

# Team Building (MBTI)

Half or Full Day



A tailored workshop that provides the opportunity for team members to develop a greater understanding and appreciation of themselves and each other.

## What is an effective team?

- The reasons why a team produces more than the sum of its parts
- Why is conflict inevitable in an effective team?
- What are the potential benefits of working as a true team?
- Characteristics and competencies of a high performance team
- Understand how teams form and how they work together over time

## Understanding team dynamics

- What is meant by the term 'team dynamics'?
- How well do people in your team work together?
- What does your team do well?
- What is the 'culture' of your team?

## What are your team's personality types?

Participants complete a simple questionnaire which indicates their preferences in areas such as how we gather information, ways of deciding and evaluating, direction and source of our energy and our preferred ways of interacting with our environment.

This questionnaire is voluntary and participants must give permission to share their type information.

This session is **not** used to label people. There are no right or wrong answers.

During the workshop we explore the different type preferences and participants learn to understand and *respect* the value of people with different talents.

- What is type theory and type development?
- What is my type?
- How to work with people who have different personalities to your own
- What other differences cause problems? e.g. age, gender, experience
- How can we mobilise team participation and encourage collaboration?
- How can we contribute to problem solving and decision making?
- How can we use type awareness to communicate more effectively?



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At the end of the workshop participants leave with an action plan to improve their effectiveness:

- What are the practical things the team can do better in the future?
- What ways can we build a sense of team?
- How do I contribute as a team member?

The workshop will combine a variety will enable participants to reflect on the way their team works and how it could be improved.

## OPTIONAL MODULES

### Communicating in a team

- Which words and phrases tend to offend people
- How to use eye contact and body language to look confident, even if you feel uncomfortable
- Learn the simple techniques to respond calmly to personal criticism.

### What causes conflict at work?

- What are the underlying causes of conflict and why is it inevitable?
- How to recognise the early warning signs of escalating conflict
- Why do people become aggressive?
- The simplest way to know when a healthy debate is becoming aggressive

### Resolving problems and conflicts constructively

- The 5 conflict resolution strategies:  
– *contesting, collaborating, compromising, avoiding and accommodating*
- What are the strengths and limitations of each approach?
- How to 'rationally' choose the *best* strategy to resolve a given situation.

### Expressing your views confidently and respectfully

- How to raise 'sensitive' issues' without causing resentment from others
- How to put an end to personal 'jokes' that are designed to hurt people
- The proven 3 step technique for presenting your ideas confidently in difficult situations – while still showing respect for others. This section includes exercises and a short video case study.



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