

# TYPE INTRODUCTION TRAINING

## Variation #1: Large Group Delivery

**The fundamental goal of type is better self-management through increased self-awareness.**

To this end, OKA believes that the most effective way to introduce type to people is through an interactive discussion or workshop that includes type-based experiments and a rich assortment of data on the theory and its application, so that participants can self-assess their type preferences before they ever get back their MBTI results. This approach allows for much better type validation, which in turn increases the likelihood that type will move beyond being merely a quick hit to actually becoming a tool, a vocabulary, a framework through which an individual can be more effective on the personal, interpersonal, team or organizational levels.

For over 30 years, OKA has developed type-based training designs that achieve these high standards. While there are many different ways to tailor and fine-tune a program, the core OKA approach to type training is embodied in the Introductory Half Day and Full Day designs.

**This write-up is concerned with converting these general, time-tested designs to a larger group (between 30 to 80 participants at once).** The training procedure is contained and blocked out in the Half Day and Full Day Designs—this write-up contains only the details needed to flex these designs to a large group.

### **Do you need to keep the group together in one large group training?**

While there are benefits—some financial, some logistical (time and space issues), some cultural (wanting a unifying shared experience)—to having a large group or system experience type all at the same time, through the same event, there are also benefits to breaking the delivery into smaller groups. Chief among the benefits is the time and attention that any one person has or can have with the trainer/consultant and the ability for participants to experience more exercises; smaller groups can be more experiential than larger ones.

### **Running multiple exercises at once**

Though it is an option to have each participant experience each dichotomy, the standard OKA design suggests running two rounds of exercises during the type-focused portion of a training (one for the functions—S/N and T/F, and another one for the attitudes - E/I and J/P). The best way to retain the experiential component with a large group is to have all of the exercises running at the same time.

- This means sorting participants prior to the workshop into exercise groups according to Clarity Categories (PCCs/PCIs) so that each group (1, 2, 3, 4, 5, 6, 7 and 8—which you know to be S, N, T, F, E, I, J and P) are populated with only (or at least mostly) Clear and Very Clear respondents.



- Doing this type of sorting will invariably leave you with a handful of participants who do not fit easily into any preference with clarity and/or preference groups that are so large that you have to cut off inclusion to keep the groups workable—8 is a good goal, but do not go higher than 10 per preference group.
- Participants not pre-assigned due to lack of clarity OR participants who are at the training event but whose results you do not have ahead of time for whatever reason, can be put into a separate structured group of observers.
- Each observer should be assigned specific preference pair groups to float between and observe (1 and 2 [S and N], 3 and 4 [T and F], 5 and 6 [E and I] or 7 and 8 [J and P]) and then given the following instructions:

Float between the two groups you have been assigned. They will each be given the same specific assignment, and I would like for you to observe how the two groups go about completing this assignment differently. What are the differences in content and process—what they say and do, and how they go about their work? When we talk about the group in a bit, I'll call on you to share whatever insights you have about these two groups and how they functioned. Oh, and also—don't participate with them or interact with them, even if they invite you to do so. You are a fly on the wall only. What questions do you have of me about what I'm asking you to do?

- Observers should not be told the possible (remember these preferences are at this point un-validated) preferences they are observing.
- When the 8 groups have finished their assignments (10-15 minutes), have all participants take their seats—while you collect the exercise data (flip chart pages) and stack it so that it is ready to display in the order in which you plan to discuss or approach the dichotomies.

A variation with very large groups (>70) with which you plan to cover type and temperament—for which time is also a factor, consider sorting the participants into 12 groups, including NF, NT, SJ and SP along with individual preference groups (and perhaps a couple of observer groups)—all doing their sub-group assignments concurrently. It is a way to maintain some baseline level of experience in the workshop while getting participant data out quickly—all up front.

