



Practitioner workshop guides

MBTI® Teambuilding Program: Leader's Resource Guide

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The practitioner workshop guides are ready-made 'workshops in a box', providing you with an off-the-shelf solution to help you run your own development intervention using the MBTI® instrument. The workshops are pre-designed and ready for you to use for a variety of applications, including teambuilding, emotional intelligence, conflict management, organisational development and facilitating change. Each guide contains a complete set of pre-purposed MBTI workshop materials, along with step-by-step instructions on how to run the workshop, giving you everything you need to hit the ground running and fully engage your participants.

The MBTI instrument is the ideal catalyst for a team intervention. Its focus on the constructive use of differences acts as a driving force for team members to appreciate and utilise the variety of talents and ways of working that exist within their group. This practitioner workshop guide shows you how to exploit the benefits of the MBTI tool in the context of a real teambuilding session.

Focusing on the application of team 'lenses', (ie methods to simplify the type table in teams), this guide provides details on how to analyse a team, identify strengths and weaknesses, deal with issues such as communication, leadership and change, and use decision-making, questioning and influencing skills.

This second edition has been updated to reflect the latest advances and practices in team applications, including Participative Data Gathering in the design of the workshop.

What you get in a pack

- **Sample teambuilding agenda**

Includes a step-by-step commentary with advice on how to run each session in a one-day intervention

- **Exercise illustrating the preference pairs**

- **An explanation of the 'team lenses' approach**

A detailed and easily understood description is given on how to use a type table to bring out different aspects of team types, along with a detailed example

- **37 exercises that apply four types of lens to core organisational issues**

These include communication, team culture, problem-solving and stress

- **Reproducible masters and a CD-ROM of PowerPoint® presentations**

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Structure and content of your workshop guide

This guide is organised to aid and support you, the workshop leader, as you prepare for and conduct teambuilding sessions. You can select those parts of the guide that match your style or that work most effectively with the team issues you will be addressing.

Part One: Beginning the Teambuilding Process

This section guides you through the initial client contact and the steps in the contracting process, as well as how to go about interviewing the team in order to diagnose their issues. This includes the administration of the MBTI tool, the formation of a 'partnership team', and the presentation of critical feedback to individual team members, the team leadership and the partnership team.

Part Two: The Teambuilding Session

Part Two works through a sample teambuilding agenda, providing detailed step-by-step instructions for conducting the sessions. Ethics and potential teambuilder traps are taken into account, plus ideas for how to conduct a follow-up session and information on how and why teambuilding interventions may go awry. Finally, it discusses how to tailor an agenda to include more activities when more than one day is available.



Part Three: Team Analysis

This part provides the tools you will require for conducting a team analysis. It elucidates the structure of the type table and delineates four orderly subdivisions referred to as 'lenses'. Each lens highlights similarities, differences, and relationships between all 16 types. It describes the application of the four lenses to six core issues in teambuilding: communication, team culture, leadership, change, problem-solving/conflict resolution and stress. Finally, it provides an example of a team analysis to demonstrate the usefulness of the lens approach.

Part Four: Applying Type Lenses

This part reviews each lens in depth in relation to the six core issues. For each lens, an example of its application to a sample team is provided, as well as six exercises (one for each core issue) for use in teambuilding.

Part Five: Additional Resources

Here, an alternative workshop format is suggested, using Participative Data Gathering (a method for gathering information in real time that involves all team members in all parts of the process). Four advanced teambuilding exercises are supplied, along with a list of additional resources that can help you expand and strengthen your understanding of the MBTI tool, teams and teambuilding.

Useful supporting materials and activities that complement this workshop

An additional resource for teambuilding participants that serves as a companion to this guide is a booklet called *Introduction to Type[®] and Teams*. We suggest that you read both this guide and the booklet before deciding exactly what your approach will be. We also recommend providing all participants with a copy of this booklet so that they have comprehensive and accurate information to take away with them.