Diversity and Inclusivity: Using MBTI to Interact Inside and Outside of the Classroom

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Learning Outcomes

1. Participants will understand what MBTI® is and how it can be used when seeking diversity.

1. Participants will recognize learning styles based on MBTI® characteristics.

1. Participants will be able to apply the knowledge of MBTI® when interacting with students and colleagues.

What is MBTI

Based on Carl Jung's theory of psychological type

Original MBTI tool developed in 1940s by Isabel Briggs Myers and was first published in 1962

The tool is used to describe four pairs of opposite preferences and is designed to indicate our inborn preferences.

MBTI Preference Pairs

EXTRAVERSION	OR	INTROVERSION
Opposite ways to **direct and receive energy**		
SENSING	OR	INTUITION
Opposite ways to **take in information**		
THINKING	OR	FEELING
Opposite ways to **decide and come to conclusions**		
JUDGING	OR	PERCEIVING
Opposite ways to **approach the outside world**		

E or I? Which are you?

Do you get your energy by interacting with other people?

OR

Do you get your energy from inner resources and internal experiences?

Extroverts vs. Introverts

"Let's talk this over."   vs.   "I need to think about this."

S or I? Which are you?

Sensing

- Do you focus on what is real?
- Observe and remember details
- Trust experience

Intuition

- Do you focus on patterns and meanings in data?
- Remember details as they relate to patterns
- Trust Inspiration

Sensing–Intuition

I'll need to see more data.

This looks like a great opportunity.

T or F? Which are you?

Thinking

- Do you step back to get an objective view?
- Analytical
- Use Cause-and-Effect reasoning
- Solve problems with logic

Feeling

- Do you step in to identify with those involved?
- Empathetic
- Guided by personal and social values
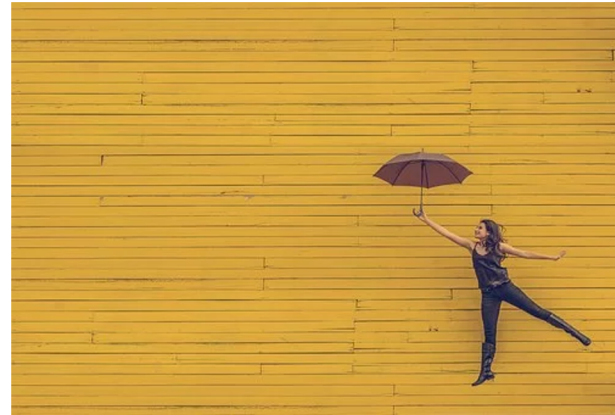- Weigh the impact of decisions on people involved

J or P? Which are you?

Judging

- Do you prefer order and structure?
- "Just do something."
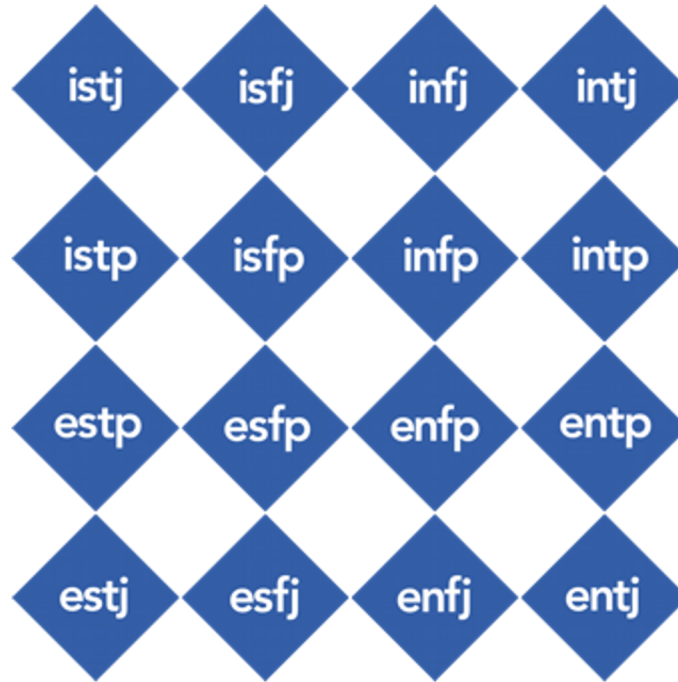- Like knowing what to expect
- Plan and organize the day

Perceiving

- Do you like to go with the flow?
- "Let's wait and see."
- Like being flexible
- Act spontaneously

The 16 Myers-Briggs Personality Types

Using MBTI with Colleagues & Within Departments

BENEFITS

Understand and value others strengths better

Identify assets and blind spots within the team

Understand how to use positive language when discussing how to overcome differences

Appreciate and value diversity

Diversity of Thought

MBTI: Aiding diversity of thought

Improve understanding and engagem

Better learning and critical thinking

MBTI: Harming/limiting diversity of thought

Stereotyping of types

Reinforcing negative associations

Using MBTI in the Classroom & Beyond

STUDENT BENEFITS

Understand others better

Understand your strengths and weaknesses

Understand the value of different types of thought

TEACHER BENEFITS

Identify teaching strategies for students

Help students reach their full potential

Tailor communication and learning aids for maximum effect

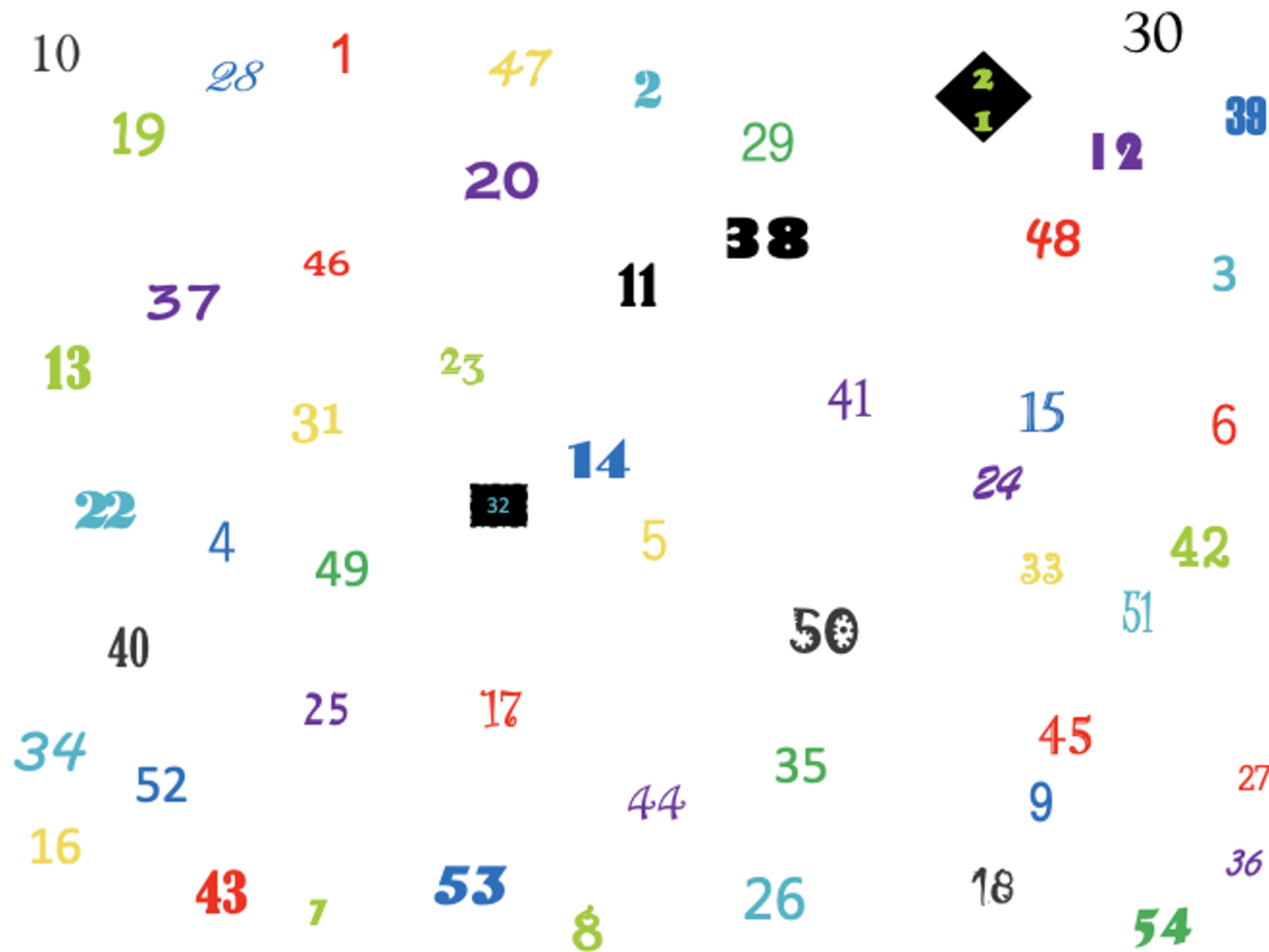# Interactive Exercise
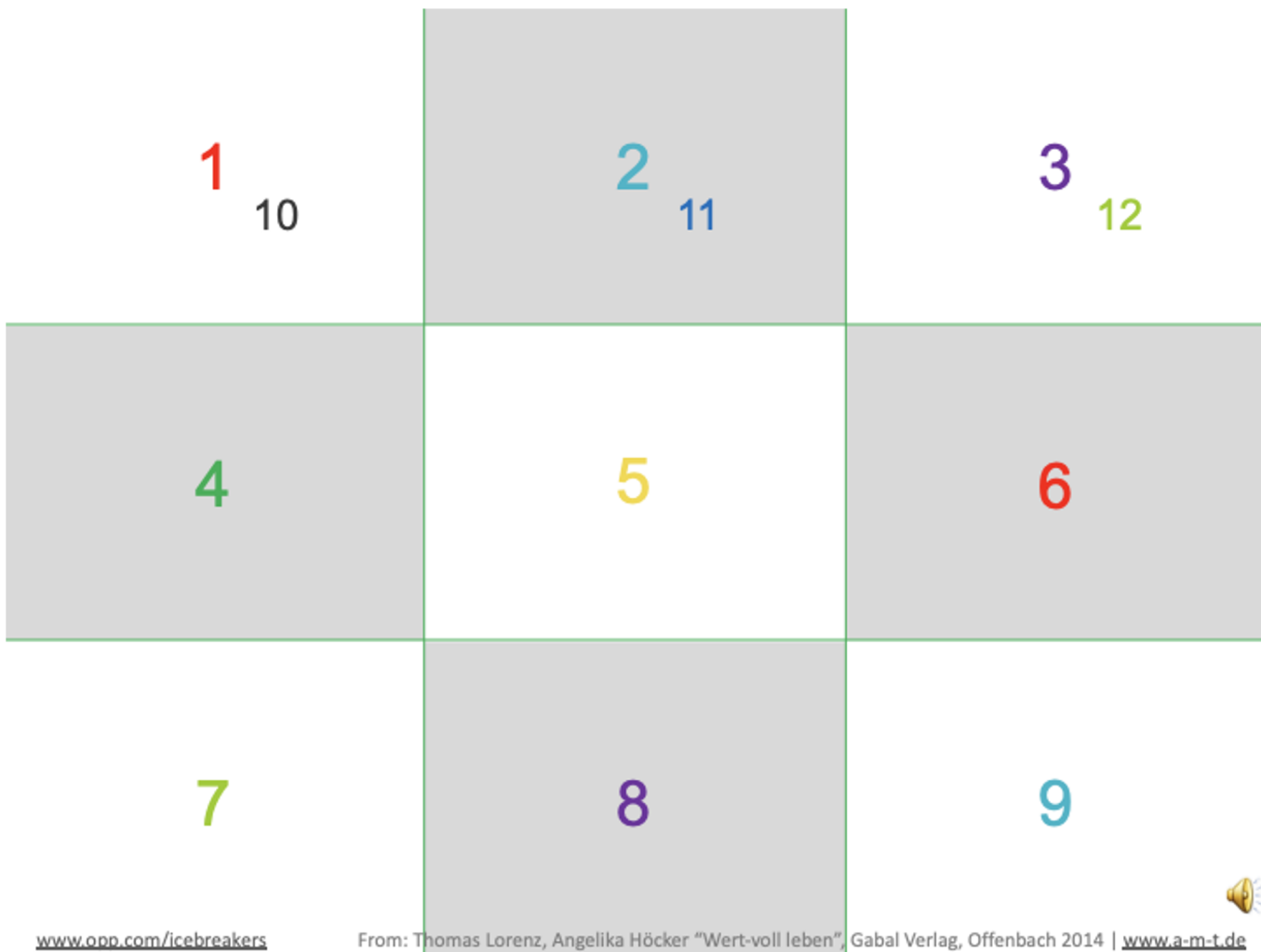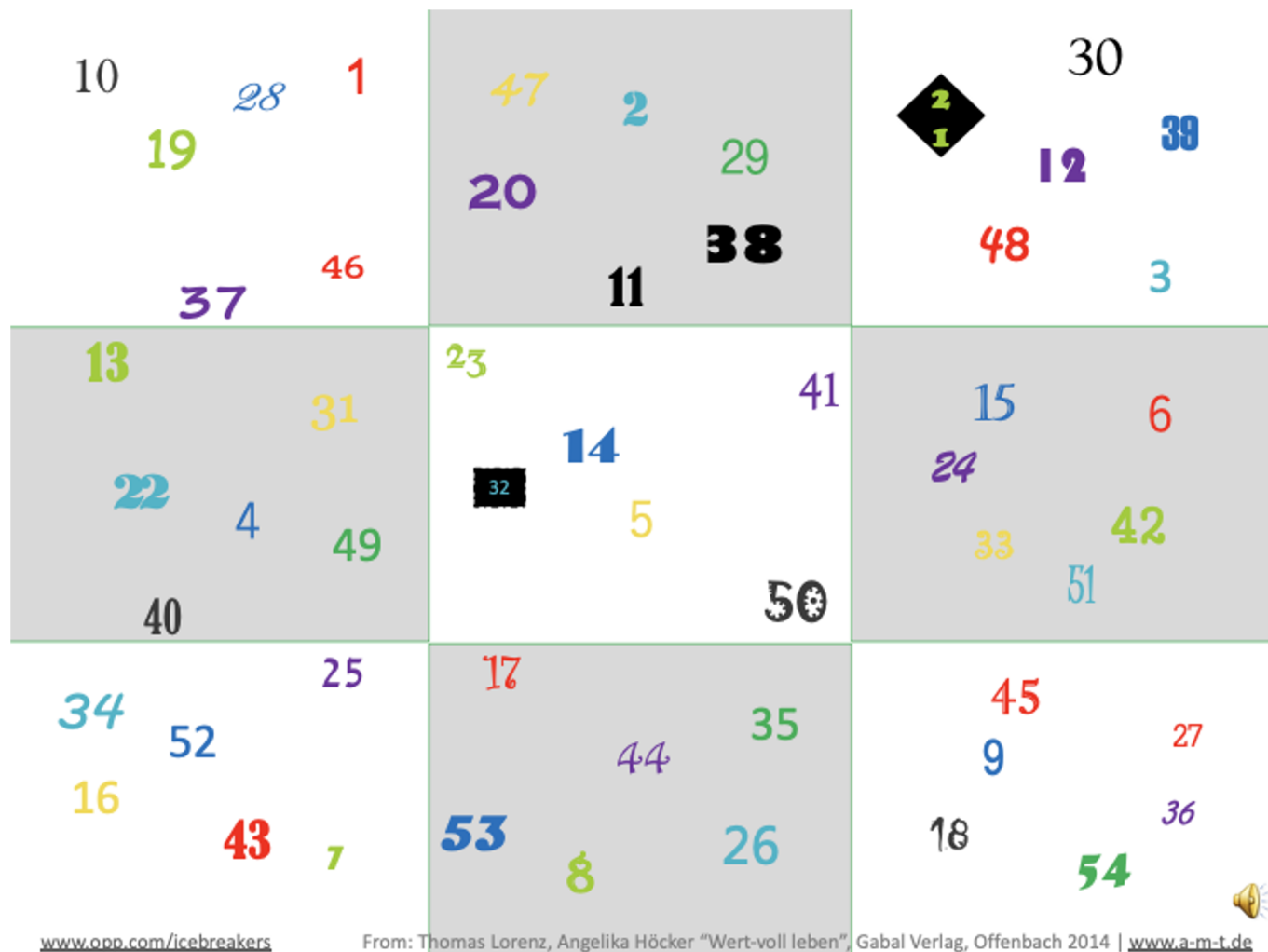

ICE BREAKER EXERCISE

Numbers icebreaker

This is one of many free downloads available from www.opp.com, each designed to promote greater understanding and application of the personality insights provided by world-class assessments such as the Myers-Briggs Type Indicator® and FIRO® tools.

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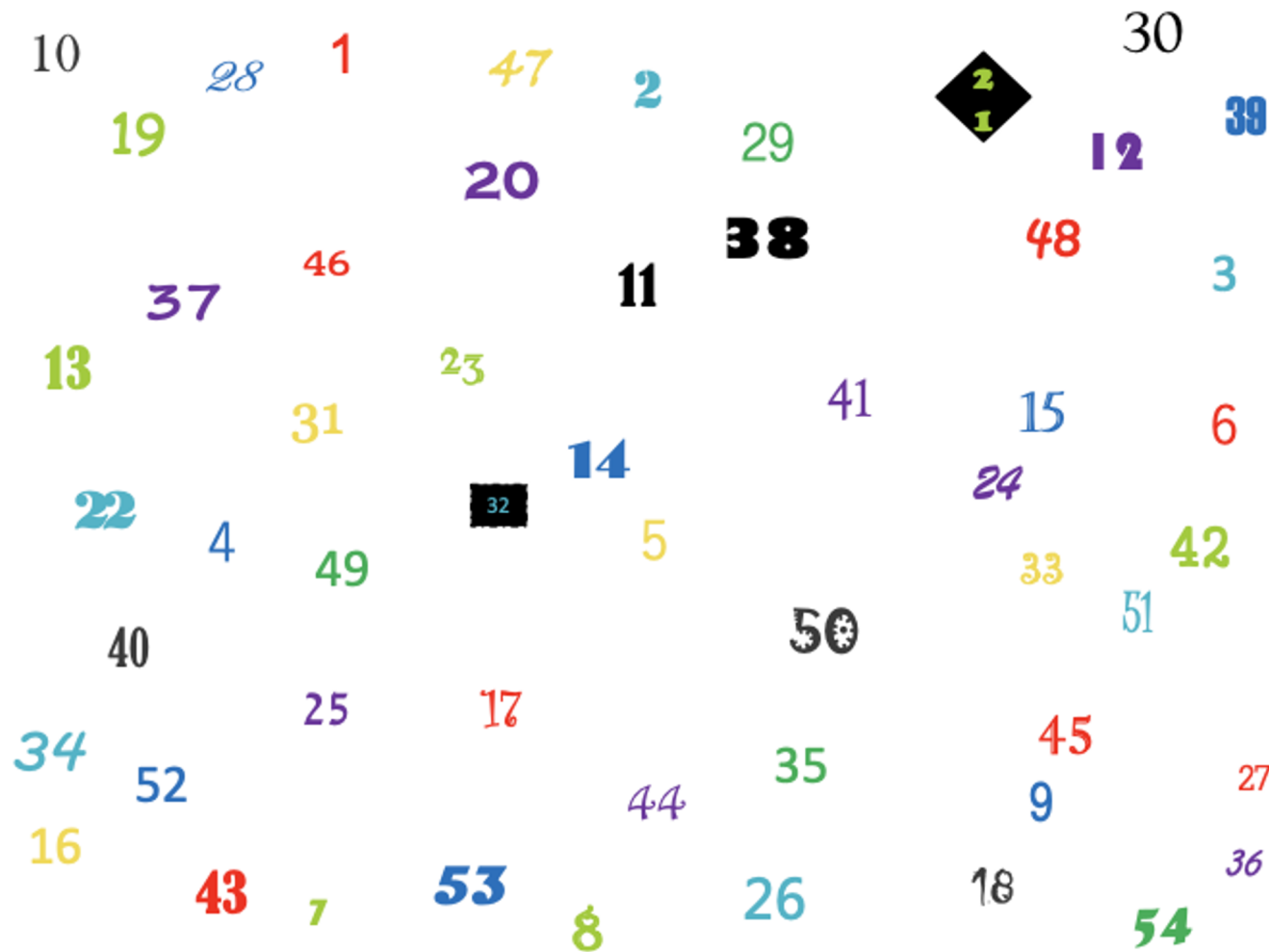
Wrap-up & Questions

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