



Karen West (very happy in her ESFJ 'skin') has been a big fan and user of MBTI® for more than 15 years. Since 2009 she has been employed by the Church of England, based at Lambeth Palace, London, as the Archbishops' Adviser on Bishops' Ministry. In her work on the induction, development and review of bishops she uses Type in individual coaching and mentoring and in support of effective team working

. Email:
KarenWaterside@aol.com.

BAPT SOUTHERN GROUP WORKSHOP

'MAKING TYPE COME ALIVE'

LED BY JO MCCREADY – APRIL 5TH, 2014.

REPORT BY KAREN WEST (ESFJ)

The Southern Users' Group was pleased to welcome Jo McCready to its Spring meeting. Jo is a facilitator, instructor and coach in the field of learning and development. Over the past 15 years he has worked with a range of organisations from the rail industry to higher education and the retail sector. More recently he has coached for Boots on graduate and apprenticeship programmes, VUE Cinemas on management development programmes and is currently coaching at executive level in areas of debt liquidation and teaching. He has been working with Broadwater Training as an associate since 2003. As a declared MBTI® practitioner (not a guru), with such a diverse CV and broad range of skills and the promise of a memorable and action packed workshop, it will be evident to readers why the Group jumped at the opportunity to work with and learn from Jo.

Action packed it was from the word 'go' as we dived headlong into what seemed like a deceptively simple task in two competing teams to transport Jo's Magic Bamboo from one place to another. This was a great way into a conversation about the different ways that we behave as individuals in teams and a reminder of the importance of using peoples' skills to best advantage. The exercise review encouraged us to make links from our observations of self and others to type – how can/do we – both unconsciously and more consciously - recognise others' type behaviours? We agreed that there are physical clues to be picked up through watching faces, noticing how fast others jumped into task etc. but that perhaps that's limited to one function and one temperament, although perhaps this is influenced by age and culture.





No sooner had we concluded the review of this exercise we were thrown headfirst into another competitive team task – this time a ‘treasure hunt’ activity in which we were encouraged to play to our respective Type strengths. In reviewing how well (or in our case, how poorly!) we had completed this task, we were given carte blanche to draw up a team profile based on our strengths and what we needed to pay particular attention to. Not surprisingly, two different teams chose to do this in very

different ways – a good reminder of the care we ought to take in crafting a message for those who don’t share our preferences. We were also challenged to think how often we take time to think about likely gaps in teams to which we belong – how often do we have the desire or the courage to step into the breach, rather than stick rigidly to what we always do?

By this time we were more than ready for our lunch and a break ahead of Shifty Shelves - the greatest challenge of all. This fiendish exercise offered the opportunity to break a world record, if only we could organise our teams to operate effectively both individually and together when under stress and pressure; offering a live opportunity to reflect on the impact of conflict on performance and considering how a team or organisation go about creating a culture for type. Whilst none of us came to blows, alas no records were broken, although we had lots of fun and frustration trying!

One of the strengths of our Group is that we’re a mixed bunch of members – whilst some are highly experienced Type users in a range of settings, others come interested to learn more about their own behaviours and preferences – wherever we find ourselves on this spectrum, we all left this workshop with new ideas and insights into what Type means in the wider world.

ADVERTISEMENT

Today, nobody succeeds alone.

75% of CEOs are calling collaboration critical.

IBM's Global CEO studies 2012

If relationships fail, business fails.



jcaglobal.com

+44 (0) 1242 239 238

© 2014 JCA (Occupational Psychologists) Limited



Create collaborative relationships

Our new Collaboration report enables two individuals to build effective relationships.

The report enables one individual to view themselves through the other's perspective, see how their behaviours and preferences may impact the relationship, and suggest ways to quickly build a collaborative and effective working relationship.

PTP™ or MBTI® accredited? Benefit immediately with instant access to this report or book a place on our two day accreditation. For more information please contact us at training@jcaglobal.com

