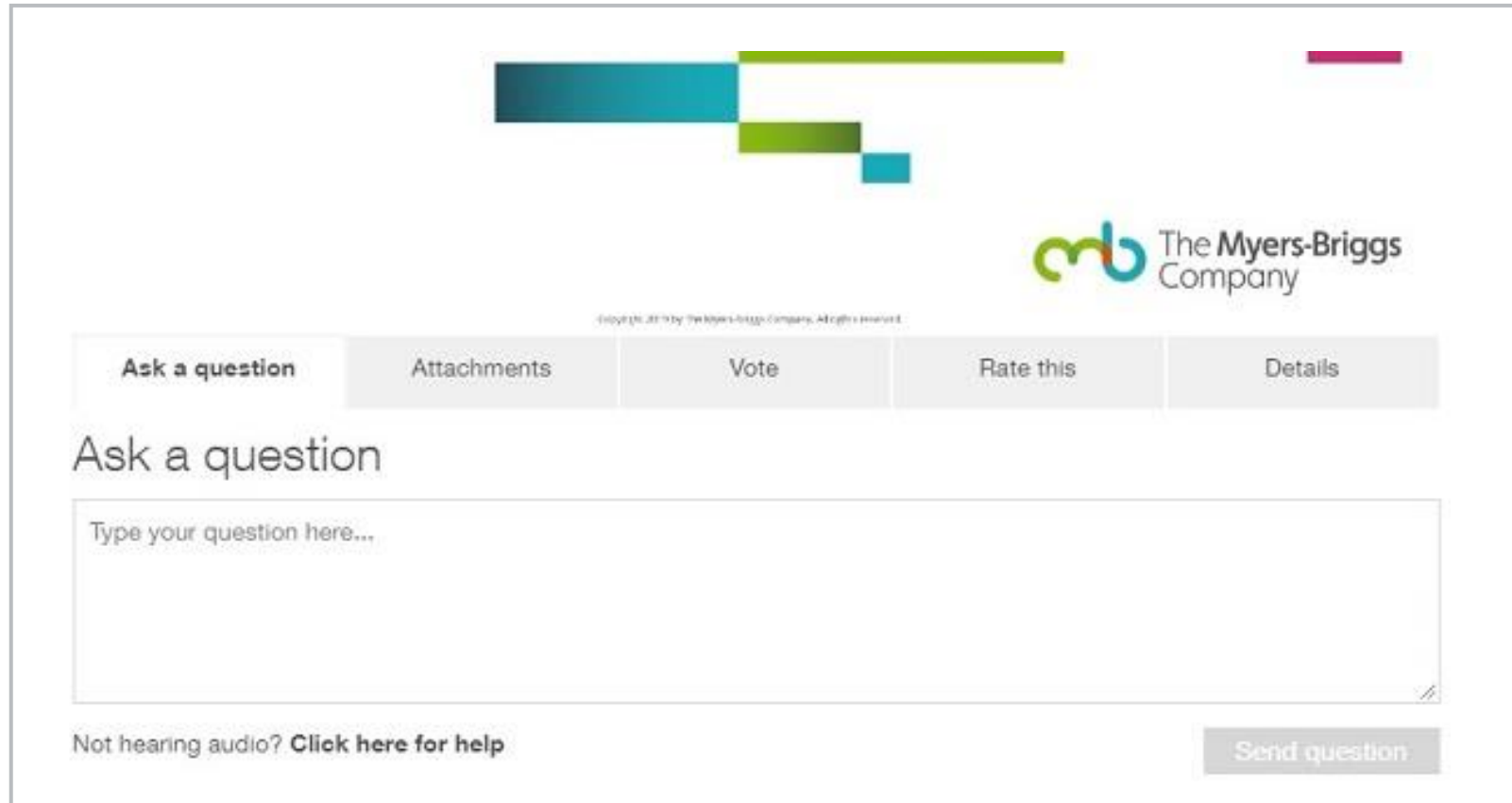


Engaging
virtual
delivery

Interact with us



The screenshot shows a web interface for asking a question. At the top right, there is a logo for 'The Myers-Briggs Company' with the text 'Copyright © 2019 by The Myers-Briggs Company. All rights reserved.' below it. Below the logo is a horizontal menu with five buttons: 'Ask a question' (highlighted), 'Attachments', 'Vote', 'Rate this', and 'Details'. Underneath the menu is the heading 'Ask a question' followed by a large text input field with the placeholder text 'Type your question here...'. At the bottom left of the form, there is a link: 'Not hearing audio? [Click here for help](#)'. At the bottom right, there is a 'Send question' button.



Our mission is...

...to inspire everyone to lead more
successful and fulfilling lives

Certified



Corporation

Our world-leading assessments

MBTI® understand **personality** types

FIRO® improve interpersonal **relations**

TKI® resolve **conflict**

CPI™ inspire **leadership**

Strong give **career** advice to adults

VitaNavis® give **career and education** advice to students





Dr. Martin Boulton

Senior Director & Psychologist
The Myers-Briggs Company

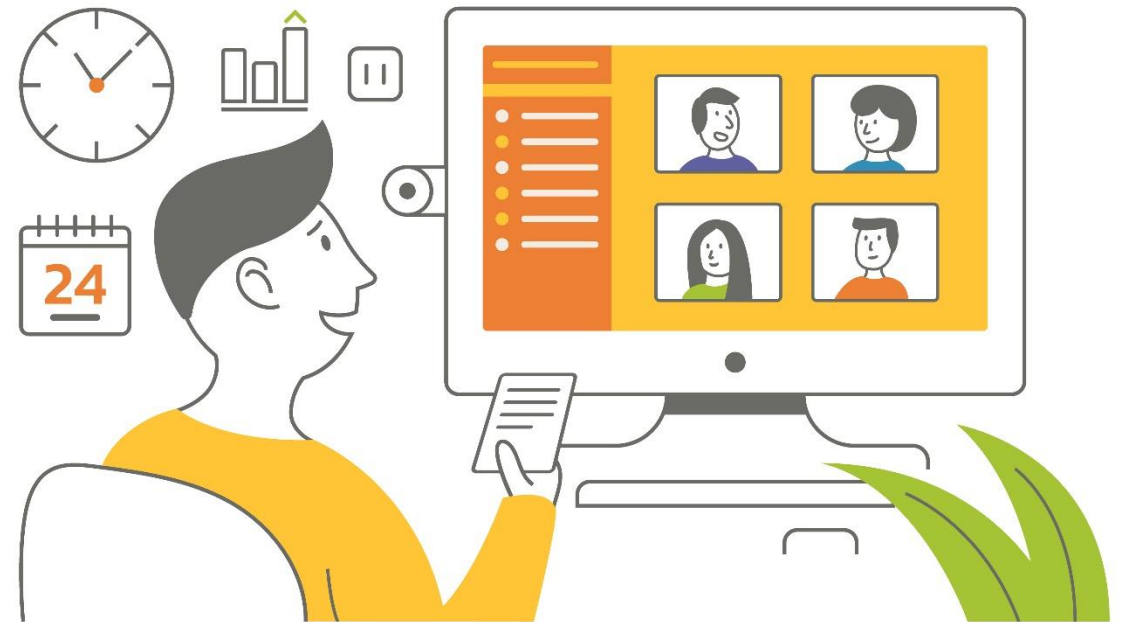
- Executive leadership & team development
- Organisational change
- Virtual learning
- Well-being and resilience
- Senior faculty assessment certification and development programs



Virtual piano lesson

Key questions

1. What is most important for virtual facilitators to be effective?
2. How can virtual facilitation support your participants' learning?
3. How can virtual learning support individual and group development?



Today we will look at:

1. In-person presenter to virtual presenter – mindset and beliefs
2. Technology
3. Designing your virtual event
4. Before the virtual session
5. Engaging your audience
6. Virtual to reality –after your session

Developing your virtual workforce

Working through COVID-19



In-person to virtual facilitation



What are your hopes and fears about moving from in-person to virtual facilitation?

Type one word or phrase about a hope/fear you have in the ask a question box.

Virtual facilitation and learning is:

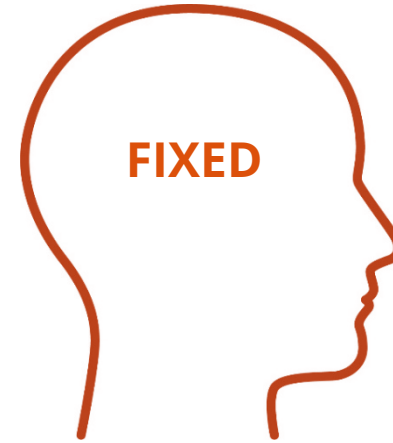
- a new experience for most
- providing new opportunities
- not a panacea or magic solution for all learning
- involves facilitators building new skills and trying new approaches
- only part of the learning experience for participants



In-person to virtual facilitation

Start with your beliefs and concerns

- What expectations do you have for yourself as a virtual facilitator? Are they realistic or fantasy?
- What are you gaining and what are you letting go?
- What is your mindset towards virtual facilitation and learning?



"You cannot teach an old dog new tricks"

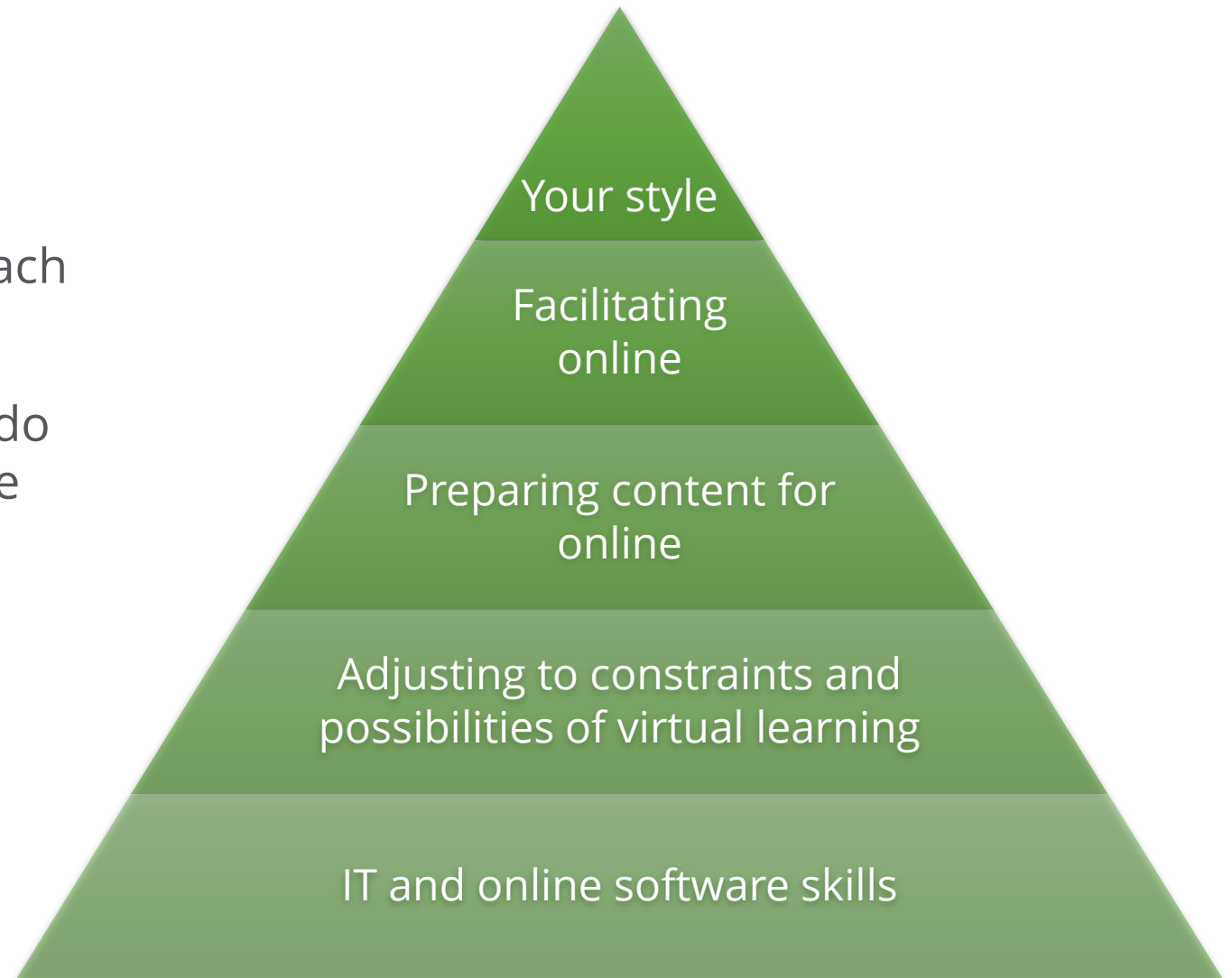


"Talents are developed, not discovered"

Build your readiness

Check how comfortable you are for each level of preparation

- What skills, knowledge, experience do you need to gain to feel comfortable with each level?
- Use the “80/20 rule”



Get to know your technology

1. Online platforms and features
2. Video
3. Written chat
4. Breakout rooms
5. Live polls
6. Audience interactions



Breakout room



Chat



Whiteboard



Solo work

Designing your virtual session

1. Set **realistic expectations** for yourself and with clients about what can be achieved.
2. Design for **learning objectives**.
3. Negotiate **appropriate amounts of time** for sessions and the maximum number of participants.
4. Work with **people's attention**. Allow more **frequent breaks** and stretching.
5. Balance **presenting content** with participants **interacting with content**.
6. Allow for **individual** reflection and **group** work.
7. **Plan** where you will use **platform tools** – whiteboards, chats, breakouts.



Breakout room



Chat



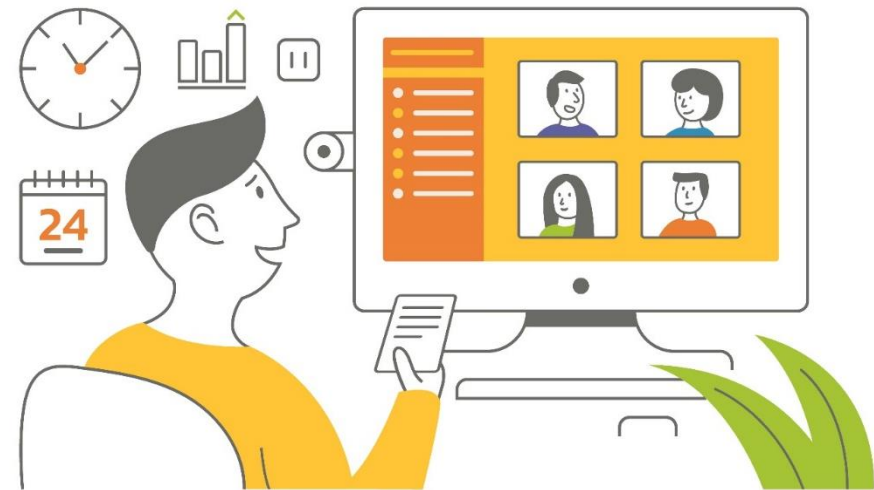
Whiteboard



Solo work

Before the virtual session

- Practice using the platform and activities before the live session.
- Provide succinct information and expectations to participants about using online platform, video and learning activities.
- Ask participants to complete pre-session activity (introduction, learning goal, current challenge, survey).



Engaging your audience - tips



JOIN ONLINE
SESSION 15-20
MINUTES
BEFORE LIVE
SESSION



HELP FOR
TECHNOLOGY
DIFFICULTIES



SIGNPOST
FREQUENTLY



BUILD
PSYCHOLOGICAL
SAFETY AND
RAPPORT



SCHEDULE
INTERACTION
EARLY



SCHEDULE
FREQUENT
ACTIVITIES



PHYSICAL/MENTAL
STRETCH BREAKS



PRODUCER
SUPPORT



Introducing Martin Boulton

Briefly share...



- What does this picture mean to you?
- What is something you enjoy doing outside of work?
- What are you hoping to learn from this session?



Facilitating virtual activities

- Everyone participates
- Verbal and visual instructions for platform tools
- Reflection/note taking time using solo activities
- Socialize learning using breakout groups
- Reinforce group involvement - virtual whiteboards

Whiteboard instructions

- ◆ To write on a slide or the whiteboard, click on “view options” and then “annotate”

- ◆ If the menu above does not appear, click on “whiteboard”

- ◆ Choose “Stamp” to add a ✓ for yes or a ✗ for no

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1.12

ISTJ	ISFJ	INFJ	INTJ Kristine
ISTP	ISFP	INFP Sophie	INTP
ESTP	ESFP Josh	ENFP Sally Jane	ENTP
ESTJ Claire	ESFJ Roger Charlotte	ENFJ	ENTJ Ben



An invitation to sign up on the type table.

Socializing virtual learning

Provide opportunities for participants to socialize their learning by:

- Using video interactions – when it is helpful
- Small group work – breakout and assignments
- Sharing of individual experience and application



Negotiating differences

Next, we will do some activities using personality type to help you negotiate differences.

- Capture learnings and insights gained about yourself and about people with opposite preferences
- Create an action plan—“What will I do differently?”

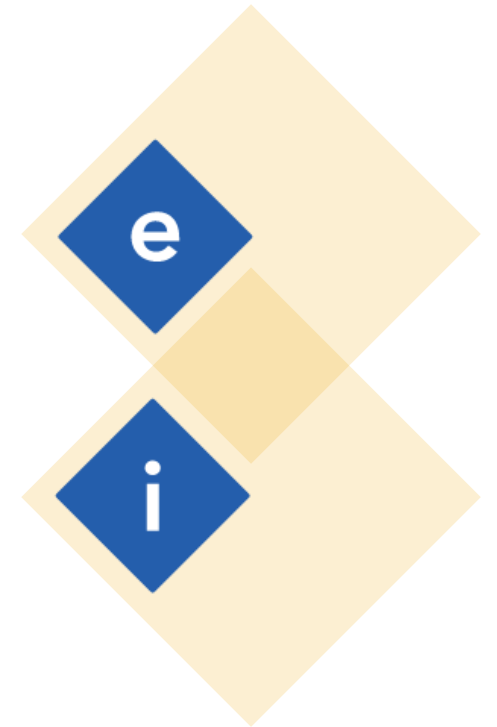
Understanding Extraversion and Introversion

In a breakout group with people who share your preference for Extraversion or Introversion discuss:

- What does your ideal work environment look like?
- 10 minutes
- Share



Breakout room



What can we conclude?

What are some of the observable differences you notice between the opposite personality preferences?

What are the implications and applications of this activity for your interactions?

- Communication challenges?
- Misunderstandings between people with opposite preferences?

How do these differences affect:

- Your interactions at work?
- Honoring requests and agreements?



Chat

Reflection and sharing

1. Note down one learning from the webinar that is important or helpful for you.
2. Share your learning in the chat box.



Solo work



Chat

As facilitator



After activities:

Capture agreements and negotiations.



End of the session:

Lead the group in developing action plans.

Virtual to reality – after your event

1. Participants share individual and group actions
2. Gain agreement for reviewing actions
3. Share any commitments you have for follow-up with participants

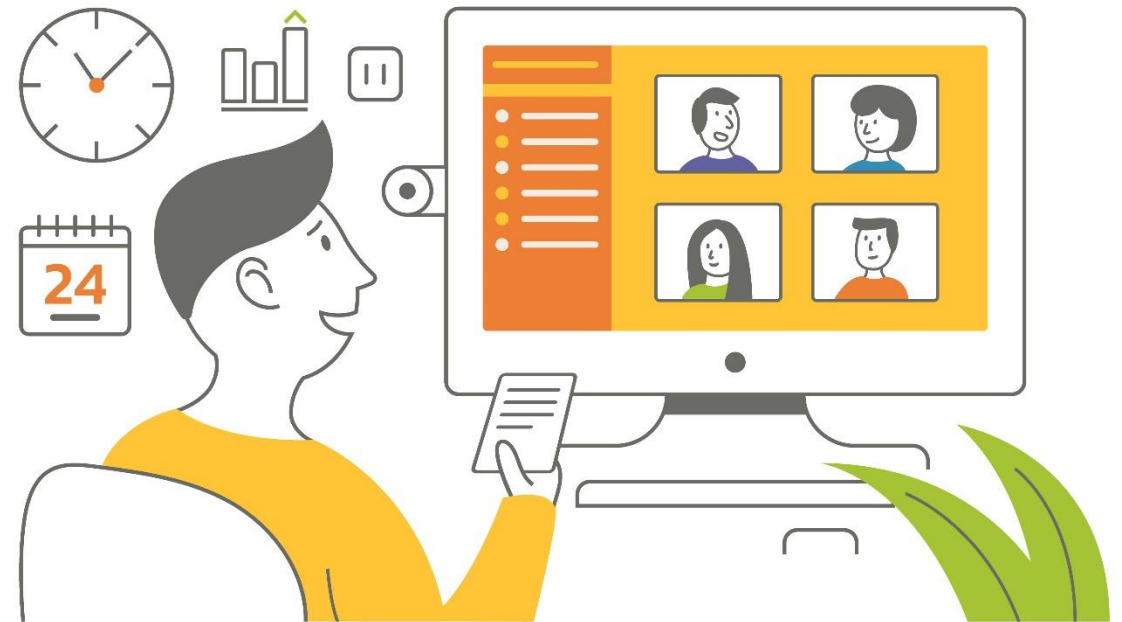
Top 3 actions I'll commit to	How I know it when I see it	When I will check in
1.		
2.		
3.		

- Pick one of your action items from the previous slide
- Share that action item with the group
- Pick someone on this team to help keep you accountable



Key questions

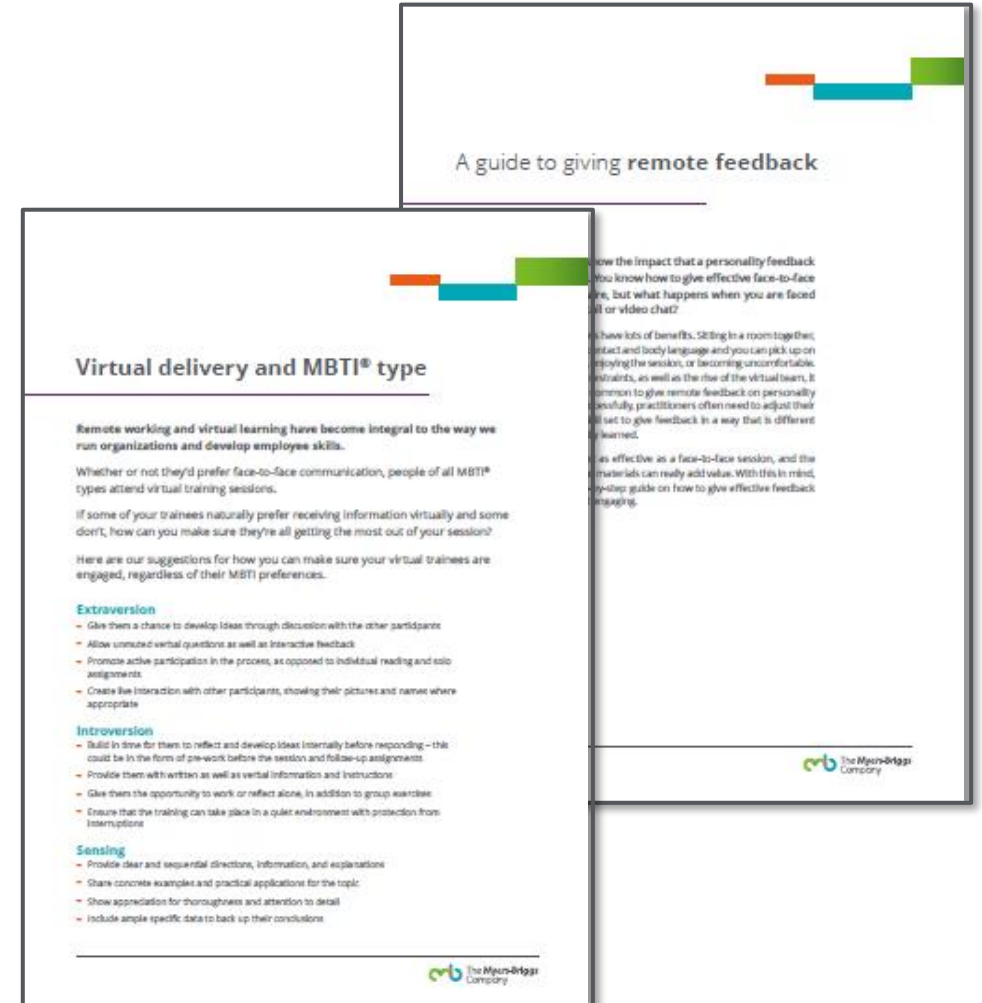
1. What is most important for virtual facilitators to be effective?
2. How can virtual facilitation support your participants' learning?
3. How can virtual learning support individual and group development?



Handouts

For more tips and suggestions to support your virtual facilitation

1. *Virtual delivery and MBTI® type*
2. *A guide to giving 1:1 feedback remotely*



Remote working resources page

eu.themyersbriggs.com/en/remoteworking

- Regularly updated
- Free resources
 - Tip sheets
 - Recommended webinar links
 - Guide to giving remote feedback
- Expert facilitator-led virtual workshops
- Product recommendations
- ...and more

The screenshot shows the website page for 'Developing your virtual workforce'. The header includes the Myers-Briggs Company logo and navigation links for Solutions, MBTI and more tools, Training, Consultancy, About, and Knowledge centre. The main heading is 'Developing your virtual workforce' with a sub-heading 'Working through the COVID-19 crisis with your newly remote employees, teams and leaders'. An illustration of a woman working at a desk is featured. The page contains several sections: 'We're all having to work differently...', 'We'd love your opinion...' with a 'Take the survey' button, 'Need help?', and three columns of resources: 'We do it for you', 'We do it with you', and 'You do it yourself'. Each column lists various services and products available for remote working.

Remote working resources page

eu.themyersbriggs.com/en/remoteworking

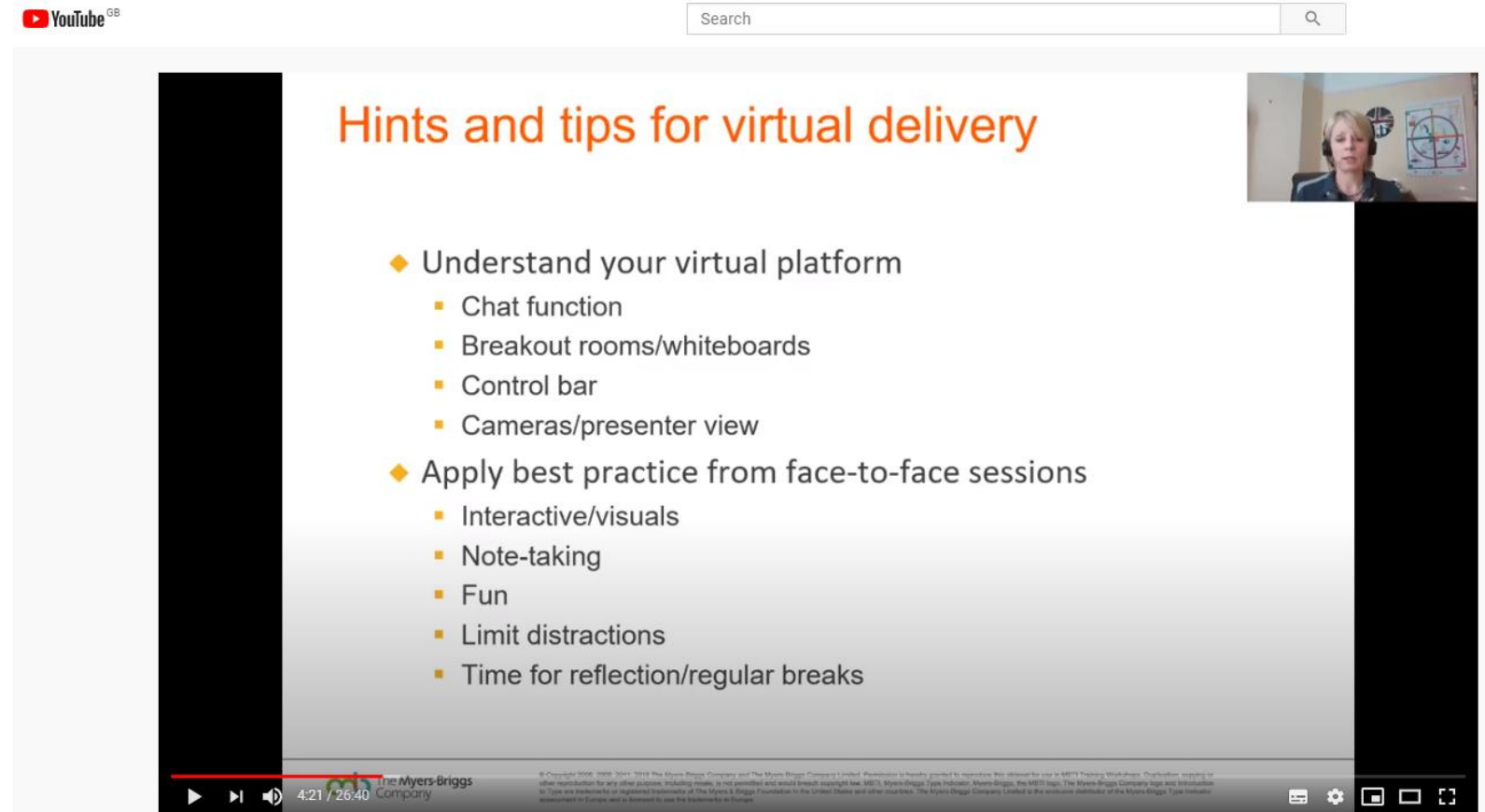
Free-to-access practitioner resources

Your trainings might have to run a little differently, but don't clear your calendar just yet – now is the time people need your expertise more than ever. Whether you've never held a virtual training or you're converting activities for remote attendees, we've got your back with these resources:

- [Type tips for living and working in Corona times](#)
- [Tips for delivering workshops remotely](#)
- [A guide to giving 1:1 feedback virtually](#)
- [Webinar: The Psychology of Change](#)
- [Slides: Core Characters and everyday stress](#)
- [Virtual delivery and MBTI type](#)
- [Whitepaper: Myers-Briggs type and working virtually](#)
- [MBTI Step I Knowledge Bank](#)
- [FIRO Knowledge Bank](#)
- [MBTI preference tips for remote and virtual working](#)
- [Infographic: Working from home E-I](#)
- [Research: How personality influences virtual teamwork](#)

MBTI virtual group feedback slide deck

- Designed for qualified practitioners
- Slide deck and instructional video
- Reach out to your Account Team for access



The screenshot shows a YouTube video player interface. At the top left is the YouTube logo. A search bar is located at the top right. The video content is a slide deck with the following text:

Hints and tips for virtual delivery

- ◆ Understand your virtual platform
 - Chat function
 - Breakout rooms/whiteboards
 - Control bar
 - Cameras/presenter view
- ◆ Apply best practice from face-to-face sessions
 - Interactive/visuals
 - Note-taking
 - Fun
 - Limit distractions
 - Time for reflection/regular breaks

At the bottom of the slide deck, there is a small video inset showing a woman with blonde hair wearing a headset. The video player controls at the bottom show a progress bar at 4:21 / 26:40, a play button, a volume icon, and a logo for 'The Myers-Briggs Company'. A copyright notice is visible at the bottom of the slide deck content.

The Myers-Briggs App

- Type reference
- Insights
- Add the personality type of other members of the workshop

The screenshot shows the website for 'The Myers-Briggs App'. At the top left is the logo for 'The Myers-Briggs Company'. To the right are buttons for 'Shop' and 'OPAssessment'. A navigation menu includes 'Solutions', 'MBTI and more tools', 'Training', 'Consultancy', 'About', and 'Knowledge centre'. Below the navigation is a breadcrumb trail: 'Home / The Myers-Briggs App'. The main heading is 'The Myers-Briggs® App'. A large yellow banner contains the text 'Turn self-awareness into action' and 'Just tap, swipe and apply'. To the right of this text is a smartphone displaying the app's interface. Below the banner, there is a paragraph of text: 'The new Myers-Briggs® App is the portable guide to MBTI® type. It helps users put self-awareness into action the moment they need it – anytime, anywhere. It's the ideal resource to give to people after an MBTI feedback session or workshop because it encourages real-world use of type. This leads to even more successful training outcomes for both individuals and organisations.' Below this text is another smartphone showing a grid of MBTI types. To the right of the second smartphone is a box titled 'MBTI type at users' fingertips' with a paragraph: 'With the Myers-Briggs® App, users have access to MBTI type information all the time – it's always with them, on their smartphone. And this accessibility promotes greater use of the MBTI framework. Users can explore the 16 types to learn about their own strengths, blind spots, work-styles, and stress triggers, as well as those of others, any time they need. [Watch a short video overview of the app.](#)'

Type Table – Who are we?

- Interactive PDF
- Download, like eBooks
- Product code: JT0909E

ISTJ	ISFJ	INFJ	INTJ Kristine
ISTP	ISFP	INFP Sophie	INTP
ESTP	ESFP Josh	ENFP Sally Jane	ENTP
ESTJ Claire	ESFJ Roger Charlotte	ENFJ	ENTJ Ben



Next steps...

Flexible partnership

1 Let us do it

We create programs, deliver workshops, provide evaluation and take care of everything



2 Let us work with you

We provide support as collaboration partners in any area you need



3 Let us help you

We provide the training you need to tackle your people and performance challenges





Questions?



Thank you!

www.themyersbriggs.com

