Three Keys to Effective Type Exercises

The What's, How's and Why's

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Intentional Leadership

Learning Intentions

- How to choose the "right" exercise
- How to form groups (especially when not all types are present)
- How to debrief an experience
- How to facilitate a specific exercise, including the debriefing
- Adapting the exercise for different organizational settings.

In type we trust
All else, we plan

To choose the right exercise, know your goal

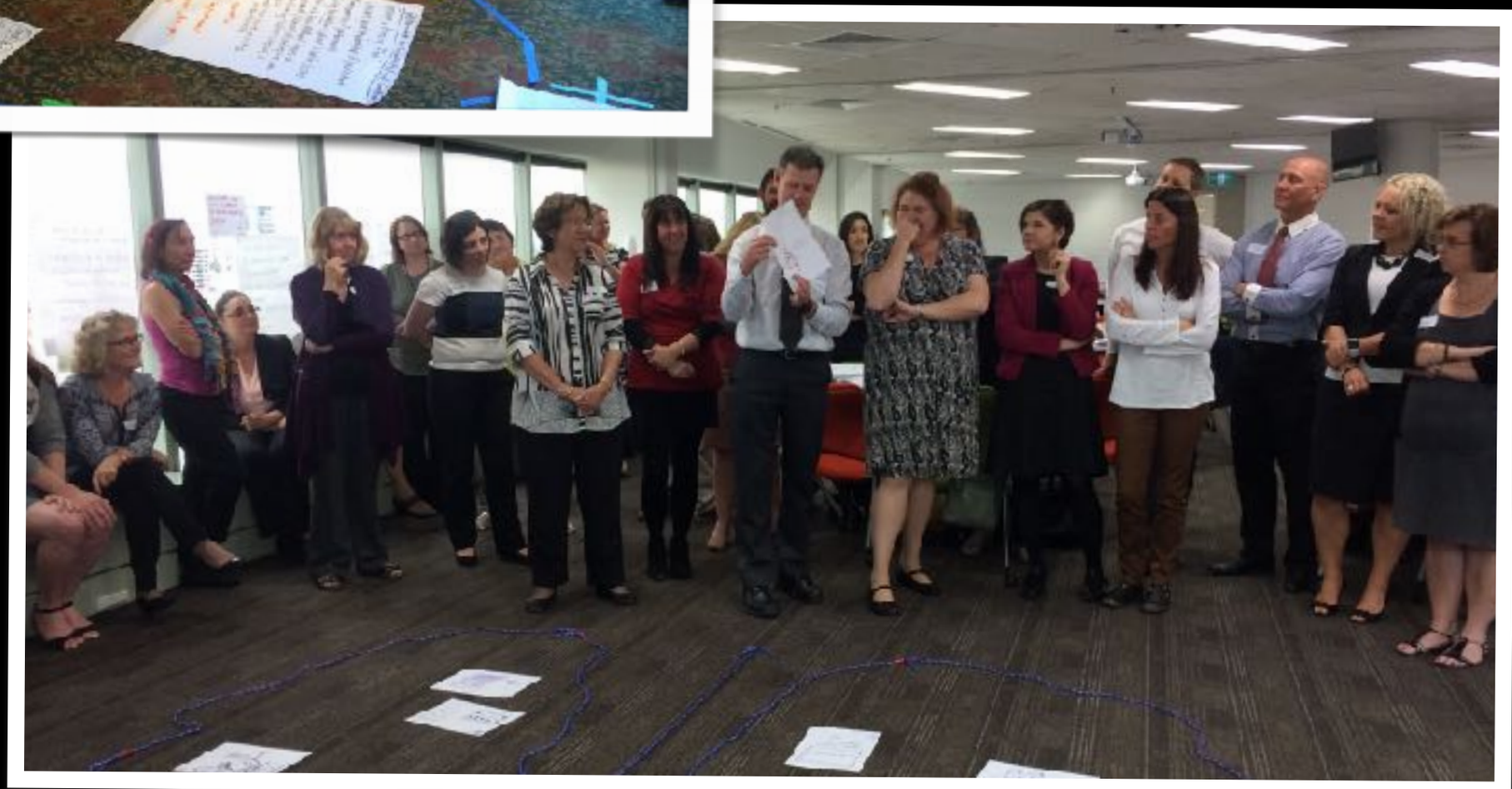
- Preference identification
- Demonstrating differences
- Illustrating strengths and blind spots
- Helping a team reframe conflict or otherwise move ahead productively

What Can You Do With This?

- Preference identification
- Demonstrating differences
- Illustrating strengths and blind spots
- Helping a team reframe conflict or otherwise move ahead productively

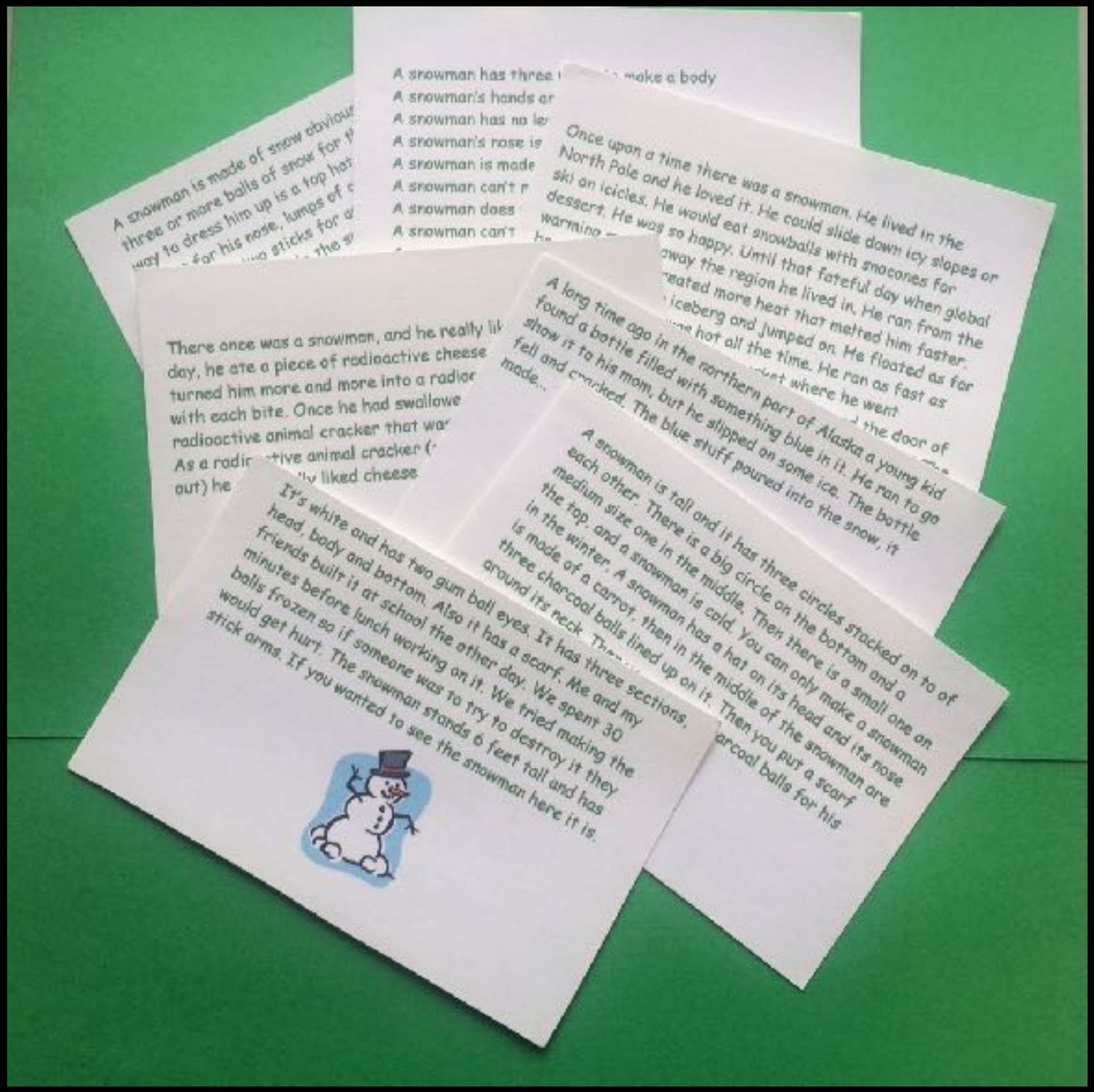
- Write about a snowman. You have two minutes. No questions, no talking.

Plan for Processing



Factor in Attention Spans!

Use Artifacts



Use Observers

If People Aren't Sure Of Their Preferences, Let Them Be Your Observer!

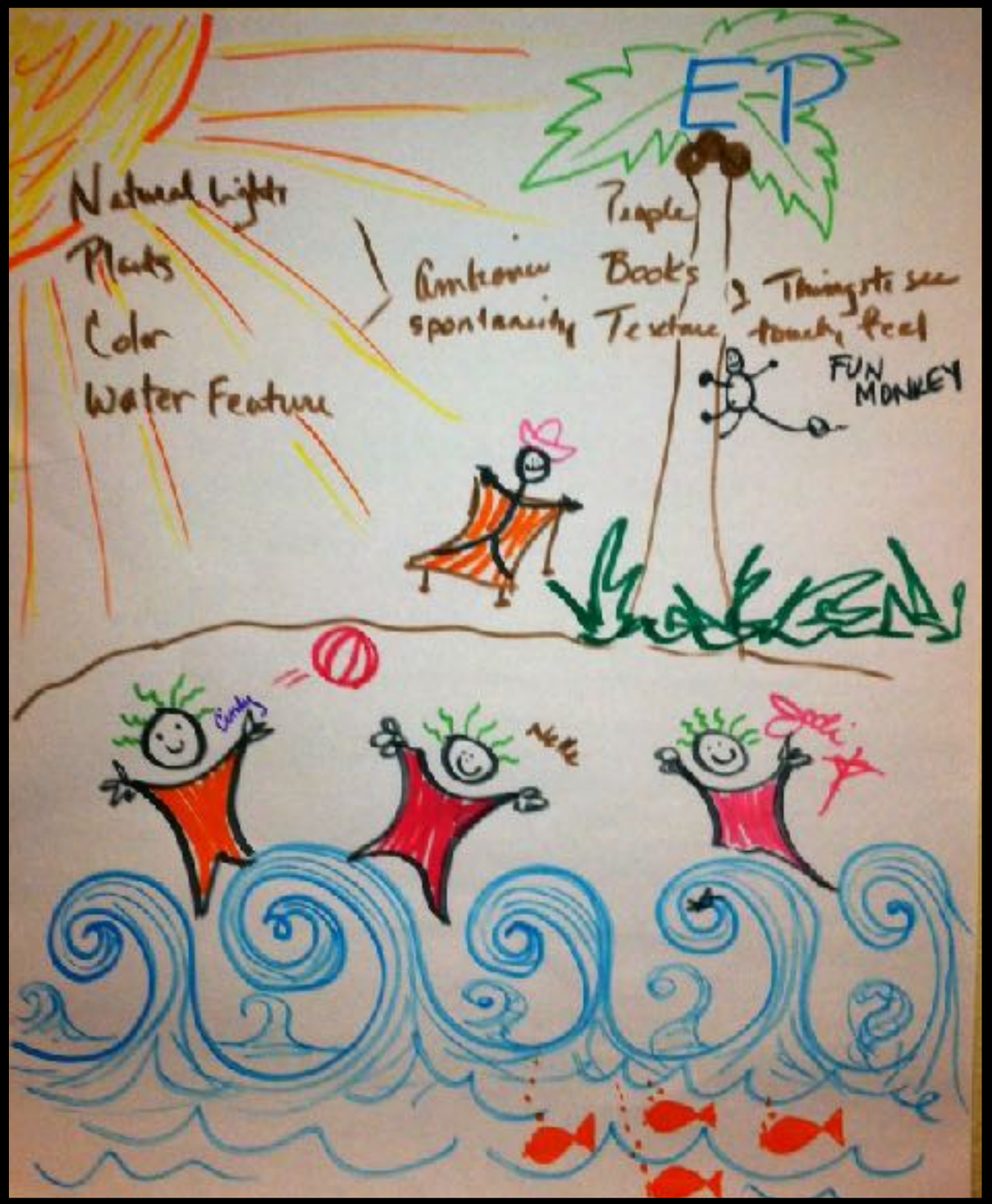
What Can You Do With This?

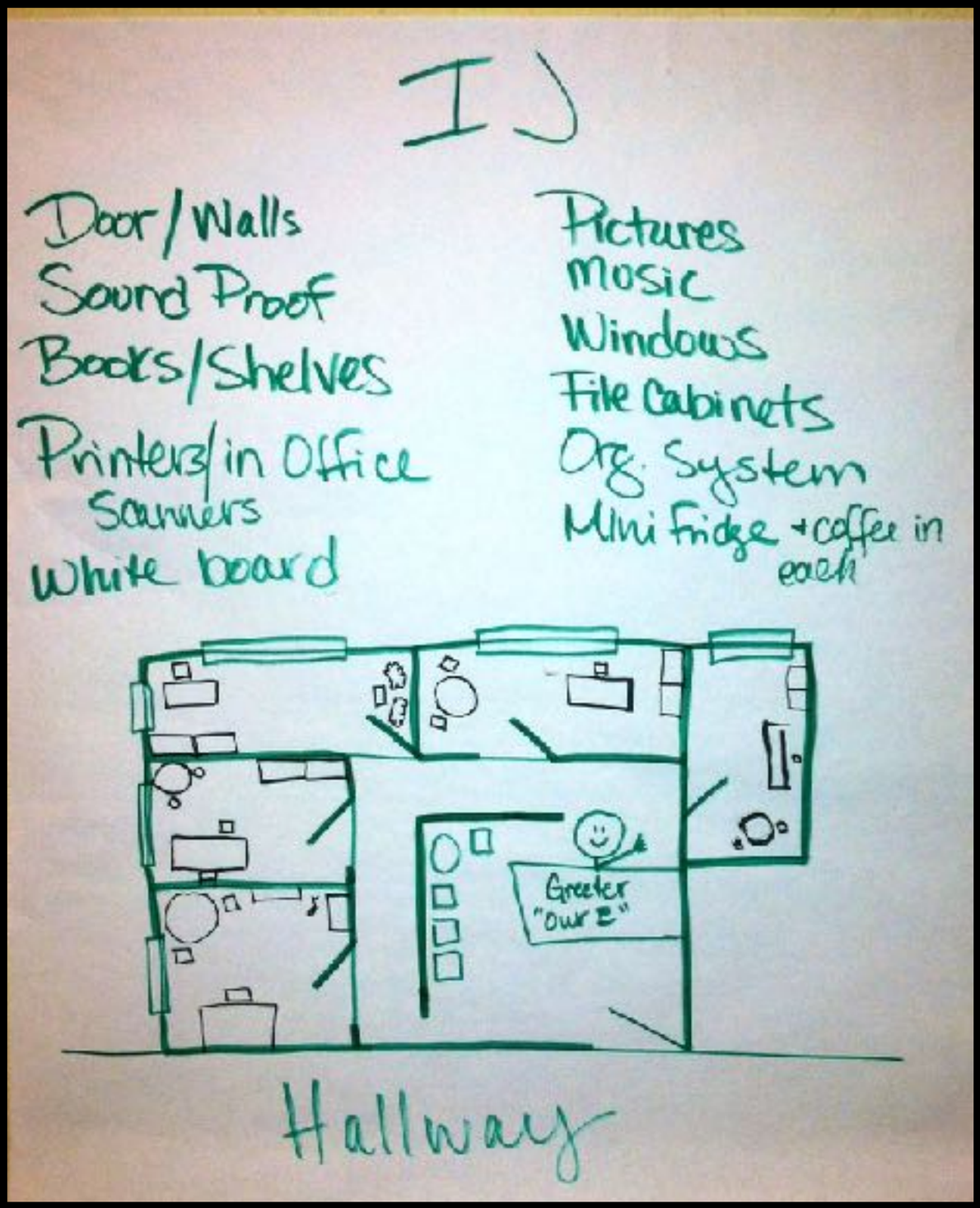
- Preference identification
- Demonstrating differences
- Illustrating strengths and blind spots
- Helping a team reframe conflict or otherwise move ahead productively
- Write about a snowman. You have two minutes. No questions, no talking.
- Draw a floor plan of Missenden Abbey
- Inform your team that the next full employee meeting will involve high ropes and orienteering
- What do you appreciate about your opposite? What respectful questions have you always wanted to ask them?

2. Forming Effective Groups

- Preference pairs
- Dominant functions (4 or 8?)
- Attitudes
- Function pairs
- Last two letters
- Temperament
- Interaction styles
- Quadrants
- Whole type
- Time
- Purpose
- Predictive patterns
- Research

Attitudes—Before Break and By Row!





The more you facilitate, the more "learning experiences" heighten your agility!