

# What is MBTI® personality feedback?

## What is MBTI?

MBTI (Myers-Briggs Type Indicator) is a personality framework and feedback tool based on the work of Carl Jung. The framework provides a basis for better understanding certain key aspects of personality, such as how you take in information and how you make decisions. It is used in a variety of applications including personal development, change management, team building ... even marriage guidance.

In a career coaching setting, MBTI can be used to get a clearer understanding of your own needs and preferences. Your personality has an impact on which activities you enjoy, how you approach them, the sort of people you work best with and the types of environment that you fit into. A better understanding of these things can help you to identify more clearly the critical factors that will determine how satisfying a future option is likely to be. It will help you to ask the right questions about possible career paths.

Completing the MBTI questionnaire will not generate a list of "perfect" job titles that match your personality. It's not a quick-fix blunt instrument; it's a subtle tool that can help you to become more effective in making the right choices.

The MBTI framework can also give you a fresh perspective on how you approach the process of managing your career and hunting for jobs. It can help to identify potential pitfalls and blind-spots that might hinder your progress. As well as this, it can improve your effectiveness in understanding and interacting with a wider range of people, improving your team work and networking skills.

## What does it involve?

If you book an MBTI personality feedback session, we will send you a questionnaire to complete and return beforehand.

During the feedback session our consultant will explain the personality framework to you and help you to reflect on your behaviour in order to identify your preferences. The results of the questionnaire are used as a guide in this process but they are not treated as definitive.

Our consultant will attempt to draw out important implications for your career development based on your preferences and will provide a range of materials to help you think further about what you have discovered.

## What are the options?

### Combined MBTI personality feedback and career coaching (2-hour session)

- This session provides time to explore the personal implications of your MBTI preferences and tailor the approach to your particular needs. The consultant has an opportunity to learn more about you and your situation, to address your specific concerns and to help you develop practical plans.
- In addition to the MBTI questionnaire, we will ask you to complete a brief personal consultation form and supply your CV so that we have a little more background information about you.

### Feedback only (1-hour session)

- This session is designed for people who just want to know more about the MBTI framework and gain insights into their personality with less emphasis on personal implications.