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**Leadership Development
Initiative (LDI) Curriculum**

Myers Briggs Type Indicator (MBTI): Decision-Making with Teams

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Overview

The Myers-Briggs Type Indicator fosters understanding of self and others. Understanding your own unique preferences and those you work with, leads to improved relationships and effectiveness, important leadership behaviors and skills. The Indicator leads to the answers to the following questions:

- Where do you prefer to direct your energy?
- How do you prefer to process information?
- How do you prefer to make decisions?
- How do you prefer to organize your life?

Decision-making is the foundation of every leadership activity, so effective decision-making and problem solving can greatly improve an organization's goals. A good decision-making process starts with a purposeful, consecutive, strategic-thinking process.

Utilizing the MBTI II Report, and the 'Zig-Zag Process Model' exercise, participants are asked to think through their own preferences, and apply what they learned to their own Strategic Planning Team. Repetitions of the Z-Process with a different mindset (i.e., self, family, team, type-preferences, etc.) reveal significant differences in decision-making styles and speed of moving from one stage to the next.

Reflect on one's 'natural' decision style. Note 2 – 3 ways it may contribute to the effectiveness of a team, and how it might hinder the effectiveness of a team.

Objectives

After this presentation, participants will:

1. Describe personal MBTI profile and impact on teamwork.
2. Explore team decision-making process in context of MBTI.
3. Identify key components to optimize effective team dynamics.

Important Teaching Points

- Best decisions result if one moves in this patterned approach: Sensing, Intuition, Thinking, Feeling.
- Sensing people begin with concrete facts: "What do we know? How do we know it?" They are realistic: "What are the real costs? Will it work?" They are experiential: "Can you show me how it works?" They are also traditional: "Does anything really need changing?"
- Intuitives begin with an abstract: "What else could this mean?" They are imaginative and ask: "What else can I come up with?" They are conceptual: "What other interesting

ideas are there?" They are theoretical: "How is it all interconnected?" And they are original: "What is a new way to do this?"

- Thinkers are logical: "What are the pros and cons?" They are reasonable: "What are the logical consequences?" They question with expressions like: "What is wrong with this?" They are tough: "Why aren't we following through now?"
- Feeling team members are empathetic: "What do we like and dislike?" They are compassionate: "What impact will this have on people?" They are accommodating and wonder: "How can I make everyone happy?" They are accepting: "What is beneficial in this?" And they are tender: "What about the people who will be hurt?"
- Experts suggest that regardless of your natural preference, start with the facts, go to the possibilities, look at the logic and finally, consider the impact.
- Involve all four corners of the Z-Process Model before making decisions.
- Please refer to www.IPCRC.net for detailed audio/PowerPoint presentation.

Resources / References

1. Myers-Briggs Type Indicator. http://en.wikipedia.org/wiki/Myers-Briggs_Type_Indicator
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