

How the Myers Briggs Type Indicators Can Benefit Teams

The MBTI can help team members manage roles and contribute to the team in their own unique style. A team that works well together is not a chance event. When team members understand their own styles and those of others, they are likely to be more effective. For example, on sports teams, a person who plays his or her own position contributes more readily to goal accomplishment than one who tries to play all the positions. As a team member, you can use type preferences to better understand both yourself and how you function in a group setting. You can also use your knowledge of psychological type to understand your team members and the contributions they may make to the team. In addition, you can analyse the collective personality preferences of all the team members and can look for potential areas of strength and weakness.

The MBTI specifically aids team members by:

- Reducing unproductive work
- Identifying areas of strength and possible areas of weakness for the team
- Clarifying team behaviour
- Helping to match specific task assignments with team members according to their MBTI preferences
- Supplying a framework in which team members can understand conflict and handle it better
- Helping individuals understand how different perspectives and methods can lead to useful and effective problem solving
- Maximising a team's diversity in order to reach more useful and insightful conclusions.