

MBTI AND CHANGE

Introducing change to others can be a challenge, however using one of our favourite tools, the **Myers Briggs Type Indicator** will help you.

Here is a simple guide for the different scales and dimensions of the model. For each dimension in that scale, there are key points of what each dimension prefers in times of change.

This is very useful to use yourself to express your needs to others but very helpful when leading and working with others.

Scale 1: Where People Gain Their Energy From	
Extraversion	Introversion
<ul style="list-style-type: none"> Action, getting on with it, keeping up the pace Time to talk about what is going on Involvement – something to do Lots of communication Needs to be heard and paid attention to 	<ul style="list-style-type: none"> Time alone to reflect Like to be asked what they think Well thought out, written communication One on one discussions Time to think through positions at meetings Time to assimilate change before taking action

Scale 2: How People Take In Information	
Sensing	Intuitive
<ul style="list-style-type: none"> Real data – why is the change occurring? Connections between the changes and the past Realistic pictures of the future that make the changes real Specifics and details Clear guidelines on expectations, roles, responsibilities – or opportunity to design them 	<ul style="list-style-type: none"> The overall rationale A general plan to mentally play around with/paint a picture of the future A general direction, but not too much structure Focus is why, then the possibilities The opportunity to participate in designing the future

Scale 3: How People Make Their Decisions

Thinking	Feeling
<ul style="list-style-type: none"> • The logic behind the changes • What systemic change will there be and why? • Clarity in the decision making and planning • What is the purpose and intended outcomes of the change • Demonstration that leadership is competent • Fairness in the changes 	<ul style="list-style-type: none"> • Recognition of the impact of change on people • How will people's needs be dealt with? • Inclusion of themselves and others • What values underlie the changes? • Demonstration that leadership cares • Appreciation and support

Scale 4: How People Structure Their World

Judging	Perceiving
<ul style="list-style-type: none"> • A clear and concise plan of action • Defined outcomes – clear goals • A time frame with each stage spelled out • A clear statement of priorities – No more surprises! • Completion – get the changes in place 	<ul style="list-style-type: none"> • The general parameters • Flexibility, with options to choose from • Information and the opportunity to gather more • They like to be consulted about the plan and the ability to contribute • Room to adjust as they go along