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E X P E R I E N C E S

Psychological Type Indicator

What is it?

A more recent profiling tool than the Myers Briggs Type Indicator (MBTI) but designed to explore the same four Jungian dimensions of personality, which are;

- | | |
|------------------|------------------|
| (E) Extroversion | (I) Introversion |
| (S) Sensing | (N) Intuition |
| (T) Thinking | (F) Feeling |
| (J) Judging | (P) Perceiving |

The preferences on each dimension are symbolised by their first letters (except for intuition which is symbolized by N to avoid confusion with introversion). Combining the four preferences in rank order gives 16 possible combinations of personality type, e.g. ESTP, INFJ, ENTP etc. Once again it is crucial to appreciate that there is neither a right nor wrong personality, nor are personality types particular to jobs, gender or ethnicity.

Background

Psychological types and the development of the individual are specific areas of Jung's work. He regarded his typology as a tool for psychological orientation and a way of understanding self and the interpersonal difficulties that arise between people – not simply as a system of character analysis or labelling of oneself and others.

Amongst Jung's many contributions to psychology is his description of how we orientate our attitudes towards life. He described them as:

Extraversion – the extravert is orientated towards the external objective world with their energy and attention drawn outward to act upon the environment they are in.

Introversion – the introvert is orientated towards the inner subjective world, where they take energy from the environment and relate to their inner world of ideas and thoughts. Jung also identified four fundamental orienting functions that control the conscious mind or ego: the Sensing-Intuition and Thinking-Feeling dimensions. Myers and Briggs then further clarified the Judging-Perceiving dimension, which prior to their work had only been implicit in Jung's work.

What value do these profiles add?

At an individual level these profiles can bring about a profound sense of self-recognition and inform people

about the nature of their relationships with others. The profiles also provide a framework for discussion about the nature of interactions and the need to take responsibility for our own personalities. Given these capabilities, profiling should not be undertaken casually. Its optimum value comes from being used over a sustained period of time as part of a serious personal development programme.

How does it work?

Individuals complete a two-part questionnaire. In part 1 you are asked to select a preference from 56 paired words. In part two you are asked to select a response to a sentence from one of two options. The entire questionnaire takes about 20 minutes and is self-scoring. The results are a four-letter personality type as described above; these are extensively described in the literature and draw the respondent's attention to likely strengths, areas of vulnerability etc.

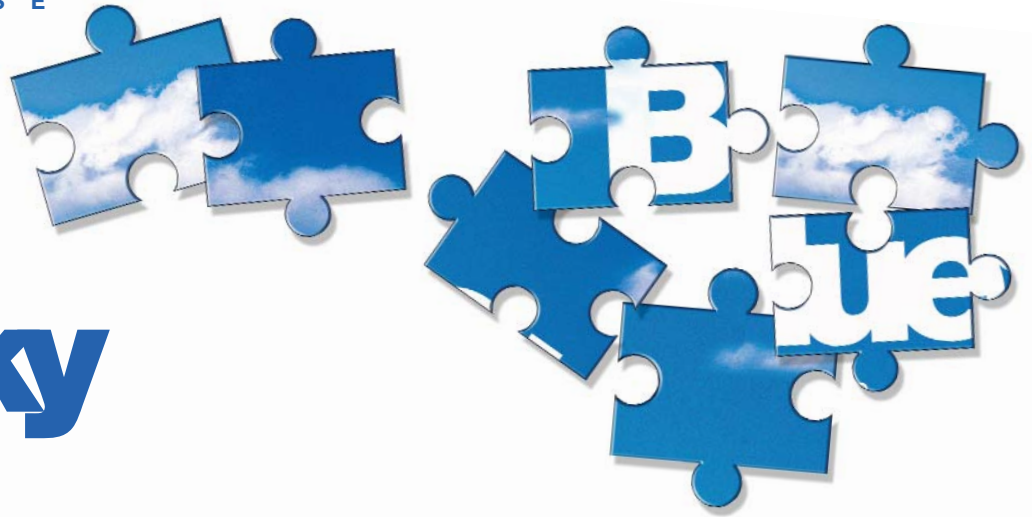


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Team Effectiveness Profile

What is it?

The Team Effectiveness Profile (TEP) is a questionnaire that helps teams learn how to surface, diagnose, and work through the issues that impede effective teamwork. This well established tool has helped teams identify issues that block team effectiveness, reduce or eliminate problems that can drain a team's energy and maximize the team's productive efforts.

Background

The Team Effectiveness Profile focuses on the 5 Categories of Team Effectiveness.

- Mission, Vision and Goals
- Team Roles
- Operating Processes
- Interpersonal Relationships
- Inter team Relationships

The first 4 of these categories are based on those presented by Richard Beckhard in Organization Development: Strategies and Models (1969). Interteam relationship theory is the basis for the fifth category.

What value does it bring?

Appropriate for any type of team and all levels of team members and leaders, the TEP can be used as a stand-alone instrument or as a component in a larger team-building program. The TEP can be used to:

- Measure pre-team building conditions
- Orient new teams to potential problems
- Unblock struggling teams
- Determine post- team-building results

How does it work?

The TEP has been designed to function as a self-administered learning instrument. Team members complete the questionnaire anonymously and return their results for analysis before the event. A facilitated discussion during the team event yields an overall Team Effectiveness Score as well as separate scores for each of the 5 areas indicating the general health of the group and blockages that hinder team effectiveness.

Further analysis reveals specific issues allowing teams to build on their strengths and reduce any development areas. We recommend administering the TEP periodically, as issues will change over a period a time.

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