**MBTI (MYERS BRIGGS TYPE INDICATOR)**

**Benefits of a MBTI 1-1**
A MBTI 1-1 will help individuals to:
- Build a foundation for future development
- Help individuals understand individual strengths and differences
- Avoid and resolve conflicts
- Enable self-understanding and hence reduce stress
- Aid career development
- Assist communication strategies
- Develop emotional intelligence
- Identify and develop strengths and weaknesses
- Develop leaders, managers, teams and HR expertise

**Objectives of a MBTI 1-1**
- To help individuals identify their preferences, learn how to build on them resulting in greater success
- To help individuals identify their strengths and weaknesses and how to embrace them
- To help develop individuals confidence when dealing with ‘challenges’ in the workplace.
- To help individuals manage/choose their career
- To help individuals identify how to approach teaching/research and leading others

**Who is eligible for a MBTI 1-1?**
Any member of Research Active Staff (RAS) who are on research-focused, teaching-focused and research & teaching contracts are invited to apply for a MBTI 1-1 using this link (support is required from the individuals Line Manager or Head of Department or Principal Investigator).
We do not accept applications from postgraduate or research students. Students should refer to the Student Career and Skills website for details of 1-1’s designed specifically to meet their needs.

**RAS MBTI 1-1**
Upon acceptance individuals:
- Will be sent the MBTI questionnaire electronically from an external organisation and asked to complete and return
- The external organisation compiles a feedback report and sends this electronically to Organisational Development
- On receipt of the report Organisational Development organise a 1-1 meeting with a fully MBTI trained member of the University of Warwick staff. At this 1-1 the MBTI’s report is discussed in some depth together with development plans for the individuals’ research/professional career and how to learn from/benefit from the findings the report.

**Cost**
If this MBTI 1-1 is part of the individuals PDR or a need identified by their Line Manager, Head of Department or Principal Investigator, the cost is covered by the Learning and Development Centre.
If it is not a requirement of the individual’s PDR the individual’s department will be expected to cover the cost. Individuals are welcome to fund themselves or via their grants. The cost of an MBTI questionnaire £38.95 + VAT and the 1-1 session £150.
Length of the 1-1
One meeting lasting up to 1.5 hours.

No Show/Cancellation Policy
Due to limited resources, our policy on no show / cancellations is: if staff give Organisational Development up to three working days’ notice the 1-1’s can be re-arranged, if staff do not attend they will forfeit the 1-1 session, unless there are extenuating circumstances. An alternative 1-1 can be re-arranged for no show / forgotten etc. sessions but the cost of the session £150 will need to be borne by the individual or the department.

For further details or any questions please email Sandy Sparks Sandy.Sparks@warwick.ac.uk.