

Using the MBTI to Improve Communication, Performance, and Productivity

By Evan Anderson

The Myers-Briggs Type Indicator (MBTI) is the most widely used personality assessment in the world. Developed over 50 years ago using the Typology theory of Carl Jung, the Swiss physician and psychologist, it is taken by more than two million people every year and has been translated into more than 30 languages. The assessment demonstrates individual preferences on four dichotomous scales for: personal interaction vs. personal space (Extraversion vs. Introversion); gathering information (Sensing vs. Intuition); making decisions (Thinking vs. Feeling), and; bringing order and structure to the details of every day life (Judging vs. Perceiving).

Analysis of an individual's results yields specific information about the ways in which that individual prefers to work with others, make decisions, and communicate. Results from a group of individuals who work together yield important information on group dynamics, strengths, and potential challenges. The MBTI can be used in a

workshop setting or in individual coaching to help attorneys recognize their unique preferences and understand the impact of those preferences on interactions and work management.

Used in a **group setting**, the MBTI's effectiveness lies in its ability to challenge the "one size fits all" approach by demonstrating that each individual is unique and every preference has value. By understanding the ways in which people differ in their natural ways of perceiving and behaving, teams are able to better capitalize on the individual strengths of their members and build a more productive group. Used in **coaching**, the MBTI helps people gain greater awareness of preferred styles and learn how they may interact most successfully with others. The instrument can be used with attorneys practicing at any level.

Summer associates can consider the results of their assessments when choosing a practice area in which they are most likely to find success and satisfaction. New associates can use the MBTI results to ease integration and orientation challenges. Senior associates and partners can utilize results from the MBTI to help them hone personal communication style, and to realize

improvements in supervisory effectiveness, client relations, and team management.

Shannon & Manch's New MBTI Workshop

To assist in attorney development efforts, team building, or individual performance enhancement, we are offering a new program to add to your professional development curriculum. Whether planning for your summer program, new attorney orientation, firm retreats, or practice team training, **"Improving Communication, Performance, and Productivity,"** featuring the MBTI assessment and analysis, should provide a valuable experience for your attorneys. This highly interactive seminar is both productive and fun. Participants will be provided with inventories and each will receive a detailed analysis of his/her results. The objectives for the workshop are to increase self awareness, encourage valuing of diversity, and improve the quality of group interaction. CLE credit is available in some jurisdictions.

Contact us to learn how Shannon & Manch can tailor this presentation to meet your training needs. Call us at (202) 293-8900 or visit our website, shannonandmanch.com.