



Quick Tips: Using MBTI® Type in Team Development

The application of type theory as part of your team development programs can help promote an atmosphere of understanding, clear communication and mutual respect. All of these are integral to a high performing team.

Below you will find some expected outcomes when applying type theory to improve team effectiveness, plus some brief tips that should always form part of your development initiatives

MBTI® type theory can allow us to make predictions about team effectiveness including:

- The more similar the types on a team, the more readily the team members will understand each other.
- Likewise, the more dissimilar the types on a team, the slower the understanding.
- Groups with high type similarity will reach decisions more quickly, however, are more likely to make errors due to inadequate representations of all viewpoints.
- Groups with members of many different types will reach decisions more slowly (and painfully) but may reach better decisions because more viewpoints are covered.
- Teams with only a single representative of a certain preference (e.g., only one introvert) may fail to appreciate the gifts / skills associated with that preference and may view that member as different.
- Teams that come to appreciate and use difference types may experience less conflict.
- Successful teams with members of many different types promote the personal development of team members by encouraging learning from other types.

Keep the following in mind when exploring type to ensure a positive experience for all:

- Type is about preference, not about knowledge, skills or abilities.
- There are no right or wrong preferences.
- No preferences are unhealthy or inappropriate.
- Type is not an excuse - we can and do use all the preferences to some extent each day.
- Each team member is the best judge of his or her own preferences.
- Type should empower team members, not limit them.

Source: Adapted from: *Introduction to Myers-Briggs® Type and Teams (2016)* by Elizabeth Hirsh, Katherine W. Hirsh, Sandra Krebs Hirsh

We hope you find these tips of use in your team development programs. To learn more about Myers-Briggs® type and team development, please read *Introduction to Myers-Briggs® Type and Teams (2016)* by Elizabeth Hirsh, Katherine W. Hirsh, Sandra Krebs Hirsh, published by CPP, Inc.

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