

TYPE INTRODUCTION TRAINING

Variation #2: Small 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 small group (between 2 and 11 participants). 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 small group.

Don't feel the need to do experiential exercises on every scale

- One technique that trainers can use to personalize training and engage participants is to do experiential exercises within a workshop. While this is a good principle to keep in mind in designing or delivering training in general, when presenting to small groups (2 to 11 participants), the closer contact you have with participants earns you engagement and connection, and you may then want not to spend the extra time that exercises on each dichotomy would take. In addition, small groups often do not have a distribution of preferences that lead to effective exercises on each dichotomy.
- Consider, therefore, selecting two (or three) dichotomies on which to do an exercise. These selections could be made based on which dichotomies have the most Clear and Very Clear preferences or the dichotomies that most seem to apply to an issue with which the couple/group may be dealing.



Try introverted format for exercises

One great technique to use for small groups and for groups with under-represented preferences is to use an introverted format for exercises. To do this:

- Choose an exercise that would normally have two opposing preference groups standing at flip charts.
- Instead of grouping participants and having them stand, issue the exercise and have participants reflect on the topic/question and write their individual answer on scratch paper.
- At that time, share answers common or typical to each preference and ask each individual to consider her/his response and determine which preference the answer more closely resembles.
- An effective variation to this introverted exercise model is to call on two or more participants whom you believe (from MBTI Report Forms not yet handed out) to have a Clear or Very Clear preferences for the dichotomies being discussed.

Bring in data from other groups

When there are not sufficient people to form healthy-sized preference groups, one technique to use is to bring exercise data to your small group that was generated by a past group and have the small group process/discuss the difference in the sample data you present. Though the group does not get the opportunity to generate the data themselves, they do get the chance to exercise their powers of observation and begin to analyze and discuss the presence of these functions or attitudes in the world—starting with how they play out on the flip chart data you present.

- To enable you to use this technique, start to collect good exercise output in the trainings you do by saving the flip chart pages and/or taking photos of them that can be shared with future groups.
- If you would like to use this technique, and do not yet have any exercise data to use, pre-make/construct the exercise data by either having people (family, friends or colleagues) with a given preference chart responses to the chosen exercise question or even constructing the charts yourself by putting down on the flip chart page a sampling of responses common to that preference. Just remember when sharing these charts with your small group to say that these charts represent answers typical to people who share this particular preference—rather than falsely claiming they are from an actual training.
- Remember the goal of sharing pre-formulated data is to present the group new to type contrasting type data so they will be able to see, to analyze and to the validate their own preferences.



Have participants discuss self-assessment

A nice technique that works better in small groups than it does in larger group workshops is to have frequent check-ins in which participants share personal stories related to the preferences being discussed. Also consider—at the end of a dichotomy discussion—having the group (or pairs/trios within the group) share with each other the preference they believe to be theirs and why. These techniques to more specifically and actively pull in participant data and stories are easier to use in a small, more personal group.

Sit down with group

Whereas larger group trainings require the trainer to stand up in front of the group, very small groups can be overwhelmed by a trainer standing up in front of them. Pairs of participants and exceptionally small groups would likely be better served by a more relaxed, conversational tone, which would be better supported by sitting down with the participants instead of standing before them.

