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What's New in This Edition?



So much has changed in the nearly 20 years since the publication of the first edition of this leader's guide. This third edition reflects the newest in:

- ◆ **MBTI® forms.** The exercises and interventions are consistent with the most up-to-date MBTI language and developments—Step I™, Form M, preference clarity indexes, and other concepts.
- ◆ **Research.** This edition reflects the newest studies and statistics, from major events such as the construction of the Form M MBTI assessment to new population studies to the latest findings about type and leadership development, career development, and organizational change.
- ◆ **Our experience.** Every organizational intervention we conduct brings us new data and knowledge about using type.
- ◆ **Other publications.** The script, exercises, and reproducible masters (RMs) in this edition are compatible with the third edition of *Introduction to Type® in Organizations* (Hirsh and Kummerow, 1998) and *Introduction to Type® and Coaching* (Hirsh and Kise, 2000) for individual and group coaching situations. It also provides additional activities to build on what is already available in the second edition of *Introduction to Type® and Teams* (Hirsh, Hirsh, and Hirsh, 2003) and the *Teambuilding Program: Leader's Resource Guide* (1992/2003).
- ◆ **New business realities.** The exercises reflect new trends regarding training, leadership development, and organizational performance.
- ◆ **The MBTI assessment's value and proven effectiveness for both individual and organizational development.** This edition gives you the information you need to persuade your organization or your clients to invest time and resources in using the MBTI instrument.
- ◆ **Technology.** The more than 100 completely revised RMs to be used as handouts and/or presentation overheads are included on the CD both as PDFs and in Microsoft® PowerPoint® format.

To address these broadscale changes, we have amended and updated the content of this third edition accordingly and have broadened and expanded on important organizational applications. Specifically, we have included:

- ◆ **Jane A. G. Kise as coauthor**, reflecting our continuing partnership and our collaboration on several other leader's guides for group and individual use of the MBTI assessment.
- ◆ **A new introductory MBTI workshop**, including a flexible script outline and new exercises.
- ◆ **An easier-to-use format** that builds on the newest information and research about five leading organizational application areas:
 - Leadership Development and Coaching
 - Team Building
 - Communication
 - Career Development
 - Change Management
- ◆ **A model for introducing type dynamics**. The script and exercises make the concepts of type development more tangible to new users.
- ◆ **An increase from 40 to 66 in the number of exercises and intervention ideas**. Key exercises from *Work It Out: Clues to Solving People Problems at Work* (Hirsh, 1996) are included as well as new exercises that reflect our increased experience, both in the United States and internationally, working to address the needs of 21st-century organizations.
- ◆ **Specific exercises and activities** tied to *Introduction to Type® in Organizations* (Hirsh and Kummerow, 1998), *Introduction to Type® and Teams* (Hirsh, Hirsh, and Hirsh, 2003), and *Introduction to Type® and Coaching* (Hirsh and Kise, 2000) to maximize your use of these three booklets in the *Introduction to Type®* series.
- ◆ **New ideas about what to expect** when planning and teaching an introductory type session, structuring and debriefing activities with type in mind, clarifying each of the preference pairs or whole types, and customizing the materials for different learning and decision-making styles.
- ◆ **Cartoons** that illustrate the differences in E and I, S and N, T and F, and J and P.

We are confident that this new edition will increase your repertoire of type activities, enhance and expand your use of the MBTI instrument, and help you better serve your clients through practical experiences with psychological type.