



Practitioner workshop guides

Type and Change: MBTI® Leader's Resource Guide

Roger R. Pearman

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.

Individuals respond in different ways to organisational change, ranging from excitement through to fear and even depression. Amongst the factors affecting this reaction, a person's psychological type can be a crucial way in to understanding and addressing those responses.

Dealing with change in organisations by applying the principles of MBTI type theory, this guide provides strategies that deal with existing problems through group activities, emphasising the links between change, communication, and improvement, and involving participants in generating their own change solutions. The guide provides the information and materials you need to design and deliver training programmes that assist organisations in dealing with change.

To aid learning and understanding, each participant should have the accompanying booklet *MBTI Type and Change: Participant's Workbook*.

What you get in a pack

- **A road map for navigating the guide**
- **Contextual information**

This helps you to understand organisational change and resistance to change on a less abstract level

- **Agendas and scripts to help you plan and run the sessions**
- **Strategies for developing and persuading leaders**
- **Suggestions for customising the training**
- **26 participant exercises with hands-on group learning projects**

This includes 87 reproducible masters and overhead transparencies

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Structure and content of your workshop guide

The guide recognises two basic facts about organisations undergoing change: that every organisation faces common problems, and that every organisation and every situation is unique. The workshop is therefore structured around identifying your particular organisation's issues, and drawing on experience from past situations to help resolve them.

Part One: Using This Guide in Your Organisation

This section offers basic background information and assistance for using this change training guide, including contexts, strategies and customising guidance.



Part Two: Training Modules

The workshop contains five training modules. Each module stands alone and includes complete materials for a training session of two to four hours. The five training modules are:

Developing a Metaphor for Change

Introduces an example metaphor and outlines a process for working with employers to develop a metaphor appropriate to their situation.

MBTI Type Preferences And Change

Provides a brief refresher on psychological type preferences for employees who have already completed the MBTI questionnaire and been introduced to type. This chapter also relates psychological type preferences to individual strengths and needs during organisational change.

Dealing With The Impact Of Organisational Change

Identifies typical ways in which imposed change has an impact on the organisation, managers and employees. A process for helping employees name what is going on in their organisation and recognising their own reactions is outlined.

Dealing With Loss And Grieving

Explains losses commonly associated with organisational change and asks participants to recognise the ones they have experienced. The chapter attempts to bring emotional reactions to loss, where underlying issues may still remain, to the surface, providing processes for dealing more effectively with the losses.

Restoring Identity And Meaning

Acknowledges the challenge organisational change presents to an individual's sense of identity and the meaning of their work. Information and activities to support employees in restoring their sense of meaning of their work are provided.

Part Three: Additional Resources

The final part of the guide provides an annotated bibliography of additional resources that were found to be useful in expanding knowledge and in designing training modules.

Useful supporting materials and activities that complement this workshop

MBTI Type and Change: Participants Workbook is the accompaniment to this practitioner workshop guide

Introduction to Type[®] and Change (Barger & Kirby, 2004)

The Challenge of Change in Organisations: Helping Employees Thrive in the New Frontiers (Barger & Kirby, 1995)