

## **MYERS-BRIGGS® ASSESSMENT AND HOW CAN IT BE USED?**

The Myers-Briggs® assessment is a personality inventory designed to give people information about their psychological preferences.

Originally developed in the early 1940s by Isabel Briggs Myers and Katherine Cook Briggs, the Myers-Briggs assessment was developed to make Carl Jung's theory of human personality understandable and useful in everyday life. Today the MBTI tool has become the most widely-used personality assessment in the world, and is recognized as a gold-standard assessment.

The goal of the MBTI tool is not to label people, not to assign good and bad characteristics, but to create an atmosphere of understanding and better communication. A four-letter type indicates an individual's preferences for

- 1) Extraversion or Introversion,
- 2) Sensing or Intuition,
- 3) Thinking or Feeling
- 4) Judging or Perceiving.

Though many factors combine to influence an individual's behaviors, values, and attitudes, the MBTI description summarizes underlying patterns common to most people of that type.

The MBTI tool can be used with great success in team-building, conflict resolution, and leadership programs. Because most problem areas center around communication, the assessment may be used as a diagnostic tool to help employees identify how obstacles, stress, and potential conflict may arise. The MBTI assessment may also be used as a tool for intact work teams.