

**More Talent Development in Less Time:
Crafting a 24-Month Development
Blueprint with the MBTI®**

Dayna Williams, Chief Experience Officer

Amanda Wollert, Director of Strategic Content



Dayna Williams, INTJ

Discussion Angle: Learning strategist with expertise in using assessments in talent development to accelerate desired behavior change



Amanda Wollert, ENFP

Discussion Angle: Curriculum strategist, instructional design, specialty in blending soft skills with type

Meet Your Hosts

Today's Learning Objective and Agenda

Objective

Gain insights and inspiration into how the MBTI® Personal Impact Report can be an easy blueprint for development.

Agenda

- Industry Chatter
- The Big Idea
- Practitioner Insight
- MBTI® Personal Impact Report (PIR)
- Personalizing Learning with PIR
 - Idea 1
 - Idea 2
 - Idea 3
- Summary and Wrap-up

**In a perfect world we'd love to
automate personalized learning.**

**What's one thing that keeps you
from doing it consistently?**

Industry Chatter



Making it count: Meeting leaders' needs on their terms

Leaders are requesting personalized learning much more heavily than ever before. If they're going to spend any time on learning, they want to dedicate the least amount of time to the activities that have the highest impact.

People Management brought to you by the CIPD

49% of organisations with an L&D strategy in place will be spending less on their programmes this year as a result of the economic downturn.



Modernize your learning offerings beyond training

Shift your learning offerings from training to learning clusters—groups of learning assets that are presented to people to help them achieve a goal or do their job better.

The Big Idea

What if we could save time and deploy thoughtful, consistent soft skills learning over a 12–24-month period while pulling through familiar, type language?



What We Hear from Practitioners

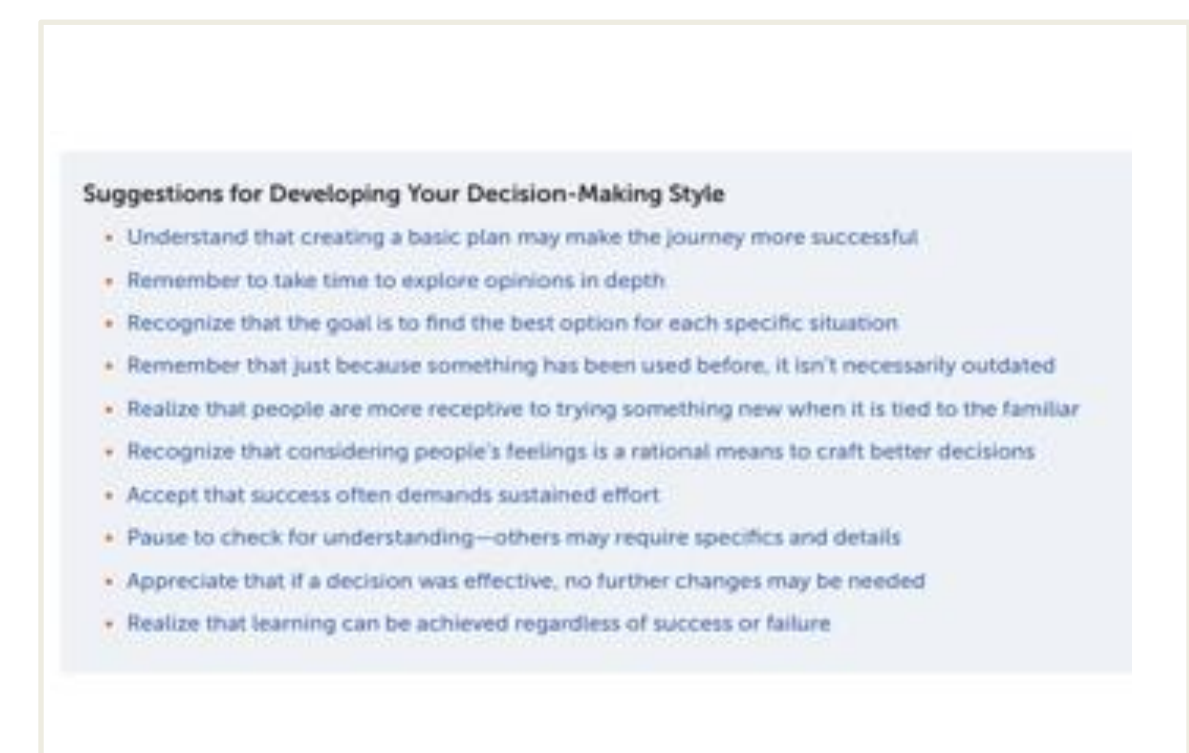
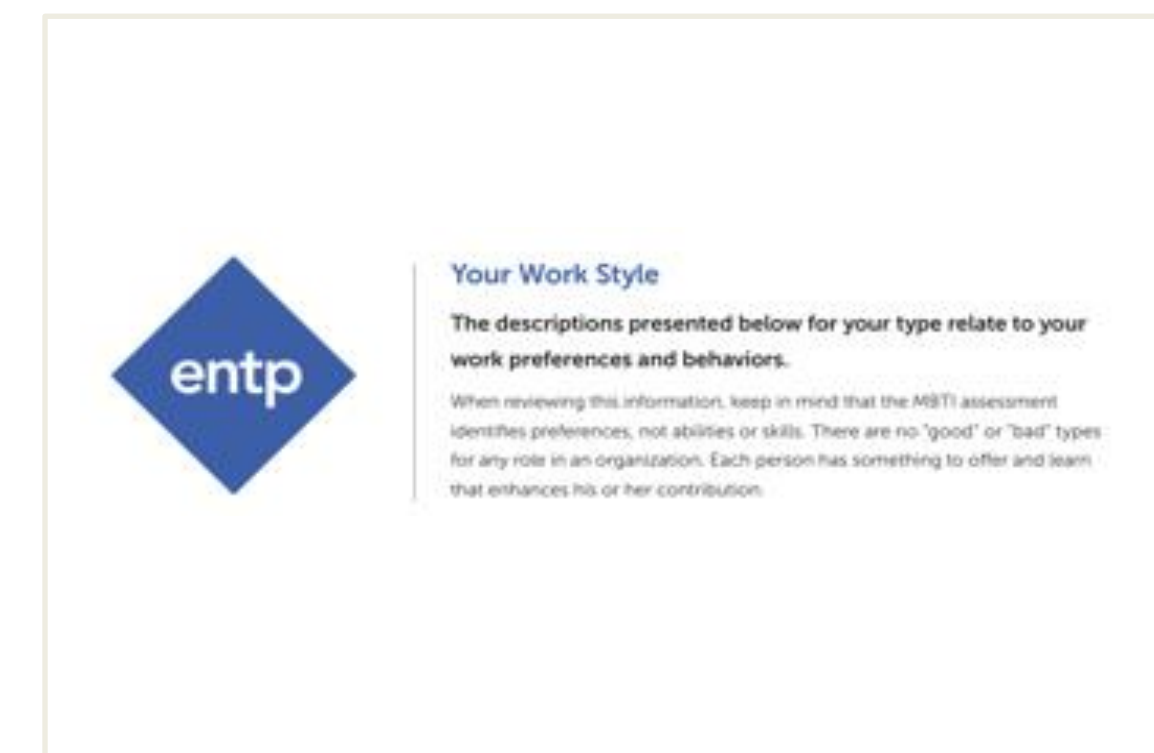
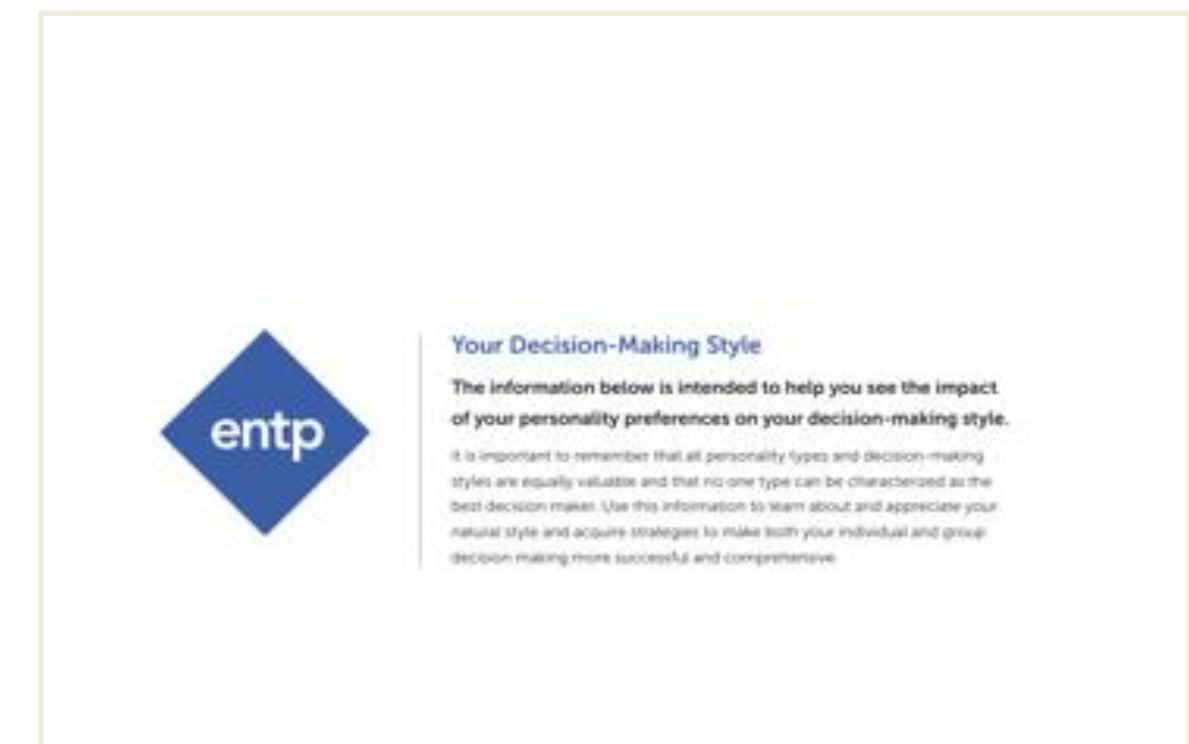
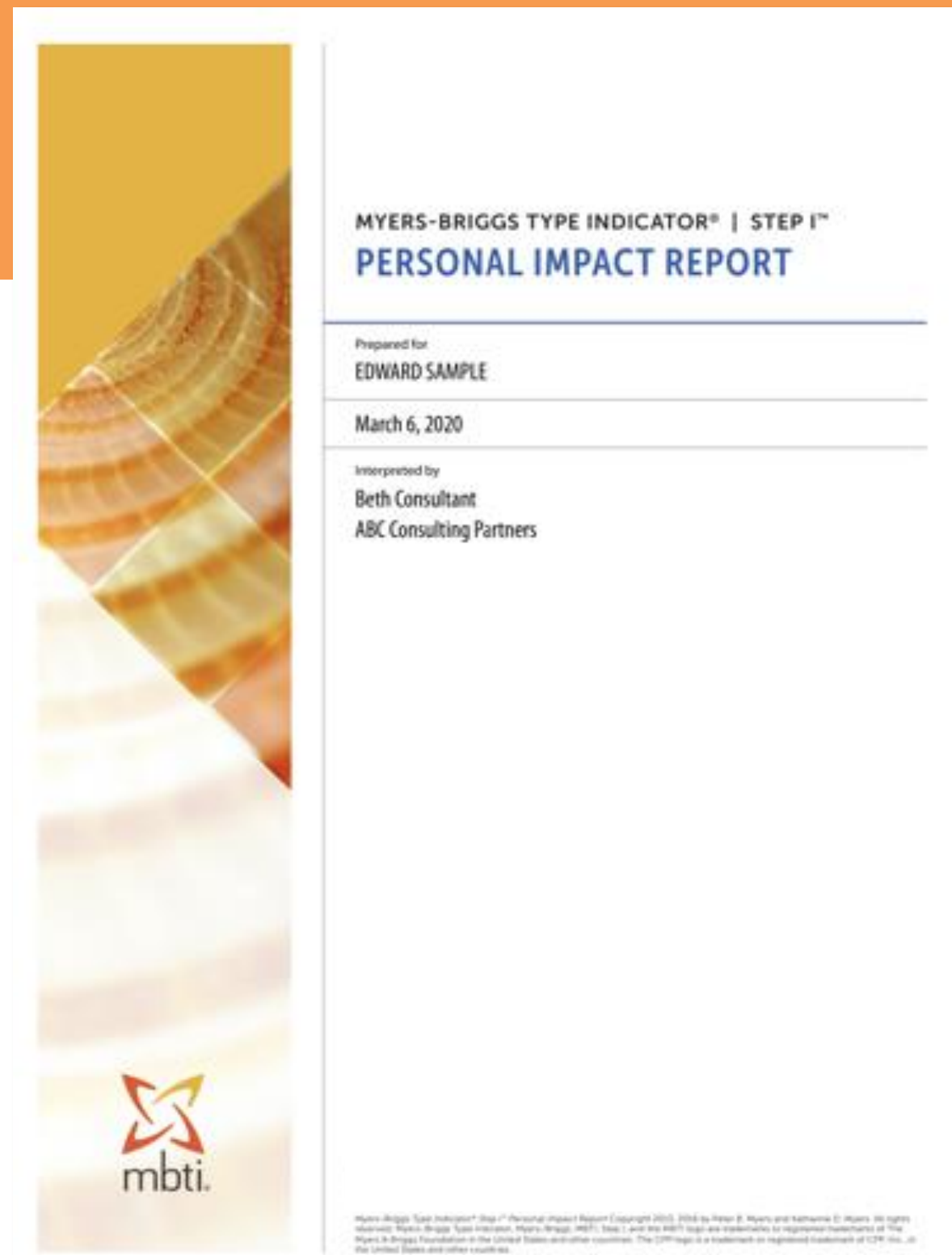
1. Learning and development practitioners are increasingly having to deliver more development with fewer resources.
2. Learners still want personalized experiences and so finding cost-effective ways to create tailored learning paths is important.
3. Deploying learning management systems (LMS) and/or courseware bundles alone aren't enough – employees need specific guidance to know what to do and when to engage in learning.

MBTI®: Personal Impact Report

Personality insights plus personalized soft skills strengths, challenges and unique development opportunities.

The Myers-Briggs Company

24 Months of Personalized Learning In One Report



Idea #1



PERSONAL IMPACT REPORT
MYERS-BRIGGS TYPE INDICATOR® | GLOBAL STEP I™

HOW YOUR REPORT IS ORGANIZED	
Your Myers-Briggs® Personality Type	3
Your Work Style	4
Your Communication Style	6
Your Team Style	8
Your Decision-Making Style	10
Your Leadership Style	13
Your Conflict Style	15
How Stress Impacts You	17
Your Approach to Change	18

JANUARY
FEBRUARY
MARCH

Create a Development Blueprint with PIR

Pair the PIR with a quarterly delivery cadence that's doable for your organization.

1

- Choose a skills topic
- **Month 1:** Introduce best practices for your organization

2

- **Month 2:** Ask learners lean into their strengths and preferences related to the selected skill.

3

- **Month 3:** Finally, learners will prioritize their areas of challenge

Idea #2

LMS Course List



Leverage Existing Content

Align existing courseware to the blueprint; identify gaps to fill.

Example: Create a cheat sheet that helps people identify specific courses or learning that can help them with strengths and challenges contained with their MBTI-PIR. Consider popularizing learning with publishing a “Top 3” List of most completed or liked courses to drive engagement.

Idea #3



Motivate Learners

Create recognition opportunities like badges to further engagement.

Example: Group courses together into learning bundles or series and offer badging to encourage achievement and friendly competition.

Summary and Wrap-Up

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- 1 Pair the PIR with a quarterly delivery cadence that's doable for your organization.
 - 2 Align existing courseware to the blueprint; identify gaps to fill.
 - 3 Create recognition opportunities like badges to further engagement.

Summary and Coming Attractions



April 2025

The Myers Briggs Company and Dr. Roger Pearman to release a new whitepaper on Psychological Safety and Type.



May 2025

Coming to the ATD 25 International Conference? We will be sponsoring Harvard Professor and expert on Psychological Safety, Amy Edmondson's keynote.



Fall 2025

Brand New Practitioner-focused community and user resources.