

## **UNDERSTANDING OUR DIFFERENCES**

There's a tendency to believe that people who do things the way we do them are just like us, rather than understanding that we are surrounded by differences in personalities and styles. In this class we will be using the Myers-Briggs Tool (MBTI) to identify individual preferences and discussing how this information can build and increase team performance.

The (MBTI) is one of the most frequently taken personality tests in the world. It was constructed by Katharine Cook Briggs and her daughter Isabel Briggs Myers and first published in 1943. It is based on the typological theory proposed by Carl Jung, who had speculated that there are four principal psychological functions by which humans experience the world – sensation, intuition, feeling, and thinking – and that one of these four functions is dominant for a person most of the time.

The MBTI is not about diagnosing intelligence, physical and psychological illnesses, nor normalcy. It reports some of your key preferences, tendencies and characteristics, but not all of them. The MBTI uses four preference scales. These are: Extraversion or Introversion; Sensing or Intuition; Thinking or Feeling; and Judgment or Perception.

The presentation today is an interactive one, with the unique characteristics of the preference scales being demonstrated by activities that each member of the group will have the opportunity to participate in. The objective of the presentation is to highlight and facilitate the characteristics of each of those preference scales and how they can be used effectively within, and between teams in the workplace.