



Team development

Using the MBTI assessment to help people:

- Improve team performance
- Build trust in a team
- Perform better in newly-formed teams



Setting the scene for your session

Before you start, try to find out what the team's objectives are.



Team development activity

Overview

This activity helps a team to raise its self-awareness and learn about its strengths and blind spots.

Time

25 minutes

Materials

A copy of the Internal and External Drivers table (see page 41) for each participant

Instructions

- Ask the team to discuss the following five questions as a group:
 - What do you see as your team's strengths and weaknesses?
 - How might you overcome the weaknesses?
 - Is one type or preference overrepresented in the team? If so, what impact could this have?
 - What might happen if you ignore different opinions in the team?
 - What does it feel like to work in this team?
- Give them 10 minutes
- Then move the discussion to the impact of the team on individuals. Ask everyone to complete the Internal and External Drivers table (see page 41)
- Give everyone 10 minutes to do this



Debrief

- Ask participants to share their thoughts. Encourage them to make connections with their preferences.
- Ask them, 'What does this mean for your team meetings?'

How to do this activity virtually

To use this exercise with virtual or remote groups:

- Have the whole group discuss the five questions
- Encourage participants to use video, and facilitate the discussion so that everyone contributes
- After 10 minutes, distribute the Internal and External Drivers table to each participant in a format that they can edit and share (e.g. Word or PowerPoint)
- Give everyone 10 minutes to complete this individually
- Debrief as for the face-to-face exercise





Internal and External Drivers

What helps me to be my best?	What gets in the way of me being my best?
External – What do I need from the team and environment to help me achieve my best?	

What motivates me?	What demotivates me?
Internal – What's important to me?	



Team development resources

Read these

- [White paper: So you think you know your team?](#)
- [Using the MBTI with Lencioni's 5 Dysfunctions of a Team model](#)

Use these

- [MBTI Step I Exercise: Contributions and downsides](#)
- [MBTI Step I Exercise: Conflict and complementarity](#)
- [MBTI Step I Exercise: Rights and responsibilities](#)

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

- [Introduction to Myers-Briggs Type and Teams](#)
Help participants maximize their contributions to a team. Available in print or e-book formats.
- [MBTI Interpretative Report for Organizations](#)
Explore each respondent's working style, workplace preferences, strengths, and areas for development.
- [MBTI Team Report](#)
See how type affects problem-solving, communication and conflict, and help teams collaborate better.