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MBTI- Conflict Management



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The Myers-Briggs Type Indicator® is a personality profiler based on the work of Carl G. Jung. It measures individual preferences on these four scales:

- How people are energised: whether people are more energised by the external or internal world (**Extroversion or Introversion**).
- How people prefer to take in or perceive information (**Sensing or Intuition**).
- How people prefer to make evaluations and decisions (**Thinking or Feeling**).
- How people orient their lives; whether they are organised and seek closure or are spontaneous and open (**Judging or Perceiving**).

Created by an American mother-daughter team (Katharine Briggs and Isabel Myers), the MBTI was developed over a period of 20 years.

Each person can be typed by four-letters consisting of a combination of one preference from each of the above pairs of traits. A person who prefers Extroversion, Sensing, Thinking, and Judging is referred to as ESTJ. There are sixteen possible combinations or types.

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

Although we use all eight preferences, one in each pair tends to be more developed. It is believed that we are born with a preference for four of the above pairs. In the first half of life, we strengthen these preferred traits in order to build a strong personality. In the second half of lie, we strengthen the weaker traits and become more balanced and whole. For example, an introvert may develop more extroversion and an extrovert may develop more introversion.

We will provide a range of MBTI tools which are administered by Sri Harsha who is a certified MBTI Trainer.

Aims/Objectives:

- To help participant identify and affirm one's natural style of dealing with conflicts
- To make participant clear about the others' way of dealing with conflicts which can be very different and natural for them
- To enable participants to constructively use each others' differences

Workplace Outcomes:

The training will help the participants and the organization in:

- Understanding the individual differences will help participants in effective integration.
- The participants will be able to work in co-cultural groups and develop understanding and sympathy towards each others.
- Participants will be able to appreciate the individual differences and promote diversity in organization.

Methodology:

The participants will be trained by MBTI Toolkit

Duration: 1 Day

Participants

Assistant Managers, Deputy Managers, CXO's, Department Heads