

TYPE MAPPING using TDI[®], MTR-i[™] and ITPO

WHAT IS TYPE MAPPING?

TYPE MAPPING recognises that we do not exist in isolation – we live and breathe in a system or network of interactions. It has extended Jung's ideas to map four important domains – personal preferences, contextual challenge, current behaviour and personal aspirations. Based on established Type Theory it creates a framework to stimulate individual, team and organisational development in an exciting new way. Type Theory was developed by Carl Jung who created a useful taxonomy for universal 'types' of personality. However, personal preferences often appear limiting until they are seen as part of a dynamic interplay between people and situations. By mapping these we quickly acknowledge the reality which is that we sometimes need (and want) to work *outside* our preferences. In fact effective and successful people have normally learnt to be flexible around their preferences.

Thus TYPE MAPPING goes beyond personal preference and accesses the bigger picture whereby people learn and grow through a better understanding of the challenges they face, and by stretching themselves to meet those challenges. This means appreciating what a situation requires, mapping the required behaviours, and using preference to develop and move beyond them. TYPE MAPPING acknowledges that people can mature psychologically; that this often means working at odds with a Type preference, and that this can be both stimulating and stressful.

The TYPE MAPPING approach gives insight into the dynamics of preference by providing simple tools that describe four domains:

- The challenges for a person or team – using the Ideal Team Profile Questionnaire (ITPO)
- The current set of behaviours and roles that predominate for an individual or team – using the Management Team Roles Indicator (MTR-i[™])
- Individual preferences that affect how a person would naturally engage and behave in various situations – using the Type Dynamics Indicator (TDI[®]) 'Is' version
- Individual preferences that affect the direction of stretch and stress – using the Type Dynamics Indicator (TDI[®]) 'Want' version.

TYPE MAPPING FOR TEAMS

Another way of looking at TYPE MAPPING is as a diagnostic which, when applied to teams, can address four important questions:

- What are we doing as a team? – using the MTR-i[™] to identify behavioural roles.
- What should we be doing? – using the ITPO to identify key challenges.
- Why are we *not* doing what we should be doing? – using the TDI[®] (Is version) to identify the preferences that we gravitate towards.
- What would be most stimulating and motivational? – using the TDI[®] (Want version) to identify personal aspirations, which could be towards or away from the current needs of the situation.

TYPE MAPPING FOR INDIVIDUALS

TYPE MAPPING works very effectively in a personal growth and coaching context. Unlike other Type Questionnaires it does not drive people towards finding a 'best fit' since this can close down people's exploration of their personal complexity. It recognises that the question "what do you prefer" is not always easy to answer. It is not uncommon for people to respond in terms of what would feel more comfortable in their current circumstances, or as a result of some idealised picture about their future aspirations.

Sometimes people report a historical picture built from the pressures of childhood (such as what their parents or peers would have preferred). The TYPE MAPPING approach respects that the stories we tell - or believe about our preferences - are multifaceted, and yet they provide an important way for us to

explore our behavioural imperatives. As such TYPE MAPPING is strongly focussed on personal exploration, development, flexibility and change.

COURSE SUMMARY AND AIMS

In summary TYPE MAPPING provides a way to chart the important elements that contribute to personal performance, and team and organisational performance, using a powerful and integrated model. It effectively becomes a process in which each intervention builds on what went before, thus maximising and extending learning over time.

Psychological Type has become one of the favourite personality models in use today. This course does more than teach you to use a single questionnaire. It helps you to bring the whole approach alive and will assist you in applying psychological type to the broader issue of motivation and self-development as well as to work and team issues.

- Learn how different instruments add depth and richness by their different approaches.
- Link Type to Learning Styles, Life Functions and Temperament.
- Learn to use MTR-i™ - a rich Team Role model to enhance team performance and analyse the gap between individual behaviour and team needs.
- Take away our unique and useful notes, guides and manuals. Get free materials and questionnaires for your immediate use

Duration

3 days held at our offices in Maidenhead, SL6 8LR

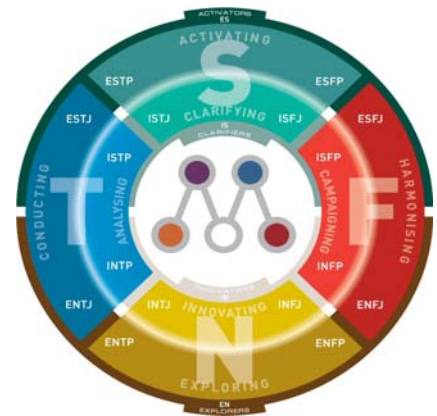
Investment

£1,190 + VAT includes course materials and refreshments.

Price shown is subject to change at any time

For public course dates, please see our Training Calendar

In- house courses are available on request



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Welcome Diversity

Value Difference

Build Teams