



Nic Cutts

BPS Chartered Occupational Psychologist
& HPC Registered Psychologist

Myers-Briggs Type Indicator (MBTI)

Accreditation Program

In partnership with Innovative HR Solutions, the official distributor of CPP for the Middle East

Once certified, you will be ready to start using the MBTI® instrument straight away for individual, group or team work. Your certification is valid internationally and life long.

Myers-Briggs Type Indicator (MBTI)

Duration: 4 days

Led by International Consultant Nic Cutts

From developing more productive work teams to building closer families, the MBTI® tool can improve the quality of life for anyone and any organisation. The MBTI® range of tools reaches across the globe in 21 languages to:

- help improve individual and team performance
- nurture and retain top talent
- develop leadership at every level of an organisation
- improve communication and reduce conflict
- explore the world of work, careers and succession planning
- lend depth to coaching processes



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Introduction

The Myers-Briggs Type Indicator® (MBTI®) instrument continues to be the most trusted and widely used assessment in the world for understanding individual differences and uncovering new ways to work and interact with others.

Continue your personal and professional development by gaining certification to purchase and interpret the MBTI® tool by joining one of our MBTI® Certification Programmes.

Objectives

This workshop will help you:

- Guide the development of today's and tomorrow's leaders
- Apply Type® globally to bridge cultural differences
- Retain top performers in difficult times
- Manage effectively across generations
- Accelerate improved team performance
- Better manage organisational change
- Guide clients to rewarding careers
- Understand yourself, appreciate others
- Add prestige to your resume
- Facilitate individual development

Course Outline

Day 1

Module 1: Using the MBTI Instrument and Type with Teams

- Modifying presentation styles
- Using the CD: Presenting Type in Organisations
- Introducing the MBTI Form M Self Scoreable
- Background and preference definitions
- Dichotomies and preferences
- Verification process
- Living Team Type table Activity
- Draw Your Room Activity
- Resources for Teams
- Trio's interpretation setup
- Recap and exam Module 1

Day 2

Module 2: Integrating the MBTI Instrument and Type into Your Work Setting

- Using a psychological assessment
- Trait and type differences
- MBTI construction/questions and issues
- J-P work/play activity, illustrating construction issues and type-trait differences
- MBTI results and construction summary
- Reliability and Validity - definitions and evidence
- Contracting and ethics
- MBTI Manual "uses" chapters
- Practise outlining a training proposal
- Recap and exam Module 2

Module 3: Using the MBTI with Individual Clients

- Administration guidelines, practice
- Interpreting the MBTI, practice interpreting scores
- Interpretation trios activity, break & debrief
- Recap and exam Module 3

Day 3

Various MBTI forms available

Using team type tables and the team type “lens” approach

Module 4: Using the MBTI for Individual Development

- Type dynamics - theory and mechanics
- Extraverted and introverted functions activity
- Type and stress
- Type development, type and culture
- Using type for leadership development
- Practise type dynamics/development, individual “coaching”
- Leader/management training programs
- Leadership styles activity
- Leadership type distributions, strengths and blind spots, resources
- Recap and exam Module 4

Day 4

Module 5: Understanding and using the MBTI Step II instrument and report

- Development and uses of Step II
- Step II reports and discussion, explaining facets
- Discussion and activity of Initiating - Receiving, Concrete - Abstract
- T-F horseshoe activity facet descriptions and discussion
- Uses of Step II remainder of report
- Using step II with teams
- Interpreter's summary
- Pairs practice interpreting Step II
- Case studies
- Recap and exam Module 5

Methodology

The program is intense and highly interactive and requires several hours of pre-reading and homework for the duration of the course. The program is conducted over four days with participants required to sit and pass a multiple-choice exam after each of the five modules and to participate actively in the many exercises designed to ensure ethical and professional use of the instrument.

Who Should Attend?

The workshop is targeted at management and non-management staff, particularly HR people, Organisational & Development professionals, Career Counselors & Advisors, Executive Coaches, and anyone interested in Team Building and Self Awareness.

Meet your Expert Course Facilitator

Nic Cutts



Qualifications: Bachelor of Science (Hons) Psychology, Master of Science in Occupational Psychology

Certifications: British Psychological Society (BPS) Chartered Occupational Psychologist & Health Professions Council (HPC) Psychologist

Principal Member of the Association of Business Psychologists

Member of the Society of Coaching Psychology

British Psychological Society - Certificate of Competence in Occupational Testing (Level A&B) and Certified BPS Level B Assessor

Qualified and experienced user of OPQ32, Saville Wave, MBTI, NEO-PIR HPI, HDS, MVPI and EQi

Nic built on his early experience working as a psychologist for a well known UK test publisher by heading up the largest independent psychometric training provider in the UK. He has supervised over 400 delegates through their BPS certification and has developed and overseen the accreditation of several BPS training courses.

A specialist in individual and team assessment, Nic has worked with a diverse range of consultancy clients in both the governmental and private sectors in several countries and has acted as lead psychologist at senior and board level selection and development initiatives. He is an accredited psychological coach and has been named on the list of preferred assessors for several high profile UK government departments.

His main consultancy activities have included: psychometric profiling; behavioral assessments; executive coaching; Assessment and Development Centre design; bespoke assessment exercise design; assessment methods training; multi-source feedback and appraisal systems; working with teams in conflict; developing Emotional Intelligence in organisations; competency framework design.

Nic's role at Innovative HR Solutions is to ensure we are using the best cutting edge psychometric solutions to support our established library of tests. He is also actively involved in our assessment and development delivery to clients across the region.

The LEADING MINDS Booking Form

Book your courses now.



Call us on: 01- 38 88 99



Fax a copy of the booking form
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Book on-line at:
www.theleadingminds.com

Delegate details

Name: _____

Tel: _____

Job Title: _____

Mobile: _____

E-mail: _____

Fax: _____

Company details

Name: _____

Country: _____

Address: _____

Tel: _____

Website: _____

Fax: _____

Registration

In order for your registration to be considered complete and submitted by the appropriate registration deadline, you should send us the registration form and payment together. Submitting just the registration without the correct amount will result in an incomplete registration.

If you are unable to attend, a substitute delegate will be welcome in your place. Registrations cancelled more than 7 days before the Event are subject to a 25% administration charge. Cancellation fees for registrations cancelled 7 days or less before the Event must be paid in full. Substitutions are welcome at any time.