

3 WAYS TO PERSONALIZE LEARNING USING THE MBTI®

Unlock the power of personalized learning with the Myers-Briggs Type Indicator® (MBTI®) and its personality type insights. With the MBTI, you'll instantly elevate your training workshops and add depth to **communication**, **teamwork**, and **leadership** across your organization.

Whether through **icebreakers**, **action planning**, **feedback**, or loads of other available methods, the MBTI personalizes experiences and empowers individuals and teams to maximize their potential. Below are just three of the many ways you can utilize the MBTI to take training to the next level!



Incorporate icebreakers

Why it works

Icebreakers energize training sessions by creating an engaging atmosphere and bringing participants out of their shells. Watch as your workers relax and bond via friendly, personality-based introductions!

How to implement

Simply add stimulating conversation starters to your next workshop or training exercise. Examples include asking participants, "What do you most enjoy about your MBTI type?" or "What do you want the group to know about as it relates to your type?" These questions allow workers to relate to one another while learning their ideal modes of communication and teamwork.



The value of roleplays

Why it works

Role play exercises become far more impactful when personality type is incorporated. Participants can practice and refine their decision-making skills in calm enactments of true-to-life scenarios that are completely authentic to them. And in doing so, they can identify how their type influences decision-making processes.

How to implement

IT'S EASY: Develop business-specific situations and adapt them to the personality types of participants. For example, a role play might see two teammates disagree about how to approach a project. Use type information to pair workers with different MBTI types; they can then role play the disagreement, learn about their different type styles, and discover how each type approaches feedback and reaches a conclusion.



Meaningful action planning in group settings

Why it works

The MBTI aids workers in understanding their strengths and areas for development, enabling more personalized action planning, and in group settings, it stimulates reflection and goal setting.

How to implement

To start, help participants identify development opportunities based on their type. Encourage them to focus on the practical steps they can take, and use the MBTI to personalize opportunities; this benefits the individual and makes the experience scalable for talent developers.



Key benefits of personalizing learning with MBTI Insights

Increased engagement: Learners are more likely to fully immerse themselves in training when it aligns with their personal preferences and strengths.

Improved retention of information: Tailoring content to personality types leads to better knowledge retention and practical application.

Enhanced team collaboration: Understanding differences in personality type fosters stronger bonds and communication channels between team members.

Accelerated growth: By focusing on individual strengths and areas for development, team members can quickly elevate their personal and professional growth.



Quick tips for success

Know your audience: Gathering personality data is a vital first step—it allows you to understand each learner's unique preferences.

Customize, don't complicate: Personalization should enhance the training experience, not overwhelm it.

Create variety: There are truly so many different learning formats to choose from, including group activities, one-on-one coaching, self-reflection, and much more. Discover what works best for different personality types.

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