



Quick Tips: Type and Teaching

As you probably learned in your MBTI® Certification Program, your personality preferences can bias how you present information. As a result, you're likely to teach in a way that aligns with the way that you prefer to learn. Please take a look at the tips below to see if you are teaching to the learning styles of workshop participants of all types.

If you prefer **Extraversion...**

You probably envision a lively discussion to be the most effective type of workshop. Remember that those with a preference for Introversion are just as engaged while listening, taking notes and processing information internally. Look for body language indicating engagement, such as heads nodding and bodies facing the front of the room.

If you prefer **Introversion...**

You may end up feeling drained at the end of the day from "being in the spotlight" during your development programs. However, remember that those who prefer Extraversion like to verbalise their ideas, so be sure you specify a time during your workshops when you're available to talk to participants one-on-one. Ensuring that participants have an equal amount of group discussion and individual, reflective exercises will honour both Extraversion and Introversion.

If you prefer **Judging...**

You've probably created a detailed schedule of what you'll cover each day in your programs. Participants who prefer Judging will probably find this appealing. However, remember that those who prefer Perceiving can feel boxed in by detailed agendas. One way to combat this is to include flexible options and open-ended discussions in your agenda. For example, perhaps you can offer two activities in one time slot and allow participants to choose which they'd prefer to do when the time comes. Or you might allow time for some "side-tracking" as those with Perceiving preferences bring up new topics on the fly. Then, keep bringing the topic back to the agenda to honour those with Judging preferences.

If you prefer **Perceiving...**

You're probably excited about all the possibilities for activities during your workshops and want to keep your agendas flexible. Keep in mind that what excites you about last-minute decisions may make those who prefer Judging a bit anxious. If possible, try to compose tight agendas that provide a schedule for your workshops (those who prefer Judging will appreciate this), but also factor in time to allow the topic to sway. Try to limit "side-tracking" to maybe 10 minutes per hour and then announce, "We need to get back to the agenda in order to end the session on time," which is something most types want to see happen.

We hope you find these tips of use in your people development programs. If you would like further assistance, please contact us.

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