



Training,
Processes &
Strategies

MBTI

Myers-Briggs Type Indicator

What does it indicate?

The MBTI® instrument measures personality preferences on four different scales:

1. *Extraversion (E) - Introversion (I)* - where we prefer to draw and expend our energy,
2. *Sensing (S) - Intuition (N)* - how we take in information,
3. *Thinking (T) - Feeling (F)* - how we process the information we have gathered in order to come to decisions, and
4. *Judging (J) - Perceiving (P)* - how we prefer to operate in the external world.

Results from the indicator are delivered in a four letter type. It is important to note that the MBTI® instrument and Type theory do not seek to place people in boxes. Rather, it seeks to help explain fundamental and observable differences which powerfully influence people's behaviour, communication, relationships, career choices and work. The totality of an individual's unique of their personality cannot be measured by any psychological or personality indicator, or number of indicators.

An important and unique aspect of the MBTI instrument is the requirement that feedback be given by an accredited MBTI professional who is qualified to administer and interpret the results. Your RICO facilitator has more than 20 years of experience with the instrument and related theoretical frameworks. She has been an accredited facilitator and member of the Australian Association of Psychological Type for over 15 years.

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The reliability and validity of the MBTI® instrument, along with its 60 year plus history of use, make it a trusted source for personality assessment for individuals and groups. It provides a practical and powerful perspective for lifelong growth and development.

The MBTI has been translated into 19 languages and is utilized world wide to improve individual and team performance, nurture and retain personnel, develop learning programs, resolve conflict and to enhance communication and decision making.

How can it be applied?

Typical applications of the MBTI include:

- Communication Skills
- People Management
- Change Facilitation
- Team Building
- Stress Management & Reduction
- Leadership Development
- Type Dynamics and Development
- Conflict Resolution
- Organisational Culture Development
- Career Transition
- Coaching and Supervision
- Teaching and Learning Styles
- Parenting Skills
- Relationships
- Spirituality
- Change

Workshops Available:

Currently, RICO can provide workshops on each of the topics listed above. Each of these applications can include the *introduction to Type* workshop or can be delivered separately after completion of an *Introduction to Type* workshop.

Details of Workshop costs and duration are available upon request. These vary dependent upon the particular needs of an individual/group/organisation.

The MBTI® Personality Indicator can enhance relationships and team performance, success in work and school, and your ability to know yourself and understand others.