

Instructions for Coaching Cards: Type Dynamics in Coaching: A Deep Dive Using the MBTI®

Overview

This set of feedback cards has been designed for you to share with your coachee to provide information to prompt and enrich a coaching discussion. In this booklet are some ideas of how you can use the cards. However, once you are familiar with them, you may find other ways to adapt their use.

The cards support the **Type Dynamics in Coaching: A Deep Dive Using the MBTI®** workshop, and details of the course can be found on www.themyersbriggs.com.

This course provides theoretical knowledge, exploration and practice in applying type dynamics to deepen and enhance coaching sessions.

We recommend that coaches select cards relevant to their coachee's needs, rather than working through all of the cards in one session. The coach may use several different subsets of the cards over successive coaching sessions with the same coachee, again being driven by what is relevant and meaningful to the coachee.

The cards are grouped as follows:

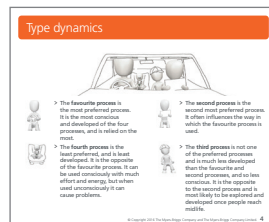
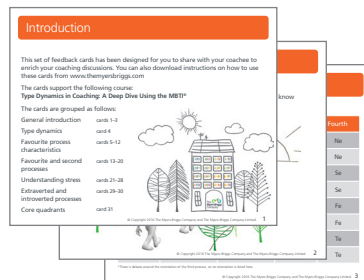
General introduction, cards 1–3

These cards can be used early on in the coaching relationship. They provide suggestions about the ways in which the MBTI® framework can be used and are a reminder of the importance of contracting. A model to prompt coach and coachee to address key elements of contracting is provided.

There is a reference card giving the order of the mental processes for the 16 MBTI types. This might be useful to share or use for your own reference.

Type dynamics, card 4

This card uses the analogy of the passengers and driver of a car to represent the order of the processes: this is a simple way to share these concepts with coachees. On the back of the card, the analogy is extended to explain the impact of an Extraversion or Introversion preference on the favourite process.



Favourite process characteristics, cards 5–12

The front of each of these cards summarises the qualities of each favourite process. On the back of each card the consequences of overusing the favourite process is explained, along with related coaching issues that may arise. These cards provide a non-confrontational but challenging way to explore the development issues facing the coachee.

Favourite and second processes, cards 13–20

The way a coachee's favourite and second processes work together can provide insight into issues or challenges they may be having. These cards describe how the second process influences each favourite process, and how effectively they work together.

The cards can be a catalyst for further conversations which explore times when there has been tension between the favourite and second processes. They can also be used to encourage a coachee to consider actions to increase effectiveness.

Understanding stress, cards 21–28

Stress is something that is frequently discussed in coaching situations, whether it is stress that the coachee is feeling or, as a leader or manager, managing others who are stressed. These cards provide a succinct way of describing the typical stress responses for each MBTI type – the triggers which may lead to an “in the grip” experience and the resulting behaviours. Importantly, there are also strategies for restoring balance. These cards can be used to prompt discussion, help explain what might be going on for a coachee, and develop strategies for managing stress in the future. They can also be valuable for understanding others and how people react differently in specific situations.

Extrverted Sensing: Activist (ESTP/ESP)
Characteristics when at their best: Enjoy the 'Thrill/Adventure' Experience

Moderate stress
Exaggerated extraverted Sensing

As stress starts to build, they:

- Engage in constant activity – not stopping to consider why or to prioritize
- Go from activity to activity without pause
- Start to lose optimism
- What can trigger a grip reaction:
 - Hearing to consider the future too much
 - Too much imposed structure allowing too little free time to enjoy life
 - Being given vague guidelines and unclear instructions

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Extraverted and introverted processes, cards 29–30

These cards contrast the expression of each mental process when it is used in an extraverted and introverted way. It can be confusing to coachees when they have a preference in common with someone else but it is a source of irritation and misunderstanding. Using these cards can help to explore this in more depth. It can also encourage coachees to think about how they use their favourite process in the opposite world, how much they need to do so, and how they feel afterwards.

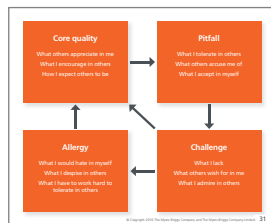
SENSING

Extraverted	Introverted
Active	Curious
New	Past with present
Energetic, quick	RESPONSE Steady, thoughtful
Resourcefulness	RELIES ON Thoroughness
Stimulation and excitement	WANTS To associate new data with what's known
Energy and realism	PROVIDES Structure and reliability
External data	FOCUSSES ON Internal experience
What's happening now (immediately)	TALKS ABOUT Previous experience (in a contextualized way)
With a sense of fun	APPROACHES LIFE Seriously

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Core quadrants, card 31

The Core Quadrant® model was developed by Daniel Ofman (www.corequality.nl) and can be extremely useful to share with coachees. The model can be used in conjunction with the MBTI framework to make sense of the exaggerated use of the favourite process, either through overuse or when stressed. It helps facilitate a conversation to determine coaching objectives and can put feedback in context. The model is a simple one to explain to coachees, and the card outlines each of the quadrants. In the workshop, you'll look at other ways to integrate the Core Quadrant model into coaching conversations.



These instructions are also downloadable from www.themyersbriggs.com.

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