



Communication

Using the MBTI assessment to help people:

- Understand their natural communication style and how it differs from others
- Improve their negotiation skills



Setting the scene for your session

To get people warmed up, ask your participants

- How do you usually communicate?
- Who do you normally communicate with?
- When have you experienced communication challenges?



Communication activity

Overview

This activity engages people in conversation so they notice their natural conversation style. When using with teams, it helps to highlight the current processes and dynamics within the team. When using with groups, it highlights individual styles which can then be reflected upon.

Time

20 minutes

Materials

Tokens or poker chips – five per participant (you can use anything as a 'token' – playing cards, coins, paper clips etc.)

Instructions

- Divide the participants into groups of five (if you have fewer than eight people, use one group)
- Ideally, have a mix of Introversion and Extraversion preferences in each group
- Ask each group to choose a topic they're interested in (or suggest a topic for them). Give them five minutes to do this
- Give each participant five tokens
- Give the group(s) their instructions
 - Tell them that they will talk about their chosen topic
 - Each time a participant talks, they must put a token into the middle of the group
 - When a participant has used all five of their tokens, they cannot speak again
 - When everyone in the group has used their tokens, the activity ends



Debrief

Ask the participants what they felt about the task and why. Get them to explore their motivations for speaking – for example, someone might use their tokens quickly because they want to join in the conversation. Someone else might use theirs quickly so they can finish early and observe the rest of the task.

Follow-up questions

- Who used their tokens first? Who kept them until the end?
- How did it feel to use the tokens early?
- What difference did the tokens make?
- What could you do to get the best from everyone in meetings?

How to do this activity virtually

To use this exercise with virtual or remote groups:

- Instead of tokens, give each participant an emoji
- Ask them to type the emoji into the chat box every time they contribute to the conversation
- When a person has used their emoji five times, they cannot participate in the conversation
- The conversation ends when everyone has used their five emojis

Notice who speaks first during pauses, who waits for a gap in the conversation, and who talks over others.

In the virtual debrief, ask participants:

- What they noticed about their energy levels
- If they would have behaved differently face-to-face
- How these observations relate to meetings or conference calls





Communication resources

Read these

- [White paper: You say one thing, but they hear another](#)
- [Quick guide: Get more from email](#)
- [White paper: Myers-Briggs type and influencing](#)

Use these

- [MBTI Step I Exercise: Type and communication](#)
- [MBTI Step I Exercise: You've got mail!](#)

Available to buy at www.themyersbriggs.com or on Elevate®

- [MBTI Communication Style Report](#)
Understanding strengths, tips to improve communication, and suggestions for development.
- [MBTI Activity: Schmooze or Lose](#)
Use type to help groups with persuasion and influencing.
- [Compelling Conversations - workshop facilitation kit](#)
Everything you need to run a half-day MBTI-based workshop on effective communication in the classroom or virtually.
- [Introduction to Myers-Briggs Type and Communication](#)
Increase communication effectiveness in organizations.
Available in print or e-book formats.