



Information on MBTI™

Myers-Briggs Type Indicator™

The Myers-Briggs Type Indicator™ (MBTI™) assessment is the best-known and most trusted personality assessment tool available today. As many as 1.5 million assessments are administered annually to individuals, including to employees of most Fortune 500 companies.

The Myers-Briggs™ assessment has its roots in Carl Jung's theory of psychological type. Katharine Briggs and her daughter, Isabel Briggs Myers, developed Jung's theory and the first forms of the instrument, sharing a vision "to enable individuals to grow through an understanding and appreciation of individual differences in healthy personality and to enhance harmony and productivity among diverse groups."

Team members who seek to understand one another will likely improve their overall team effectiveness because their communication is better. And one tool that can help teams understand their members is the Myers-Briggs Type Indicator. The MBTI helps teams because it helps individuals see the differences in their innate personalities: how they perceive the world and how they prefer to act. And when used with teams, it helps team members to understand each other better.

It also helps leaders and (senior) managers:

- Identifying strengths, resources and potential weaknesses within a team.
- Improving communication throughout the team.
- To identify an action plan to improve team effectiveness.
- Helps align teams and reduce background noise.
- Resolving, preventing and managing conflict and stressors because of greater understanding and awareness of other people's preferences.

It can be frustrating trying to understand the other people you work with, but knowing the MBTI results of yourself and others around you can make it clearer to everyone how people have different ways of approaching the world. Most business people take the assessment about five times during their careers, so many of your employees have already taken it, or they will at least have heard of it. Also, 89 of the Fortune 100 companies and 80 percent of the Fortune 500 companies use personality tests based on the MBTI and its spinoffs.