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Leveraging the MBTI to Affect Change

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This presentation will discuss how the Myers-Briggs Type Indicator (MBTI) instrument can best be used to facilitate positive change in an organization. The Myers-Briggs Type Indicator (MBTI) is an instrument based on research conducted by Carl Jung and Isabel Briggs Myers. Briggs originally developed the concept to better understand the behaviors of normal individuals.

The strength of the MBTI instrument lies in helping managers understand preferences, nuances, behaviors, and mental processes of individual employees. By using the MBTI, a person can predict what types of information disparate individuals prefer, the format and delivery, and orientations toward change. This insight can better assist the manager in preparing employees for positive change. Change is more effective when participants buy into it. By recognizing people are different and use information differently, we can more effectively facilitate positive change.

In this presentation I will discuss the different profiles revealed by MBTI, how each profile relates to change, and the needs of each when dealing with change.

Keywords: MBTI, change, human resources, Myers Briggs type indicator

MaryRose L. Hart, Ph.D., was the first person in Oklahoma to earn both the Senior Professional in Human Resource Management and Global Professional in Human Resource Management certification from the Society for Human Resource Management (SHRM). Today she is one of three Oklahomans to have achieved this status.

She has taught for 29 years at graduate and undergraduate courses at major and regional universities and has a decade of professional experience in the compensation field. She served four years as an Air Force Officer and is a patented inventor. She has consulted in the areas of compensation, staff development, and ethical issues with fortune 500 companies for more than 20 years. She also led St. Louis University's Business Internship Program with more than 120 interns per semester.

