

Myers Briggs Type Indicator® Step I instrument

About the MBTI instrument

One of the world's leading personality tools

The Myers-Briggs Type Indicator® (MBTI®) Step I instrument is a versatile tool, which provides individuals and teams with a powerful understanding of their own and others' personality style. By understanding the differences between personality types, groups and individuals are able to work together more effectively, improving communication and reducing conflict.

This instrument can be used in one-to-one and group settings, and has a wide range of workplace applications including.

Business applications

Individual development and executive coaching

The instrument helps individuals to understand their preferred working style, and how this can be developed to be more effective with others. It also encourages individuals to value difference, as a way of improving working relationships.

Management and leadership development

The instrument is highly recommended for management and leadership development programmes, as it helps individuals to appreciate the impact of their personal style on others. In addition, it helps to identify aspects of their role that may come naturally to them, and other areas where they may need to focus more energy and attention.

Teambuilding and development

Using the instrument within a teambuilding setting increases awareness of the team's overall working style. Through this the team is able to address internal team needs, harness individual strengths and identify areas for development. Using the MBTI instrument can help to improve communication, enhance problem-solving and encourage an appreciation of diversity. The benefits will reach beyond the team, as they begin to understand and develop the impact they have on other teams.

Organisational change

Using the instrument as part of a change initiative will help the organisation and its individuals to understand why people react to change in different ways, and provides a starting point for supporting them through the process.

Improving communication

The instrument is ideal for helping individuals understand how to communicate more constructively with different people, and is a basis for techniques that can be used to listen, influence and persuade more successively.

Other applications include: *employee retention, conflict management and career guidance.*

What does the instrument look at?

Through completion of the questionnaire and a personal feedback session, the assessment will reveal characteristics unique to each personality type. This will show the individual how they interact with others and how they deal with all kinds of real-life situations. The MBTI dimensions explore the following features:

E – I

Where you prefer to get and focus your 'energy' or attention (**E**xtraversion or **I**ntroversion)

S – N

The kind of information you prefer to gather and trust (**S**ensing or **I**Ntuition)

T – F

The process you prefer to use in coming to decisions (**T**hinking or **F**eeling)

J – P

How you prefer to deal with the world around, your 'lifestyle' (**J**udging or **P**erceiving)

Benefits for you and your organisation

- People find the process enjoyable, the results enlightening and the framework easy to work with.
- The MBTI instrument promotes a constructive approach to individual differences, demonstrating that different working styles can be complementary, rather than a source of friction.
- The MBTI instrument has an impressive and prestigious reputation built over 60 years, with organisations from all industry sectors successfully addressing a variety of workplace issues. This versatility also ensures high return on your investment in qualifying to use the MBTI Step I instrument. Case studies illustrating this can be found on the OPP website.
- The MBTI instrument is a truly international tool, helping your organisation develop a common framework across borders. It is available in a wide range of languages, and the questionnaire has been adapted to be sensitive to cultural differences, ensuring that it retains its validity in these contexts.
- The continual development of the instrument ensures its ongoing relevance today and in the future. An extensive range of books and materials are also available from OPP to help you apply the instrument to different situations.

Who is the tool suitable for?

The MBTI Step I instrument is a self-awareness and development tool. It is suitable for employees at all levels, including board level.

What formats are available?

Online or by email via OPPassessment

OPPassessment is the electronic platform for administering and scoring OPP's portfolio of instruments. It offers a fast, easy and secure way to complete and analyse candidate responses, and to produce professional reports.

The questionnaire is available in a wide range of languages, and enables you to produce the following professional reports:

MBTI Step I Profile Report

A two-page report based on the candidate's reported type. This report has been designed to help the client achieve best fit during feedback.

MBTI Step I Interpretive Report for Organisations

A 10-page report designed to help you and your client understand the results of the MBTI questionnaire and their relevance in an organisational setting, providing details about work, communication and problem-solving styles. Once best-fit type has been reached, a new report based on this type can be produced at no additional cost.

Paper and pencil

The questionnaire and supporting materials are available in a wide range of languages.

Scoring Bureau service

Send us your completed answer sheets and we will produce the report of your choice from the following (available in English only):

- MBTI Step I Profile Report – A two-page basic summary of an individual's type, based on their preference scores.
- MBTI Step I Narrative Report – An eight-page detailed report of an individual's type, based on their preference scores. It explains the differences between each dimension, the issue of 'best fit', where types come from, and how an individual's answers indicate their particular type.
- MBTI Step I Narrative Report for Organisations – A nine-page report providing a wider organisational perspective to an individual's type. It contains sections detailing the effects of an individual's preferences in work settings, and preferred methods of communication and problem-solving.
- MBTI Step I Team Reports and Workshop Leader's Report – A 13-page report prepared for each individual team member that compares the overall team's type to an individual's reported types. It outlines the degree of similarity within the team, strengths and weaknesses of a team as a whole, problem-solving and conflict. A report is also available for the team leader (optional).

Qualification

To administer the questionnaire and purchase materials, you must complete one of the following programmes:

- MBTI Step I Qualifying Programme
- MBTI Conversion Programme
- BPS Level B Intermediate Plus with OPP

OPP® Ltd

With expertise in applied business psychology, OPP enables organisations, teams and individuals to improve their effectiveness. Client solutions are delivered through the capabilities of our consultancy and learning services and a portfolio of world- renowned psychometric instruments. OPP works with companies in the UK and the whole of Europe through a network of regional partners and offices. Visit www.opp.eu.com, email enquiry@opp.eu.com or call one of the national rate numbers listed below for information on the full range of OPP products and services.

UK: +44 (0)845 603 9958

Belgium: +32 (0)2 709 2919

Denmark: +45 3644 1040

France: +33 (0)1 55 34 92 00

Germany: +49 (0)2 195 926900

Ireland: +353 (0)1 295 6443

Italy: +39 340 1872655

The Netherlands: +31 (0)20 586 3300

Spain: +34 91 799 10 40

Address

OPP Ltd
Learning Operations team
Elsfield Hall
15-17 Elsfield Way
Oxford, OX2 8EP
United Kingdom
Tel: +44 (0)845 603 9958

www.opp.eu.com

® OPP is a registered trade mark of OPP Ltd.

® MBTI is a registered trade mark of the Myers-Briggs Type Indicator Trust. OPP Ltd is licensed to use the trade mark in Europe.