



# Summer Schools 2023

a digitalhealth event 

27-28 July



#DHSS23

## Workshop: Personality preferences to enhance performance in teams using the Myers Briggs (MBTI) framework

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**Introduction to MBTI**  
Understanding of Self and  
Others

**Prof Gemma Stacey**  
**Deputy Chief Executive**

# **How MBTI Benefits You and Your Teams**

- Identifies individual and team areas of strength and blind spots
- Clarifies team behaviour
- Helps match specific tasks assignments to certain MBTI types
- Improves communication and problem solving
- Teaches team members to value and work with the strengths of others
- Helps individuals understand how different perspectives and methods can lead to useful and effective problem solving

# Introducing .....

Meet the people behind the MBTI  
assessment

The   
Myers-Briggs  
Company



# History of MBTI

The Indicator is based on the personality theories of the eminent Swiss psychologist Carl Jung.

The model was developed by two non-psychologists, Briggs and Myers, who wanted to give as many people as possible access to these powerful ideas.

It is one of the few models of personality that describes differences positively.

There are no better or worse types to be; each type has its strengths and possible pitfalls.

Over 20 years of research went into the MBTI questionnaire before it was published.

There are over 10,000 research papers on the MBTI instrument, which provide strong support for its reliability and validity.

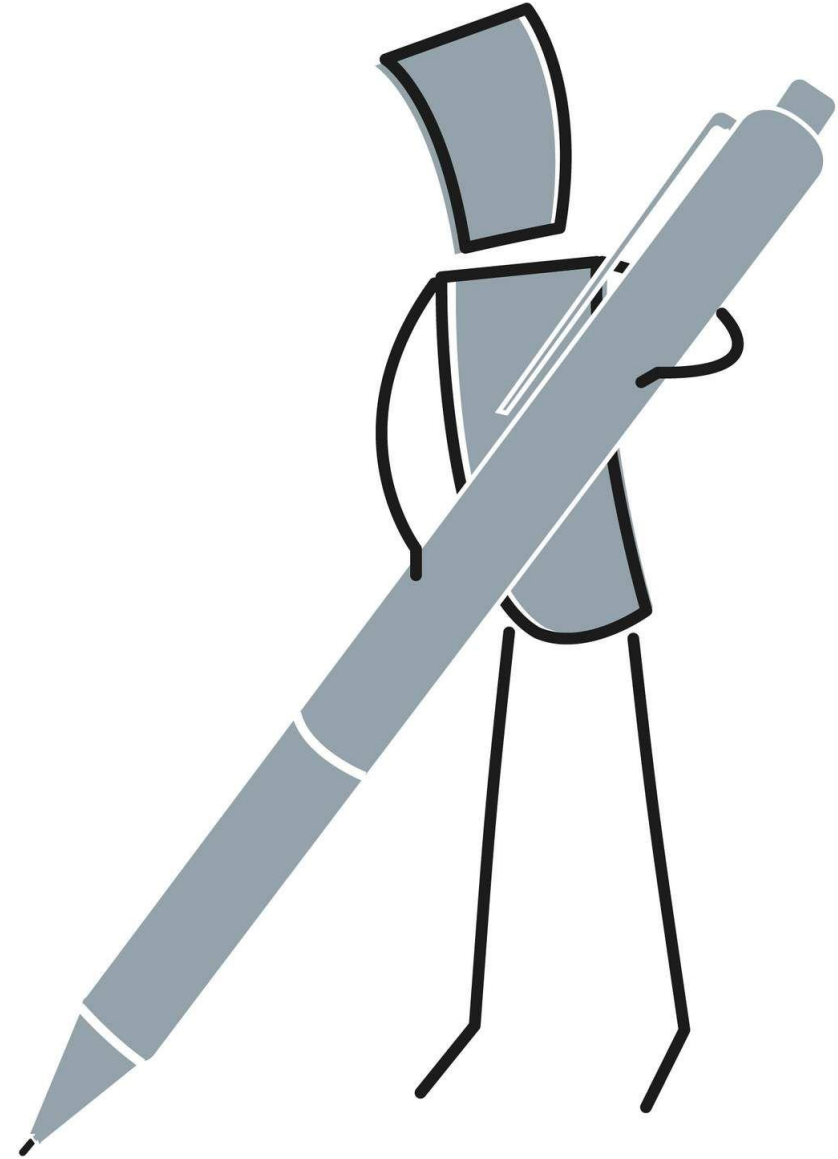
The MBTI assessment continues to be refined and updated. Culturally sensitive forms have been published. It is available in 15 European languages.

Authors from a wide range of backgrounds have written about the Indicator, and hundreds of practical, easy-to-read resources are available.

# What is a Preference?

**Write your signature...**

...now do it again with the **OTHER**  
hand!





# What was the difference ?

Typical responses:

## Preferred Hand

- Feels natural, flowing and comfortable
- Didn't think about it, just did it
- Quick, effortless and easy
- Looks distinctive, recognisably my work

## Non-Preferred Hand

- Feels unnatural, difficult and awkward
- Required concentration to do it
- Slow, jerky, takes more effort
- Not 'me', but gets easier with practice

# Remember

- **MBTI represents preferences and not necessarily behaviours**
- **Individuals with certain preferences may or may not choose to use their preferences at work**
- **MBTI data is used to open up opportunities for people rather than limit them**
- **Use the MBTI for discussion and generation of hypotheses, not as a conclusive set of facts**





# The four MBTI preference pairs

EXTRAVERSION + INTROVERSION

Where do you get your energy from?

SENSING + INTUITION

What kind of information do you prefer to use?

THINKING + FEELING

What process do you use to make decisions?

JUDGING + PERCEIVING

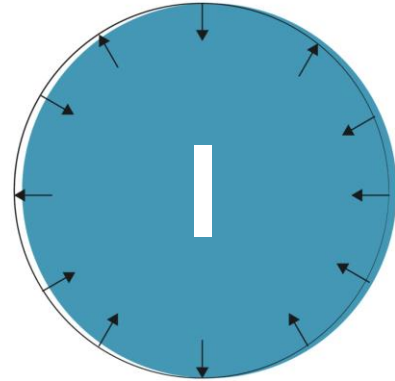
How do you deal with the world around you?

# Characteristics



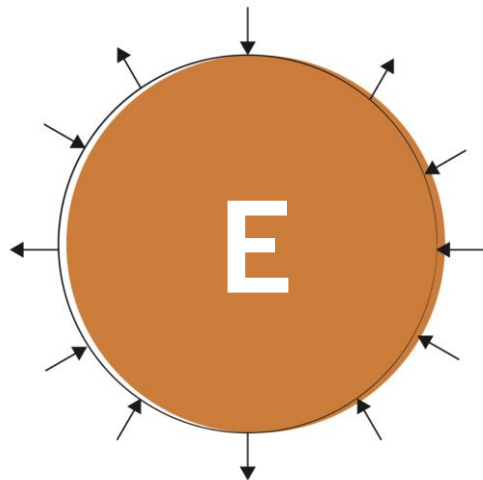
**Remember**

*E-I is not about sociability or social confidence*



## Introversion (I)

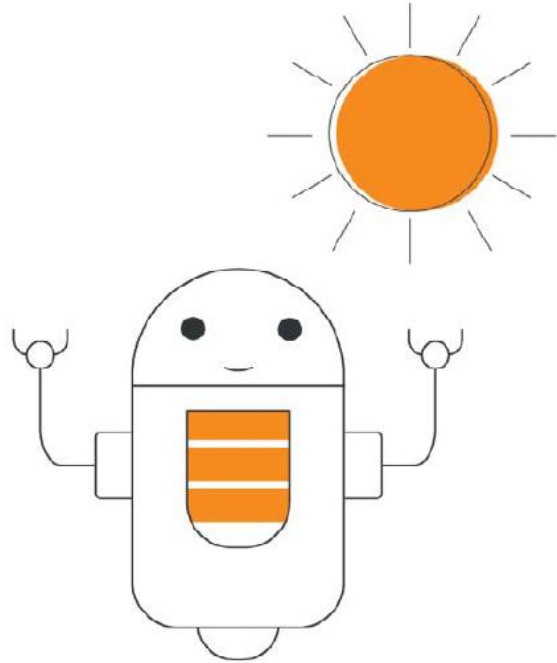
- Drawn to their inner world
- Prefer to think through problems
- Learn best by reflection or mental practice
- Focus in depth on a few interests
- Tend to be private or contained



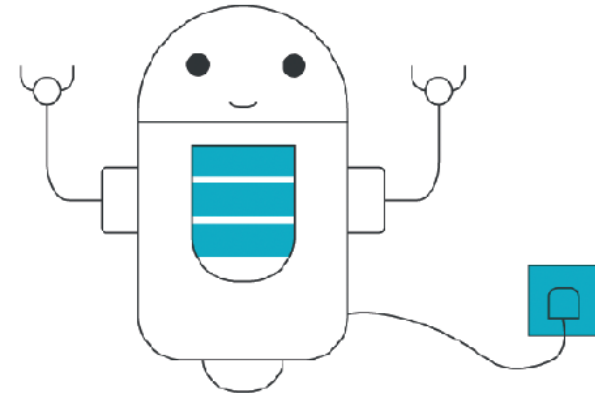
## Extraversion (E)

- Drawn to the outside world
- Prefer to talk through problems
- Learn best by doing or discussing things
- Have broad interests
- Tend to be expressive

# Analogy – Way of Recharging



- Reenergize by doing something active
- May like to talk their day through with someone
- Are likely to enjoy going on to a social activity after work



- Reenergize by having time to reflect
- May like to have quiet time to think things through
- Are likely to want some downtime before a social activity after work

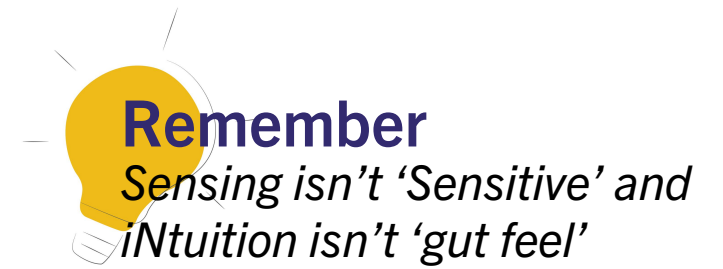
# E-I Exercise



Where do you get your energy from?

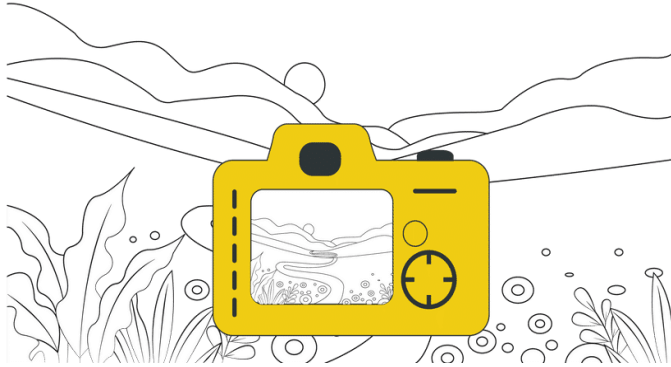
**Plan your perfect  
party in 7 mins**

# Characteristics



INTUITION + SENSING

What kind of information do you prefer to use?



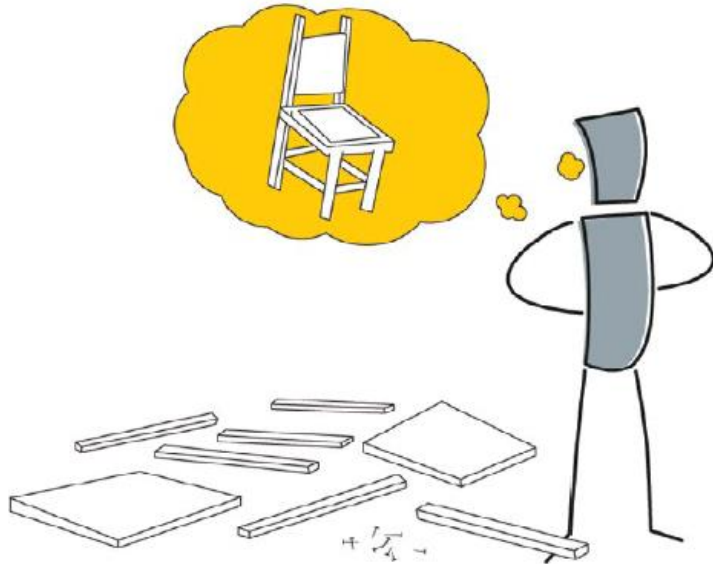
## Intuition (N)

- Focus on patterns and meanings
- Imaginative
- See and remember overall impressions
- Enjoy exploring ambiguity and possibilities
- Trust inspiration

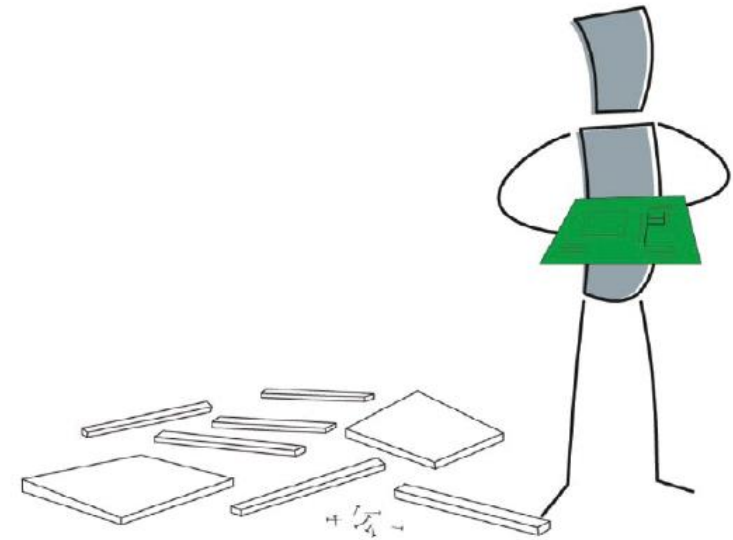
## Sensing (S)

- Focus on what is real and actual
- Practical
- See and remember specifics
- Want information to be accurate and precise
- Trust experience

# Analogy – Preferred instructions



- Prefer to be given the overall purpose and work it out for yourself
- Want to see the bigger picture
- May not notice inaccuracies and are comfortable with ambiguity
- May find detailed instructions limiting



- Prefer to be given step-by-step realistic instructions
- Want to have the specifics spelled out
- Like instructions to be clear and accurate
- May find non-specific instructions to be too vague

# S-N Exercise



**Look at the following image  
for 1 minute**

Make a note of what you see







# S-N Exercise

**Look at the following image  
for 1 minute**

Make a note of what you see from the  
perspective of the opposite preference



# Characteristics

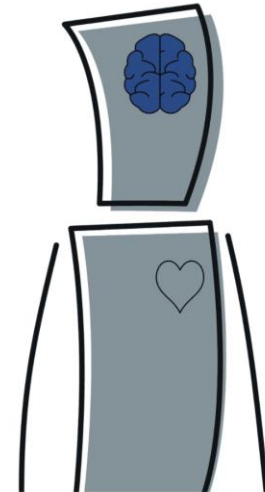
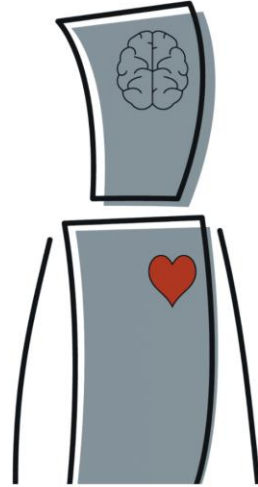


## Remember

*'Thinkers' can feel and 'Feelers' can think*



What process do you use to make decisions?



## Feeling (F)

- Guided by personal and social values
- Focus on the impact on people
- Empathetic
- Consistent and fair—want everyone to be treated as an individual
- Compassionate

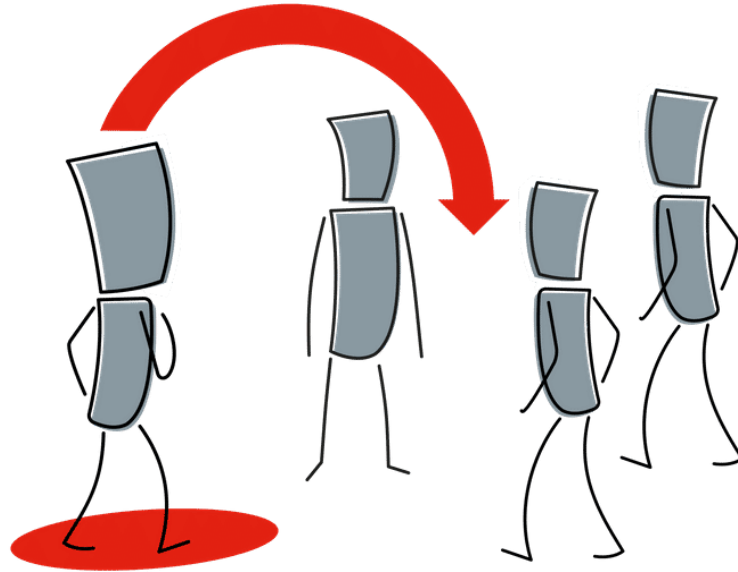
## Thinking (T)

- Guided by objective logic
- Focus on cause and effect
- Analytical
- Consistent and fair—want everyone to be treated equally
- Reasonable

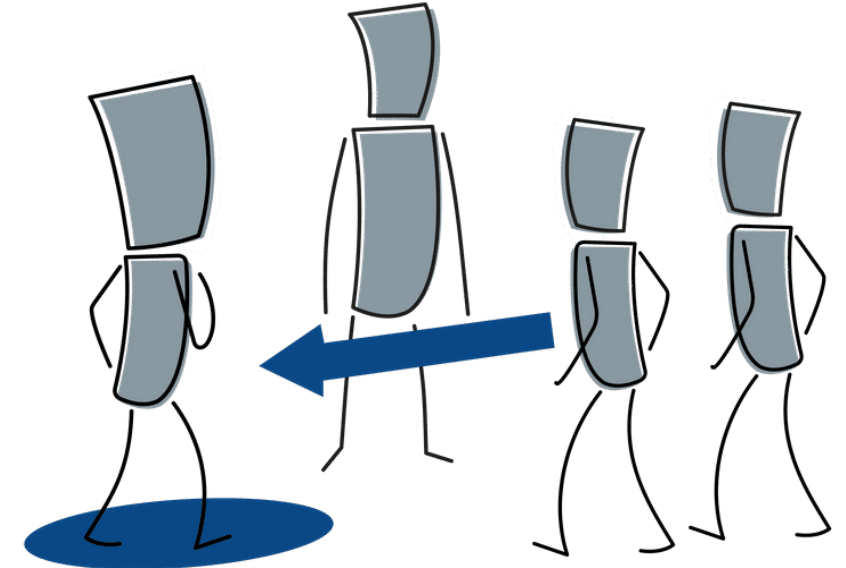
# Analogy – Decision Making



What process do you use to make decisions?



- Step into the situation to weigh things subjectively
- Use empathy to connect with how people are feeling
- Take into account personal circumstances
- Focus on relationships



- Prefer to be given the overall purpose and work it out for yourself
- Want to see the bigger picture
- May not notice inaccuracies and are comfortable with ambiguity
- May find detailed instructions limiting

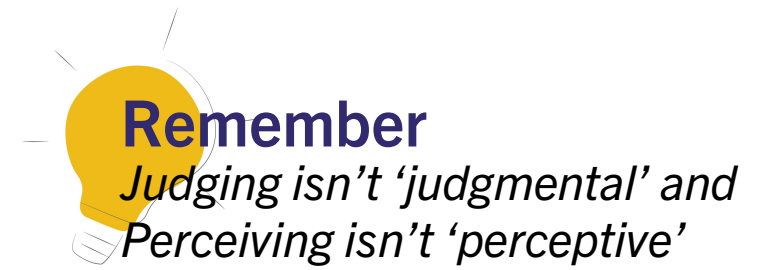
# T-F Exercise



- Your team has just completed a highly innovative QI project
- They have been invited to an all expenses paid conference to present in the Caribbean
- With just 3 weeks to go, the Director of Finance announces there is only enough money for half the team to go

**How would you decide who could go?**

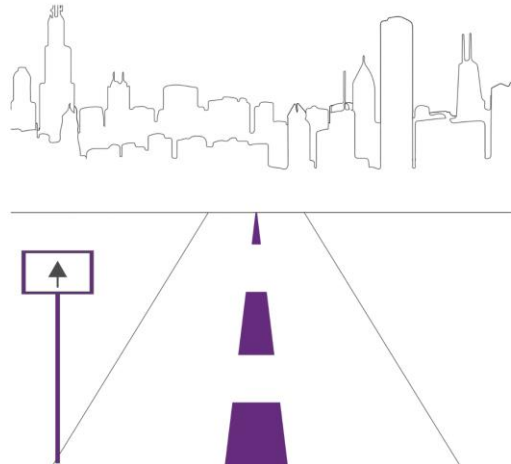
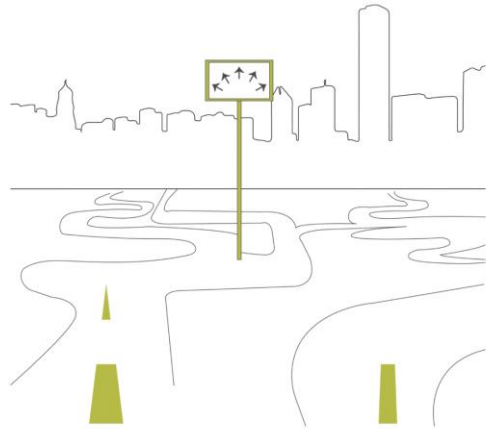
# Characteristics



PERCEIVING

JUDGING

How do you deal with the world around you?



## Perceiving (P)

- Like to keep their options open
- Spontaneous and flexible
- Enjoy being able to adapt and change course
- Find last-minute time pressures energizing
- Emergent

## Judging (J)

- Like to have things decided
- Scheduled and organised
- Enjoy decision-making and planning
- Try to avoid last-minute stress
- Methodical

# Analogy – Approach to Task

PERCEIVING

JUDGING

How do you deal with the world around you?



- Plan it step-by-step
- Follow a preset plan or method
- Organise at the start
- Have a clear structure



- Wait to see what emerges
- Responds flexibly in the moment
- Plunge in first
- Works out what's needed along the way

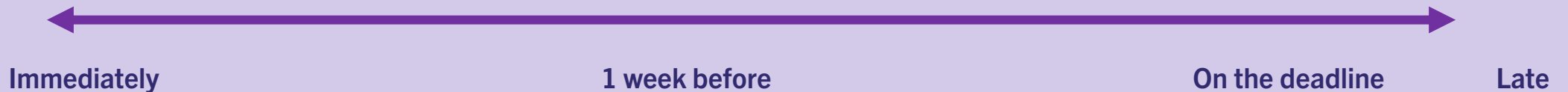
# J-P Exercise

JUDGING + PERCEIVING

How do you deal with the world around you?

You have been given 2 weeks to complete a task.

Draw a time line on a piece of paper that represents 2 weeks to deadline day and mark when you would prefer to complete the task.





# Access the MBTI Questionnaire to Work Out Your Best Fit Type

Review the outcome of the MBTI questionnaire, read the section that describes your “whole type”

Compare with your own predictions based on the exercises we have done today

Where are the similarities and differences, why do you think this might be?

- Where were you when you completed the questionnaire?
- How might your role have influenced how you answered the questions?
- Remember – the MBTI is like a photograph; many factors influence how a photograph captures that moment in time



# Improving yourself – Action Planning



Once you are sure about your best-fit type, reflect on the following:

1. How can you make best use of your strengths?
2. How might others see you?
3. Are there any areas you would like to develop?
4. What concrete actions can you take forward?

# Next Steps

How might the outcome of your MBTI best fit type influence your approach to leadership moving forward?

What challenges have you encountered where this perspective might come in useful?

*Communicating with others*

*Decision making*

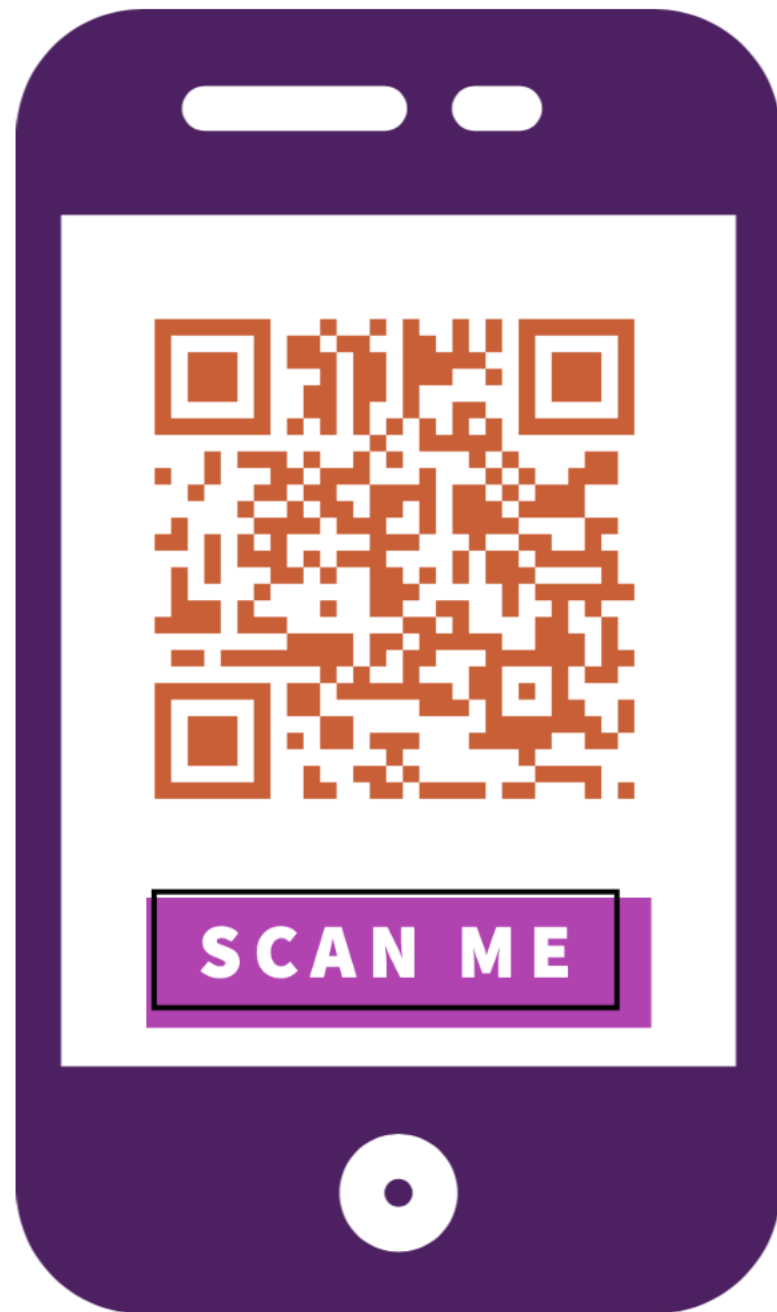
*Problem solving*

*Responding to stress*

**Reflect on your key learning from today**



**FLORENCE  
NIGHTINGALE  
FOUNDATION  
ACADEMY**



The   
**Myers-Briggs**  
Company

The logo for The Myers-Briggs Company, featuring the letters "mb" in a stylized, rounded font. The "m" is green and the "b" is blue, with a small orange and red detail at the junction. Below the logo, the text "The Myers-Briggs Company" is written in a grey, sans-serif font.