



MBTI® Step I™ Exercise

Trip to the Caribbean

This exercise gets a group to experience how their type is demonstrated in making decisions. Individuals are encouraged to reflect on this and how it impacts on decision making and communication. This can be an excellent way of exploring team communication and group decision making, including a team's strengths and blind spots.

Applications

- Communication
- Email
- Decision making
- Conflict

Type preferences studied

- Thinking and Feeling

Time required

- 45 minutes

Materials required

- Flipchart, pens and paper for each group.

Instructions

- Divide participants into separate groups of Thinking and Feeling types (not more than five per group), but don't tell them how they've been divided. Tell the groups that they will be given a scenario, and will be asked to make a decision and then report on the process they used.
- Present all groups with the following scenario:
You are a team who has just completed a major piece of work for your organization. You have all been preparing to go and present the results of your study at an all-expenses paid conference held in the Caribbean. With just three weeks to go, the finance director tells you that the budget has had to be cut and there is only enough money for three of your team to go. Your job is to decide who in your group goes and describe (on the flipchart sheet) the process you used to make the decision.
- Allow the groups 15–20 minutes for their discussion.

Debrief

Ask each group to report on their decision and the decision-making process they used.

Ask the group to comment on the similarities and differences between Thinking decisions and Feeling decisions.

Thinking types may:

- come up with objective, impersonal criteria for deciding (who has most experience, who will carry credibility, etc.)
- be competitive and keen to go themselves.
- accept the criteria laid down by the finance director and problem solve in this context
- display body language that is less personal and more competitive.

Feeling types may:

- explore which individuals in the group want to go (who wants to go the most? What does Jane want? Mary? Bill?)
- be conciliatory and put themselves in others' shoes ('I don't mind not going if so-and-so wants to...')
- be concerned about the impact of splitting up the team (everyone contributed), may push back and try to find a way that everyone in the team can go – e.g. travel economy class, stay in cheaper hotels, sleep on the beach
- display open body language and explore individuals' issues.