

TYPE INTRODUCTION TRAINING

Variation #3: Under-Represented or Non-Existent Preferences

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 using these general, time-tested designs when there are individual type preferences that are under-represented and non-existent.

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 type to groups that don't have all preferences present (or present in sufficient numbers to do a preference exercise), consider not doing an exercise on every dichotomy. Select two (or three) dichotomies on which to do an exercise. These selections could be made based on which dichotomies are present in the room and have the most Clear and Very Clear preferences.

Bring in data from other groups

- When there are unrepresented preferences or 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 for the current group to see, analyze and learn from.



- For instance, if your training group's unvalidated MBTI results show a number of Clear and Very Clear Thinking deciders but no (or very few and/or only low Clarity) Feeling deciders, assemble a group of Clear and Very Clear Thinking deciders and give them the exercise task. Once finished and you have read and discussed their output, show them Feeling decider data from another group (it must be a group who responded to the same question), and have the large group analyze the differences and answer these questions:
 - What differences do you see in these charts?
 - What might it mean—in ways that help us and hurt us—that we may not have many or any people in this group with this preference?
- 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 validate their own preferences.

Try introverted format for exercises

One great technique to use 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.



3605 Chain Bridge Road, Fairfax, Virginia 22030

tel 703.591.6284 | oka-online.com