

## Quick Tips: Using MBTI® Type to Foster Individual Development

Whether you are a manager, coach or peer, there are countless opportunities in the workplace to **influence positive change** and to **help others grow**. Practising behaviours with others that help you strengthen your less developed preferences can **benefit you personally as well as professionally**. Although the prospect might seem daunting, it's really easy to offer practical suggestions if you are aware of an individual's type preferences.

When you are presented with coaching or mentoring opportunities, you can offer the following suggestions to **help individuals with different preferences** foster their own growth and meet specific career and workplace challenges:

To those preferring <b>Extraversion</b>	"Practise <b>Introversion</b> by counting to 10 when you're feeling especially action driven or enthusiastic, or reflecting on ideas and plans to fully consider them before acting."
To those preferring <b>Introversion:</b>	"Practise <b>Extraversion</b> by soliciting input from others and seeking assistance with formulating plans, even if you prefer to approach the task independently."
To <b>Sensing</b> Types:	"Practise <b>Intuition</b> by creating a one- to two-page executive summary describing the trends or patterns suggested by the data under consideration."
To <b>Intuitive</b> Types:	"Practise <b>Sensing</b> by using precise, accurate details in a report or project that you don't believe merits such information."
To <b>Thinking</b> Types:	"Practise <b>Feeling</b> by moving outside your normal range of conversational topics to share some personal facts, details or insights about yourself."
To <b>Feeling</b> Types:	"Practise <b>Thinking</b> by purposely giving simple, direct and concise feedback to others."
To <b>Judging</b> Types:	"Practise <b>Perceiving</b> by scheduling one day a month at work to 'go with the flow' and noting any value that such flexibility brings."
To <b>Perceiving</b> Types:	"Practise <b>Judging</b> by determining what daily tasks you could do consistently and then developing a routine and sticking to it."

Now consider your own type preferences and how they relate to the way you approach your daily tasks and progress toward your professional goals.

- What behaviours would you like to start and how might you begin making small steps toward making the requisite changes?
- How might you track your progress to determine what new behaviours or approaches are making a positive impact?

Source: Adapted from Hirsh and Kise, *Introduction to Type® and Coaching* (1998), pp. 13-14

To learn more about Myers-Briggs® type and individual development, please read *Introduction to Type® and Coaching (2<sup>nd</sup> Ed.)* by Sandra Krebs Hirsh and Jane A. G. Kise, published by CPP, Inc.

t: +61 3 9342 1300 (Australia) | t: 0800 000 159 (New Zealand) | t: 1800 1 611 0298 (Philippines)  
e: [enquiries.ap@themyersbriggs.com](mailto:enquiries.ap@themyersbriggs.com) | w: [www.themyersbriggs.com](http://www.themyersbriggs.com)