

## ***Personality & the Workplace\****

### **Myers Briggs Type Indicator®**

The Myers Briggs Type Indicator® instrument and knowledge of personality type are used by many organizations, large and small. "Since type provides a framework for understanding individual differences, and provides a dynamic model of individual development, it has found wide application in the many functions that compose an organization," write Gordon Lawrence and Charles Martin in *Building People, Building Programs* (CAPT 2001).

#### **Type and Organizations**

Type can be introduced into an organization to support many different functions and situations including managing others, development of leadership skills, organizing tasks, creation and management of teams, training for management and staff, conflict resolution, motivation, executive coaching, diversity, recognition and rewards, and change management.

#### **Type and Your Work**

When you understand your type preferences, you can approach your own work in a manner that best suits your style, including how you manage your time, problem solving, best approaches to decision making, and dealing with stress. Knowledge of type can help you deal with the culture of the place you work, the development of new skills, understanding your participation on teams, and coping with change in the workplace

If your work involves selling, knowledge of type can be helpful in understanding what clients need from you, especially how they best like to learn about products and services and how they like to interact during the process of gathering information and making decisions.

#### **Resources**

*Introduction to Type® in Organizations* by Sandra K. Hirsh and Jean M. Kummerow (CPP 1998)

*Looking at Type® in the Workplace* by Larry Demarest, Ph.D. (CAPT 1997)

*Using Type® in Selling: Building Customer Relationships with the Myers-Briggs Type Indicator®* by Susan A. Brock (CPP 1994)

*Work it Out: Clues for Solving People Problems at Work* by Sandra Krebs Hirsh and Jane A. G. Kise (Davies-Black 1996)

*WorkTypes: Understanding Your Work Personality—How It Helps You and Holds You Back, and What You Can Do to Understand It* by Jean M. Kummerow, Nancy J. Barger, and Linda Kirby (Warner Books 1997)

*\*Taken from: The Myers & Briggs Foundation, myersbriggs.org*

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