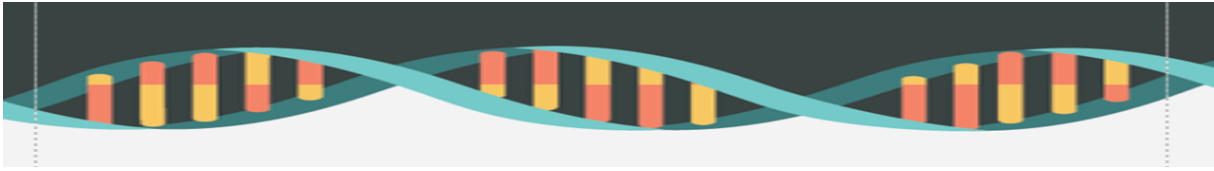


NW Type (@nw_type)



Our second meeting took place on 3rd October at Mad Lab in Manchester.

Thanks to continuing support from BAPT and members who attended our inaugural meeting the word is spreading! There is continued and growing interest. On this occasion a number of people had prior commitments and were unable to attend. We are hopeful that we may see them at our next meeting in December.



Our evening was “more depth than breadth!”

After our check-in Robin Hills (Ei4Change) was our facilitator for an interactive evening exploring DISC and MBTI. A change from the programme advertised, Dave Harrison has rebooked his ‘strengths’ session for 5th December.

Both Myers Briggs Type Indicator (MBTI) and DISC are widely used, very flexible and easy to take. They give extremely accurate insights into behaviour and preferences within a variety of contexts. You will be very familiar with the MBTI assessment to measure psychological preferences in how people perceive the world and make decisions. **DISC** is a human behavioural model originally devised by William Moulton Marston in 1928. DISC has gained widespread popularity primarily due to the simplicity of the concept. There are a variety of DISC assessments available commercially, some are better than others.

Robin in action with an attentive and questioning group starting to provide labels to the axes

Marston's DISC model essentially has 2 sets of opposing traits and look at how people react emotionally to their environment:



Favourable or Unfavourable

Powerful or Less-powerful

Further research and development have superimposed the traits:

Outgoing or Reserved

Task-oriented or People-oriented

The combination of traits results in 4 main behavioural styles that correspond to 4 letters:

D - Dominance

I – Influence

S - Steadiness

C – Compliance

The four letters represent descriptive adjectives that relate to a person's behavioural style or personality traits. Each of the 4 letters can be ranked in order from most predominant to least predominant for any individual person. Each person is a mixture of all four traits depending on how much of each trait they possess. Due to the variations in each style, the report produced is unique to the individual.

Some lively discussions took place and Robin choose to let the group engage fully.



There are some similarities where both models overlap – the mental functions of the MBTI (S/N and T/F) closely align to the four behavioural styles to some extent. There are, also, differences which make each model sufficiently different to offer distinct advantages.

It's not a matter of which model is right, but which one best suits the intended use. Both offer a framework to understand others and are useful to help with self-awareness around communicating with other people. MBTI is better for executive coaching and leadership development, whilst DISC, due to its predictive qualities, can be used in recruitment and career progression.

Next meeting 5th December at 6pm:

Mad Lab (36-40 Edge St, Manchester M4 1HN)

In addition to other discussions, Dave Harrison (Co-Creation) will show how MBTI correlates to Strengthscope.