

Insight:

MBTI Step I and II

The Myers Briggs Type Indicator (MBTI) is an extremely useful tool for understanding how different people think, feel and behave. Based on theories of psychological type it helps individuals gain insights into their preferred ways of working and responding to life as well as how they and others are energised, take in information and make decisions. MBTI was 20 years in development, is well researched and internationally used and valued. It is particularly effective in support of individual and team development and organisational change.

The MBTI can help INDIVIDUALS to:

- Understand and value how and why they think and behave in certain ways
- Appreciate the differences in others so as to make constructive use of strengths and understand when there are barriers
- Think carefully about how they communicate with each person
- Have a greater insight into how they and others process information and make decisions
- Recognise what energises them and how they respond to change
- Be better informed when making career decisions
- Keep stress to a minimum

“I have grown immensely personally & professionally”

The MBTI can help TEAMS to:

- Understand, value and make effective use of difference
- Clarify individual and team behaviour
- Identify individual and team areas of strength upon which to build
- Reduce unproductive work by improving communication and building a framework for handling disagreement positively
- Help individuals recognise that there are different perspectives as well as approaches and methods for collecting information and solving problems
- Predict possible difficulties and plan proactively to avoid them

“We now understand . . . before, we got frustrated”

The MBTI can help ORGANISATIONS to:

- Communicate more effectively with managers, peers and employees
- Understand and solve organisational and personal issues
- Make the most of the organisation's human resources at individual and team levels
- Continuously improve teamwork
- Understand and adapt to differences in management styles
- Manage change effectively
- Resolve conflict positively

“Thanks to xué . . . staff now have a much greater understanding of each other, greater tolerance and an enhanced value for each person's strengths”

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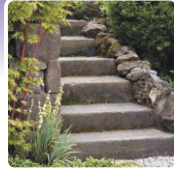
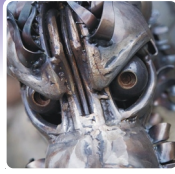
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welcome to **xué** . . .

xué (sh-way - 'to learn') provides a tailor-made and holistic approach to personal and organisational development. We support individuals and teams to recognise their potential and to deliver to it consistently . . . a benefit to themselves and to those with whom they relate in both a professional and personal capacity.

At a time of continuous and rapid change it is essential to develop deeper insights into how we think, work and relate to others. This enables us to step outside the familiar and develop the understanding and skills to work confidently and effectively within the unfamiliar.

xué provides easy access to . . .

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- 學子 experienced coaches and mentors
- 學子 team analysis and development
- 學子 an extensive range of psychometric ability and personality instruments that include assessments such as MBTI I and II
- 學子 tailor-made tools such as 360° feedback
- 學子 career coaching
- 學子 support for change and development processes including performance and succession management
- 學子 customised design of assessment centres
- 學子 expertise in effective partnership and multi-agency working
- 學子 mediation
- 學子 skill development in areas such as interviewing, managing conflict, effective communication
- 學子 processes that support deeper level analysis including psychotherapy



“*Making the unconscious conscious*”

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