



# MBTI® STEP I

## MYERS-BRIGGS TYPE INDICATOR®

### Build an organisation's entire development journey around the world's leading personality tool

The Myers-Briggs® (MBTI®) Step I instrument is a simple yet highly versatile tool that helps businesses address a wider range of issues than any other instrument. With an unparalleled pedigree, it has helped millions of people around the world to gain a deeper understanding of themselves and how they interact with others, hitting at the heart of who they are and inspiring them to significantly increase their effectiveness. The MBTI tool delivers reliable personality insights, helping to drive tangible improvements to working relationships and productivity for individuals, teams and whole organisations.

By embedding MBTI Step I into your organisation, you will lay a positive foundation of type knowledge that can be applied repeatedly to multiple business issues over time, giving the tool a unique longevity unrivalled by other instruments, and providing excellent value. Equally, the tool can be used to zoom in on a specific business need, producing focused improvements.

Starting with a basic understanding of simple personality differences, the Myers-Briggs assessment provides a common language to easily explain the complexities of different personalities.

Achieving your performance goals doesn't have to be complicated. The range of easy-to-use, insightful reports that can be generated from MBTI Step I allows individuals to perfect their skills, and organisations to get the very best out of their talent.

“ Recommended for anyone who works anywhere other than a one-man capsule in outer space (and arguably even then...)! ”

Andrew McAllister, Foreign and Commonwealth Office

#### Benefits

- > Cover any development need with a single tool that you can keep coming back to as new questions arise
- > Save time and money by gaining maximum benefit from a single questionnaire, building up knowledge and experience cumulatively
- > Deliver quality-assured results that address a wider range of business issues than any other personality assessment
- > Access the deep personality insights needed to get to the root of difficult development challenges, understanding the whole person
- > Create a more productive working culture with a simple, accessible framework for identifying personality differences and similarities

#### Key features

- > Uniquely combines deep personality insight with broad coverage of business issues
- > Sorts people into one of 16 easy-to-remember types, providing a common language that acknowledges that all types have value
- > Carries outstanding credentials, backed by over 6,000 independent research papers, for results you can trust
- > Provides powerful problem-solving with comprehensive application reports that let you get straight to the heart of a single issue, or work through a broad spectrum of applications

#### Applications

- > Team development
- > Leadership development
- > Communication
- > Conflict management
- > Decision-making
- > Stress management
- > Career development
- > Change
- > Coaching
- > Improved sales negotiation



unlocking potential

## Powerful problem solving

The MBTI tool comes with a range of powerful reports, ranging from a basic summary of preferences to an in-depth exploration of a particular area.

### Interpretive Report for Organisations

Acts as the basis for the first feedback session, by giving MBTI scores along with in-depth analysis of strengths at work and areas for improvement

### Personal Impact Report

Supports a comprehensive development experience with a single report, by applying MBTI type knowledge to eight key development areas: work style, communication, teams, decision-making, leadership, conflict, stress and change

### Team Report

Goes beyond group feedback, revealing the way a team thinks and works and how to raise its game, with ready-made action steps

### Communication Style Report (English only)

Eliminates obstacles to business objectives by showing people how they communicate and how they can adapt this approach for others, with clear strategies for success

### Decision-Making Style Report (English only)

Enables individuals to make better-quality business decisions by recognising how personality affects decision-making, with practical tips for improvement

### Conflict Style Report (English only)

Prevents damaging and wasteful conflict and improves business effectiveness by highlighting how to recognise and adapt to conflict situations

### Stress Management Report (English only)

Improves effectiveness and reduces the risk of burnout by recognising the early signs and likely triggers of stress, and providing techniques to prevent it

### Career Report (English only)

Provides a solid basis for productive career counselling by showing how personality influences career choices and subsequent career

#### Summary of Your MBTI® Results

How you decide to answer each item on the MBTI assessment determines your reported MBTI type. Since each of the preferences can be represented by a letter, a four-letter code is used as a shorthand for indicating type. When the four dichotomies are combined in all possible ways, sixteen different types result. Your reported MBTI type is INFP.

##### Reported Type: INFP

Where you focus your attention	<b>E</b> <b>Extraversion</b> Preference for drawing energy from the outside world of people, activities and things	<b>I</b> <b>Introversion</b> Preference for drawing energy from one's inner world of ideas, emotions and impressions
The way you take in information	<b>S</b> <b>Sensing</b> Preference for taking in information through the five senses and noticing what is actual	<b>N</b> <b>Intuition</b> Preference for taking in information through a "sixth sense" and noticing what might be
The way you make decisions	<b>T</b> <b>Thinking</b> Preference for organising and structuring information to decide in a logical, objective way	<b>F</b> <b>Feeling</b> Preference for organising and structuring information to decide in a personal, value-based way
How you deal with the outer world	<b>J</b> <b>Judging</b> Preference for living a planned and organised life	<b>P</b> <b>Perceiving</b> Preference for living a spontaneous and flexible life

“ Trust has improved considerably across the team and each member is empowered to bring his unique styles into the management of the company. The team is able to get to the core of problems much more effectively and efficiently with a collective ownership of the final solution. ”

Jes Damsted, CEO, Forca, Denmark

“ After qualifying, it was very easy to apply the training by using the online OPPassessment system to generate detailed MBTI reports. ”

Tim Evans, Psysoft

#### Language availability

OPP provides MBTI assessments and reports in many languages, and is continually expanding this availability. Please visit [www.opp.com/languages](http://www.opp.com/languages) for details.

*Established in Oxford in 1989, OPP is the European distributor of the MBTI instrument and provides psychometric instruments and HR services around the world.*