

TYPE MAPPING using TDI[®], MTR-i[™] and ITPQ[™] (Choose from a 1-day or 2-day option)

COURSE SUMMARY AND AIMS

TYPE MAPPING provides a way to chart the important elements that contribute to personal, team and organisational performance using a powerful and integrated model. It enables impactful interventions that create insight, develop individuals and builds relationships and teams.

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 using 5 different questionnaires – meaning that there is a flexible approach to making interventions that fit different circumstances.

WHAT YOU WILL LEARN AND TAKE AWAY

TYPE MAPPING values the way people learn, grow and develop flexibility to meet different challenges. The way it applies psychological type goes beyond the concept of personality and addresses issues of motivation, self-development, change over time and across situations – as well as how to work with others and in teams.

- 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

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 extends Jung's ideas beyond personal preferences to address contextual challenges, current roles and behaviours and, importantly, personal aspirations. It creates a framework to stimulate individual, team and organisational development in an exciting new way. Rather than seeing personal preferences as limiting, it recognises the 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.

Hence TYPE MAPPING gives insight into the dynamics of preference using simple tools that describe:

The outside: People adapt to different situations – the Ideal Task Profile Questionnaire (ITPQ[™]) maps the behaviours needed to meet current and future challenges

The inside: People have preferences. The Type Dynamics Indicator (TDI[®]) explores and clarifies how this affects the way they engage and behave across situations – thus signalling where to adapt – sometimes by stretching themselves, sometimes by changing their circumstances)

The in-between: imagine a tension between the demands of a situation and a person's natural style. The Managing Team Roles Indicator (MTR-i[™]) identifies people's current set of behaviours and roles and provides insight into the best way to manage themselves and others.

APPLYING TYPE MAPPING TO TEAMS

Another way of looking at TYPE MAPPING is that it describes behaviours and diagnoses strengths and potential weaknesses which, when applied to teams, can address four important questions:

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

APPLYING TYPE MAPPING TO 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.

Duration

Day 1: Prior to Day 1 delegates are asked to complete pre-course online learning to ensure a basic understanding of type. Day 1 of the course explores how behaviour and personality are linked since these are not the same thing.

Day 2: Day 2 gives delegates the opportunity to apply their learning from Day 1 in a practical hands on way. Using volunteers, delegates observe others conducting a feedback review session and have a practice themselves under supervision – a process that consolidates the learning and builds confidence in using the model.

Your qualification

There are two levels of qualification as follows:

Registered Practitioner: delegates become eligible to purchase and use the Type Mapping online or paper questionnaires. People with prior experience of Type need Day 1 only. People new to Type need both Day 1 and 2.

BPS and EFPA Certificates: Team Focus are verified to enable course delegates to receive these internationally recognised certificates of competence from the British Psychological Society and the European Federation of Psychological Associations (formerly known as Level B). Additional training may be required.

Investment

Day 1 £395 (+ VAT); Day 2 £495 (+ VAT)
(includes materials & refreshments)

For public course dates : see our Training Calendar – usually run in our training rooms in Maidenhead, SL6 8LR. Note that In- house courses are available on request

Why use Type Mapping?

An integrated approach that

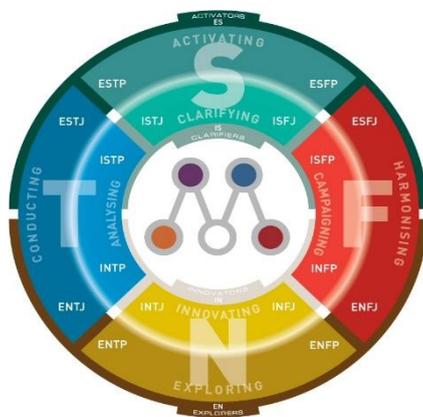
- ✓ Recognises the difference between Being and Doing – personality and behaviour are linked but not the same thing
- ✓ Uses one coherent model that links Team Role with Team Challenge and Personal Preference
- ✓ Available online or on paper with great support material

Building Teams and Valuing Diversity

A lens that puts people first

- ✓ Extends diversity beyond gender, ethnicity, sexuality, culture etc. We need to think of diversity as including personality style, behavioural range, thinking style and more
- ✓ Sees a team as a dynamic and evolving process that needs to be built through awareness rather than by selecting the 'right cogs'

The Type Mapping Map



All Types are valuable

TYPE MAPPING COURSE PROGRAMME

BEFORE THE COURSE: PRE-COURSE ONLINE FAMILIARISATION

DAY ONE	SESSION TITLE	SESSION DETAILS
Session One	Introductions by delegates and Introduction to Type Mapping	Administrative arrangements and Course objectives. Type mapping – the 3 lenses into helping people at work.
COFFEE		
Session Two	The Type Mapping wheel	Exploring the wheel. The first lens – recognising the 8 behavioural roles. Completing the MTR-i™ with feedback and discussions.
LUNCH		
Session Three	Identifying a team's challenge and linking behaviour to preference	The second lens – using the ITPQ with an individual or teams to clarify the challenge. Using PfS Prism to present group results The third lens – TDI® as an exploration of self.
TEA		
Session Four	Review of the 4 opposites, the 16 types and the 8 roles and the development of the Type Mapping model	The fundamentals of personal preference, how it changes and how to use the approach as a compass to forge a personal development path and a relationship building flexibility
CLOSE		
Evening work (Delegates for Day 2 only)	<ol style="list-style-type: none"> 1 Prepare feedback/review session for volunteer 2 Prepare administration of the TDI®. 3 Complete paper versions of TDI® IS/WANT version. 4 Examine User Guide. 	

TYPE MAPPING COURSE PROGRAMME (CONT.)

DAY TWO	SESSION TITLE	SESSION DETAILS
Session Five	The Review – practical exercise in small groups	Delegates feedback to volunteers and observe each other in syndicate groups under supervision.
COFFEE		
Session Six	The Review - continued	Delegates feedback to volunteers and observe each other in syndicate groups under supervision cont.
LUNCH		
Session Seven	Applications	Issues in administration and feedback. Additional elements and applications. Assessment of technical elements.
TEA		
Session Eight	Summary and Close	Ethical Issues and proposed usage of Type. Briefing for Post-course Work to achieve the BPS/EFPA qualification.
CLOSE		
Post-course Work	1	Requirements for registration and qualification.

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