MBTI Games

EI

**Get in line**

Create a line with tape and put a chair in the middle, put an E one end and I the other.

Ask participants to put themselves on the line where they are in terms of their preference.

Ask the introverts first, what’s it like to be an introvert in this session?

Things you will notice and can point our to the extroverts is that they will think about the question

and there may be an uncomfortable silence at least for the extroverts

who you may find start to answer the question or talk amongst themselves as they try to fill the gap.

Again point these out. The introverts may answer but they won’t interrupt each other they speak softer and slower and some will say nothing at all.

Then ask the extroverts the same question, you may find they now hold back as they don’t want to play to type but usually they start to talk and then the energy will grow with them building on each others ideas. Point this out to the extroverts.

To add to this you can ask each side to ask questions of the other to build their understanding, this is usually really insightful and a great way to build appreciation of both types.

SN

**“What’s in a fruit?”**

put an apple, banana or orange on a chair in the middle of the training room.

Have the two groups (those who’ve self-assessed as S or N) gather round a flipchart each on opposite sides of the room.

Say ‘Write about this’. Exactly those words.

Chances are the S group will check whether I mean the chair as well or just the fruit

Ask the scribes to write everything and not to edit things out.

After 5 mins or so I get them to swap charts and say what they think of each other’s.

It’s usually very funny. The S list (usually a neat, short list) will be something like this: Its a banana, yellow, slightly curved, ripe, about 7 inches long, with a blue sticker, on a red plastic chair… The Ns describe the S list as boring, anal, obvious, factual.

The N’s chart may well be all over the place, more sentences rather than single words, saying things like: makes me hungry; is it organic and fair trade? nearly lunchtime; tropical islands; 5 a day; King Kong. The Ss’ look at it and say its slightly mad or one of them might look a bit put out and say ‘that’s not what we were told to do. We were told to describe the banana’ (and they weren’t – I always say ‘write about this’).

Apples generate all sorts of things about Adam and Eve, Apple computers, William Tell etc. from the N group. I used to use a picture, not Dali, but similar and this fruit exercise gives me clearer (and more fun) results. Hope that helps

TF

Budget cuts
Select two people - one Feeling, one Thinking.

Tell them that they are the head of HR and that they need to make an employee redundant due to budget cuts.

Get someone else to be the employee.

Ask one to go first and the other to wait outside (to reduce influence!).

Run the role play.

The F will not find it easy, apologising for having to do it and look to console the person.

The T will be more rational, objective and direct.

JP

the exercise was simple.  We told everyone that they had a project to complete and it would be due 30 days from today.  It would take <24 hours to complete.  Everyone was to line up on day 1-30 in terms of when they’d start the project.

Think about that… where would you line up?  I was in the middle of all my colleagues at about day 20 or 10 days before it was due.

CASE VIGNETTES

You are a marriage counsellor and a couple (no children) comes to you because they are having difficulty with their communication and quite a few arguments – you have sent out a personality assessment and background questionnaire (showing no trauma or other overly significant events). They have no idea about personality. Looking at the questionnaire you get the following results:

ENTP (male)

ISTJ (female)

Where do you think some of their relationship issues are coming from?