Tips and Tools for Facilitating MBTI® Feedback

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Introductions

◆ Michael R. Segovia, M.A., CPP Lead Certification Trainer
◆ 29 years of MBTI® feedback experience
◆ Always looking for new ways to improve feedback
Objectives

During this webinar you will:

◆ Refresh your skills in providing individual MBTI® feedback for both the Step I™ and Step II™ assessments

◆ Learn about new tools you can incorporate into your feedback process

◆ Have an opportunity to ask questions about challenges or issues you have encountered when delivering feedback
MBTI® Step I™ Feedback
The Process

1. Client check-in
2. Overview of the MBTI® assessment
3. Introduction to preferences
4. Personality type: Self-estimate
5. Personality type: Reported type
6. Pulling it all together
7. Best-fit type
8. Individual commitment to action
Recommended Tools
1. Client Check-In

Exploring Your Myers-Briggs® Type Workbook, pp. 2, 3
2. Overview of the MBTI® Assessment

Introduction

Isabel Briggs Myers wrote the Introduction to Type® booklet for clients to use after attending an introductory feedback session exploring their results on the Myers-Briggs® Type Indicator® (MBTI®) assessment. She wanted to help clients understand their type and begin integrating that knowledge into their everyday lives. Her intent was that everyone who had been introduced to personality type and the MBTI assessment would receive the basic resource that provides a description of all 16 Myers-Briggs® types. Myers was convinced that the insights they would gain from understanding themselves and how they differ from people of other personality types would help them lead more fulfilling and effective lives.

WHAT IS THE MBTI® ASSESSMENT?
The Myers-Briggs® Type Indicator® (MBTI®) assessment is a self-report questionnaire designed to make Carl Jung’s theory of personality types understandable and useful in everyday life. MBTI® results identify valuable differences between normal, healthy people, differences that can be the source of much misunderstanding and miscommunication.

Taking the MBTI® assessment and receiving feedback will help you identify your unique gifts. This information will enhance your understanding of yourself, your motivations, your natural strengths, and your potential areas for growth. It will also help you appreciate people who are different from you. Understanding your Myers-Briggs® type is self-affirming and encourages cooperation with others.

DEVELOPMENT OF THE MBTI® ASSESSMENT
The authors of the MBTI® assessment, Katharine Cook Briggs (1875–1961) and her daughter Isabel Briggs Myers (1902–1980), were keen observers of personality differences. They studied and built on the ideas of Carl Jung (1875–1961) and applied them to understanding people as they saw them. Prompted by the desire to help others find satisfaction and reach their potential in their work and personal lives, Myers began developing the MBTI® assessment to give people everywhere access to the benefits they found in knowing about personality type and appreciating differences.

THE MBTI® ASSESSMENT TODAY
After decades of research and development, including numerous updates, the MBTI® assessment is the world’s most widely and culturally used tool for understanding normal, healthy personality differences among people everywhere. Millions of MBTI® assessments have been administered in over 100 languages, and the tool’s popularity and usefulness grow each year. Because the MBTI assessment explores basic patterns in how people take in information and make decisions about it, it has proven helpful in a broad range of applications:

- Self-understanding and individual development
- Team building
- Management and leadership training
- Coaching
- Organizational development
- Diversity and multicultural training
- Problem solving
- Career development and exploration
- Academic counseling
- Education and curriculum development
- Relationship counseling

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3. Introduction to Preferences

◆ Exploring Your Myers-Briggs® Type Workbook, pp. 4–6
4. Personality Type: Self-Estimate

◆ **MBTI® Step I™ Feedback Cards**
4. Personality Type: Self-Estimate (cont.)

**ACTION VS. REFLECTION**
How soon do you take action on a task?
- E: Prefer to take action quickly
- I: Prefer to spend time in reflection

**APPROACH TO MEETINGS**
How do you typically operate in meetings?
- E: Prefer to think before acting
- I: Prefer to think before acting

**PREFERRED WORK ENVIRONMENT**
What is your preferred work environment?
- E: Need space for concentration
- I: Prefer quiet for reflection

**WAY OF RECHARGING**
How do you recharge at the end of the day?
- E: May like physical activity
- I: May like solitary activities

**HOBBIES AND INTERESTS**
What kinds of hobbies and interests do you enjoy?
- E: Have a breadth of interests
- I: Have a few in-depth interests

Remember, E–I is not about sociability or social confidence.
4. Personality Type: Self-Estimate (cont.)
4. Personality Type: Self-Estimate (cont.)

◆ Exploring Your Myers-Briggs® Type Workbook, pp. 8–11

Opposite Ways to Direct and Receive Energy

**INTROVERSION**

- Let’s talk it through.
- Collect and examine directed attention.
- Drawn to the outside world.
- Work out ideas by reflecting on them.
- Learn best through observing or discussing.
- Have broad interests.
- Take initiative selectively—when the issue is very important to them.
- I’ve got it all worked out.

**EXTRAVERSION**

- Let’s walk it through.
- Let’s think it through.
- Collected and examine oriented attention.
- Drawn to the inner world.
- Work out ideas by reflecting on them.
- Learn best by reflecting, mental “practice”.
- Narrow interests.
- Take initiative selectively—when the issue is very important to them.
- Let’s get started, everyone!

Areas to Explore for Extraversion and Introversion

Here are some areas that relate to your use of extraversion and introversion:
- Action vs. reflection
- Approach to meetings
- Preferred working environment
- Way of relating
- Hobbies and interests

Now let’s spend some time exploring your personal examples.

Notes from your exploration of Extraversion and Introversion

From your exploration of Extraversion and Introversion, which seems to fit overall for you?

Remember, you are the best judge of your preferences. The MBTI assessment is a good indicator of preference, but there may be situational pressures, such as the type of work you do, that caused you to report a type on the assessment that doesn’t exactly fit. Based on your discussion with your practitioner, indicate below what you believe your best-fit preference to be and how sure you are about it.
5. Personality Type: Reported Type

Client report

Exploring Your Myers-Briggs® Type Workbook, p. 11
6. Pulling It All Together

- Exploring Your Myers-Briggs® Type Workbook, pp. 11, 17, 23, 29, 31
7. Best-Fit Type

- *Introduction to Myers-Briggs® Type*, pp. 10–28
8. Individual Commitment to Action

◆ Exploring Your Myers-Briggs® Type Workbook, pp. 34–37
MBTI® Step II™ Feedback
The Process

1. Client check-in
2. Revisiting Step I™ type
3. Introduction to Step II™ facets
4. Discussion of client facet results
5. Benefits and blind spots
6. Coaching
7. Individual commitment to action
Recommended Tools
1. Client Check-In

- Identify what the client hopes to achieve from this Step II™ session
- Explore any questions and ideas that resulted from the previous session you had with the client
2. Revisiting Step I™ Type

- MBTI® Step II™ Interpretive Report, p. 3
- Understanding Your MBTI® Step II™ Results, pp. 1–3

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3. Introduction to Step II™ Facets

- MBTI® Step II™ Interpretive Report, p. 4
- Understanding Your MBTI® Step II™ Results, p. 4
4. Discussion of Client Facet Results

- **MBTI® Step II™ Interpretive Report**, pp. 5-8
- **MBTI® Step II™ Feedback Cards**
4. Discussion of Client Facet Results

E-I Facet Results Example

◆ MBTI® Step II™ Interpretive Report, p. 5

◆ MBTI® Step II™ Feedback Cards, Card 6 (Front and Back)
4. Discussion of Client Facet Results

Additional exercises in *Understanding Your MBTI® Step II™ Results* to help your clients explore their facet results:

- Exploring Your Facet Results
- Understanding Your Out-of-Preference Results
- Looking at Your Midzone Results
- Exploring Facet Combinations
- Discovering Your Uniqueness Within Your Type
5. Benefits and Blind Spots

◆ MBTI® Step II™ Feedback Cards
6. Coaching

MBTI® Step II™ Interpretive Report, pp. 9-12

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7. Individual Commitment to Action
Thank You

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