MBTI®: Understanding yourself and others better

Hands-on course of 2 days - 14h
Ref.: MBT - Price 2024: CHF1 530 (excl. taxes)

EDUCATIONAL OBJECTIVES

At the end of the training, the trainee will be able to:

Know the basics of the method and the various fields of application

Understanding how to use the four dimensions of MBTI® to determine personality profiles

Change how you relate to others by understanding individual and collective behaviors

Improve how you communicate by taking into account other people's profiles

Better manage complex situations in a corporate setting using MBTI®

TEACHING METHODS

Active learning based on deciphering your profile, exchanges, games, role-playing and evaluation throughout the training

HANDS-ON WORK

Taking the MBTI® questionnaire and deciphering your profile. Alternating theoretical learning, discussions, exercises and role playing.

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

TEACHING AIDS AND TECHNICAL RESOURCES

• The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
• At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
• A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@ORSYS.fr to review your request and its feasibility.

THE PROGRAMME

last updated: 06/2022

1) The method

- History of the method, theory references.
- Usage context, confidentiality.
- Self-administered questionnaire.
- Explaining the notion of preference.
- Collective four-criteria path and choosing profiles in groups.
- Application to change management, group dynamics, learning methods, and leadership styles.

Hands-on work : Compilation of the self-administered questionnaire.

2) Four-dimensional study

- General attitude and orientation of energy, communication methods.
- Function of perceiving and collecting information.
- Function of judgment and decision-making.
- Lifestyle, relationship to time and space, organizational style.

Hands-on work : Exercises on introversion and extroversion, description of the place, and the notion of recognition.

3) Dynamic of functions

- Assimilate the order of functions: dominant, auxiliary, tertiary, lesser functions.
- Use functions in solving problems.
- Understanding lifelong changes in functions.

Hands-on work : Studying the dynamics of participant profile functions. Discussions. Standard portraits of each participant. Individual debriefing of questionnaires. Apparent type and recognized type.

4) Communicating taking preferences into account

- Writing the team's profile.
- Understanding the group's natural tendencies.

- Traps to avoid and areas to develop.
Hands-on work : Discussion-exchange regarding the team's profile, its strengths, and its areas for improvement.

5) Possible illustrations

- Change management.
- Organizing a project and disturbing roles.
- Persuasive communication.
- Problem or conflict resolution.

Hands-on work : Illustrations with hands-on cases in subgroups.

6) Benefits for participants

- Knowledge and understanding of how individuals and groups operate.
- Team cohesion.
- Understanding and accepting differences.
- Creating a common language and shared references.

Hands-on work : Applications to concrete professional situations. Individual action plan

DATES

REMOTE CLASS
2025 : 10 Mar, 22 May, 29 Sep, 27 Nov