



Practitioner workshop guides

Using the MBTI® Tool to Enrich Emotional Intelligence: Leader's Resource Guide

Roger R. Pearman

The practitioner workshop guides are ready-made 'workshops in a box', providing you with an off-the-shelf solution to help you run your own development intervention using the MBTI® instrument. The workshops are pre-designed and ready for you to use for a variety of applications, including teambuilding, emotional intelligence, conflict management, organisational development and facilitating change. Each guide contains a complete set of pre-purposed MBTI workshop materials, along with step-by-step instructions on how to run the workshop, giving you everything you need to hit the ground running and fully engage your participants.

Research has shown that people who understand and manage their emotion are able to use this understanding to improve their effectiveness in the workplace. Built on a model of individual psychology that promotes maximum self-awareness, the MBTI instrument provides an accessible avenue to enriching your emotional intelligence, or EQ. This comprehensive practitioner workshop guide contains tools for creating and delivering powerful type interventions designed around the concept of EQ. It explains the parallels between type theory and EQ, shows how to use MBTI results as a means of enhancing EQ, and provides a valuable training package that you can use right away.

The framework centres on the dynamics underlying type theory, an aspect of the MBTI instrument that workshop participants find particularly stimulating. Compelling conceptual and practical links between EQ and the MBTI instrument are given – both powerful models for learning in organisations. This guide will aid experienced practitioners in delving deeply into individual behaviour, raising awareness and exploring development options with clients.

What you get in a pack

- **Introduction to the subject and advice on planning**
- **Materials for three modular training sessions**

These include key concepts on type, key concepts on EQ, and how to draw on type to enhance EQ

- **Complete workshop session plans**

These contain sample agendas, preparation steps, scripts and expected outcomes

- **21 participant activities and 25 worksheets**

These include activities directly linked with the booklets *Introduction to Type® in Organisations*, *Introduction to Type and Teams* and *Introduction to Type and Coaching*

- **A CD-ROM of PowerPoint® presentations**

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Structure and content of your workshop guide

Material within the guide is presented in the format of three workshop sessions, along with a general introduction, as described below. The material may be used in conjunction with, and occasionally refers to, *Introduction to Type and Emotional Intelligence*, which provides specific type data that can enrich group discussions; however, the workshop has been designed so that it can stand alone if need be.

Part One: Why Use This Guide?

This section provides an introduction to the concept of EQ for the workshop leader, looking at how it can impact on performance and how the idea can be used in parallel with psychological type theory. The areas the guide covers, its structure and contents are also described.

Part Two: Key Concepts

This initial workshop session has a dual purpose: to provide clarity about type theory to participants, and to introduce the ways that they can apply type theory to EQ. Accordingly, the session has been designed to set the stage for working with type development and EQ, emphasising the mental functions and the importance of type dynamics in learning about one's psychological type. However, it is also perfectly suited to a basic introductory type workshop.



Part Three: Key Emotional Intelligence Concepts

The second session in the workshop gives participants a richer understanding of EQ, and demonstrates the links between EQ and type. It delves deeper into the theoretical frameworks underlying the concept of EQ, and focuses on the conceptual link with the MBTI instrument, describing how both models are based on different ways of perceiving and acting on information (in the context of the MBTI instrument) and emotions (in EQ theory).

Part Four: Drawing on Type to Enhance EQ

The third session takes advantage of the learning from Part Three and addresses the 'so what?' factor by engaging participants in activities. This session consists primarily of a series of exercises that apply an understanding of type to enhance certain EQ competencies. The exercises bring to life the skills of perceiving and acting upon emotions (J-P dimension) and bring in interpersonal and intrapersonal considerations (E-I dimension). The interactive activities engage participants in the subject, the facilitator incorporating type-specific insights from their participants in the running of the exercises. A grid is provided to aid the selection of the most appropriate exercise based on the EQ competency that is being investigated.

Useful supporting materials and activities that complement this workshop

An additional resource for participants that serves as a companion to this guide is a booklet called *Introduction to Type and Emotional Intelligence* (Pearman, R. 2002), which provides comprehensive and accurate information for workshop attendees to take away with them.