* function and discuss how they could work together most effectively. For a more interactive, fast-paced variant, start with pairs exploring the “Strengths” section, then mix up the pairs to explore “Blind spots,” mix again to review “Likes,” and finally mix again for “Working together.”
- Use the *compare* function to help enliven “breakout room” sessions in a live online workshop.



### Consolidating the learning from group activities and experiential sessions

Although many people enjoy the activities and experiential learning associated with group feedback sessions and MBTI workshops, there is a danger that the learning will be forgotten once the event is over. Using the Myers-Briggs® App as part of an activity or experiential session

consolidates the learning and provides a “bridge” to a resource that participants will have access to on an ongoing basis. Here are some examples of ways to include the app in group activities and experiential sessions.

- *Leadership style:* Many leadership programs include a case study activity in which participants explore the behavior of an individual leader and/or how that leader relates to their team. Incorporate the app by having participants tap the leader's type on the home screen, then tap “Explore,” “At work,” and finally “Leadership style.” If appropriate, ask participants to look at the leadership style information for their own type and consider how they might have acted in the scenario in the case study. Remind them that they can refer to the app content in the future if they are faced with a leadership challenge.
- *Problem-solving approach:* Many programs include a session on problem solving. Participants are presented with a case study and use the app to help them understand the problem-solving approach of the characters in it. At the end of the activity, have participants use the app to look at their own typical problem-solving approach and reflect on when using it would and would not be appropriate.
- *Preferred working environment:* An activity often used to help people understand Extraversion and Introversion divides the participant group into an E group and an I group and then asks each group to draw their preferred working environment. At the end of this activity, make the point that of course people's preferred environment depends on all aspects of their type, not just their preference for E or I, and refer participants to “Preferred working environment” in the “At work” section.
- *Stress:* In one “speed dating” activity, participants are paired up and then, in their pairs, ask each other a question, such as “When do you feel most energized at work?” They then pair up with a new partner and ask each other, “What usually makes you feel stressed?” They then change partners again and ask, “How do you usually respond to stress?” and then finally, with another partner, “When have you experienced extreme stress?” Debrief the activity by asking the participants what differences and similarities they noticed between their responses to the questions and those of their partner, also asking them to state their type. You can do this after the pairs discuss each question or at the end after all the questions have been discussed. Then refer participants to the “Stress” section of the app and remind them that they can choose a different type to see how other people's responses to stress would likely differ from theirs.
- *Comparing types:* Many case-study-based activities ask participants to compare one individual with another. The *compare* function of the app is ideal for this. Conclude the activity by asking participants to compare their type with that of someone they work with.

## Using the app in ongoing learning and development

The Myers-Briggs® App can be a great addition to a live training workshop or other program, but it really comes into its own when you use it to help people stay engaged with type after the event. For example,

- You can use it as part of an ongoing structured learning program, indicating where participants should refer to the app
- You can work with individuals to use the strengths and blind spots information to set up development plans

- Before individuals have what may be a challenging conversation with someone of a different type, you can help them use the *compare* function to plan what they need to do

## Self-directed use

The Myers-Briggs® App can also be used in a self-directed way without ongoing involvement by a facilitator. Even when follow-up after an event is not possible, individuals and teams can continue to use type and deepen their understanding on their own. With the app on their phone, they can conveniently and instantly refresh their learning and apply type information in their everyday interactions. For example, they can

- Review their strengths, work behaviors, and potential blind spots in order to create a personal development plan
- Explore the types of their colleagues (using the *compare* function) to learn how they can interact with them more effectively and productively
- Recognize their stress triggers and stress reactions, so that they can take action to avoid becoming too stressed
- Review their strengths and tips for dealing with their blind spots in preparation for difficult conversations or meetings, using the *compare* function when they know the type(s) of those they will be meeting with
- Build team cohesiveness through a shared understanding of type and the constructive use of differences
- Apply their knowledge of type to their private life and personal relationships.

