



MBTI® Step I™ Exercise

Define conflict

This exercise brings to life the core differences between the Thinking and Feeling preferences and how they view conflict. It can be used in a group feedback session or teambuilding session to understand how different MBTI types deal with conflict.

Applications:

- Managing conflict
- Teambuilding

Type preferences studied

- Thinking and Feeling

Time required:

- 20 minutes

Materials required

- Flipchart paper and pens (one per group)

Instructions

Divide the group into those with a Thinking and those with a Feeling preference. Give each group 10 mins to discuss and write down their answers to the following questions:

1. How do you define conflict?
2. When faced with conflict, how do you handle it when
 - you are not personally involved?
 - you are personally involved?

Debrief

- Process the responses, looking for differences between people who prefer Thinking and Feeling.
- Feeling types typically see conflict as involving one or more people feeling 'hurt'.
- Thinking types will typically report conflicts as being situations that provoke problem solving because there are often not enough resources to meet the requirements of the situation.
- Thinking types also see a positive as well as a negative side to conflict.
- Feeling types are more likely to focus on the negative side.
- Draw out learning points that participants can use for dealing with conflict in the future.