



Myers-Briggs Type Indicator® Instrument Highlights

Myers-Briggs Type Indicator® (MBTI®) Instrument Overview

The Myers-Briggs Type Indicator® (MBTI®) instrument is the most widely used personality assessment in the world. Formally translated into 16 languages, it is a growing force in team building, leadership and individual development in organizations. Based on the breakthrough work of Carl Jung, the MBTI assessment provides a description of individuals' preferences for two cognitive activities: taking in information and organizing and processing the information in order to make decisions. People make use of their entire range of cognitive processes but tend to have a preference for using one over all the others. Understanding these preferences and the role they play in people's behavior can help increase collaboration and improve relationships, productivity, and efficiency in a work environment.

How the MBTI Instrument Works to Help Your Organization

The MBTI instrument uses the answers to easy-to-understand questions to classify each organizational member as one of the 16 basic personality types. By helping all members discover their own personality types and learn about the types of others, you can increase their understanding of and appreciation for one another's strengths and challenges and thereby improve their interactions. The results, once applied are powerful. Combining the answers to the MBTI questions with various interpretive materials can create a pathway to new levels of cooperation, productivity, and performance throughout your organization.

Key Applications

The MBTI assessment is a more general instrument that provides a set of preferences and a model for understanding the behavior of self and others across a variety of situations.

Leadership Development

MBTI tool helps leaders better understand their preferences and behavior in key dimensions of management and leadership.

Communication

MBTI tool provides strategies for understanding the communication styles and needs of self and others and explores ways to meet those needs to enhance communication in workplace settings.

Team Development

MBTI tool helps identify potential sources of conflict and explores how to effectively influence others, how each member contributes to the team, and how to maximize team effectiveness.

Career Development

MBTI tool can be used to help individuals identify careers that best match their preferences. Can also be used in conjunction with the *Strong Interest Inventory*® instrument to develop a more comprehensive understanding by examining both MBTI preferences and interests.

Organizational Understanding

MBTI tool can be used to help groups of people better understand the impact of preferences on the corporate culture and optimize the strengths of individual preferences.

Emotional Intelligence (EQ)

MBTI tool can be used to help people of all 16 types increase their level of empathy, persist in the face of obstacles, and control impulses. EQ is believed to enhance leadership ability, enrich relationships, and extend influence.

Stress and Coping

MBTI tool predicts how each of the 16 MBTI types reacts to stressful situations and provides suggestions for managing stress. Also explains how each individual behaves under stress and what can help individuals return to productive behavior.

For more information call us at 845-876-5345 or visit us www.bluehudsongroup.com