

Developing a **growth
mindset** and your
personality for **success**





Interact with us

A screenshot of a web form titled "Ask a question" from The Myers-Briggs Company. The form includes a navigation bar with buttons for "Ask a question", "Attachments", "Vote", "Rate this", and "Details". Below the navigation bar is 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. The Myers-Briggs Company logo and name are visible in the top right corner of the form area.

Ask a question Attachments Vote Rate this Details

Ask a question

Type your question here...

Not hearing audio? [Click here for help](#)

Send question





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 and Psychologist, The Myers-Briggs Company
- Executive leadership and team development
- Organisational change
- Virtual learning
- Well-being and resilience
- Senior faculty assessment certification and development programs



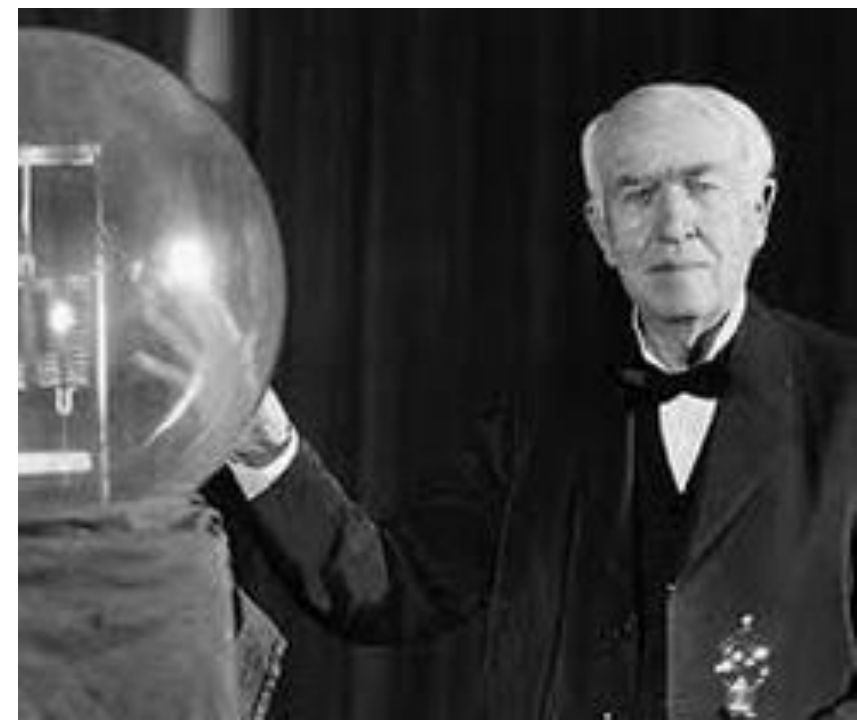
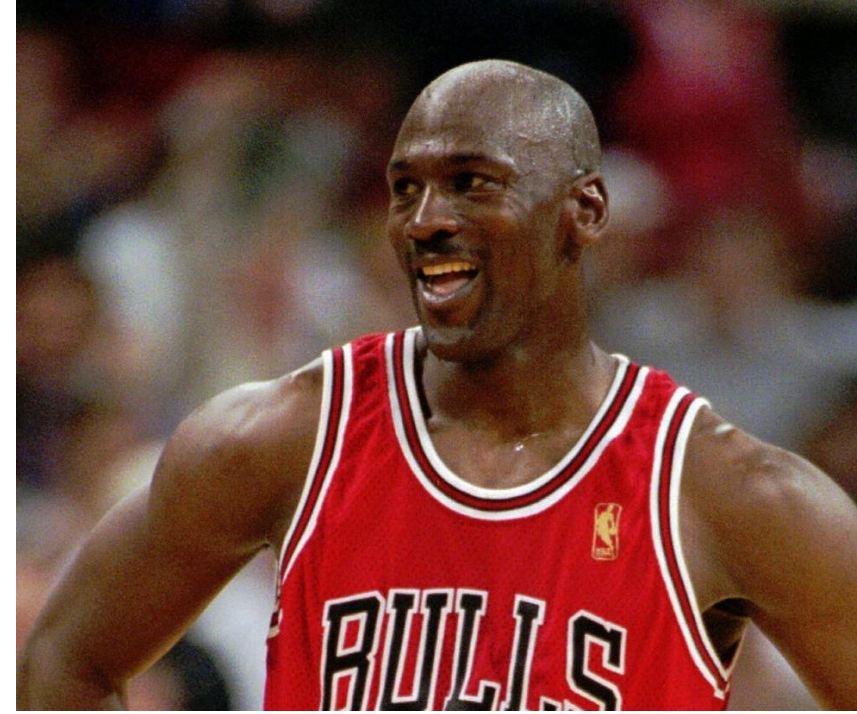
How long would you be willing to work on something to get it the **best it can be?**

What do you do when you **struggle to learn something new?**

How many times have you practiced something to **master it?**

Who do you admire for **accomplishing something** exceptional or “heroic”? What helped them **succeed?**





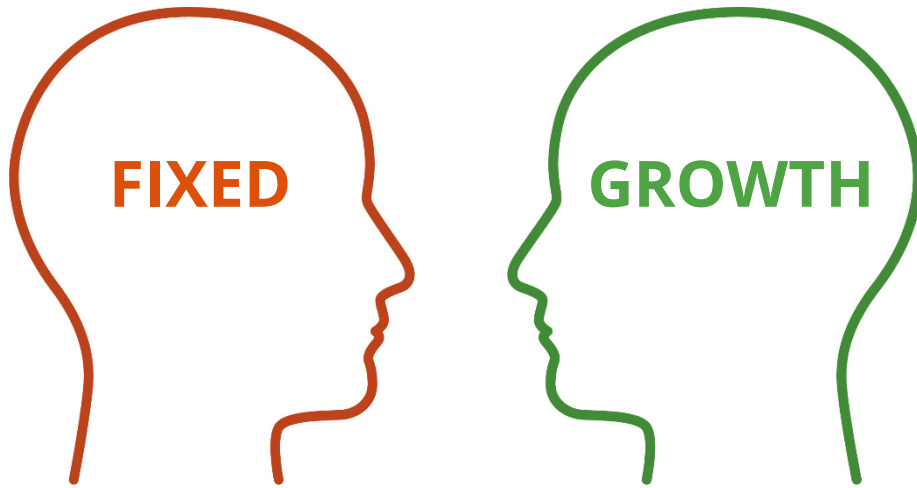
Are our **abilities or talents inborn** – set at birth?

Can we **develop who we are**, our character and personality?

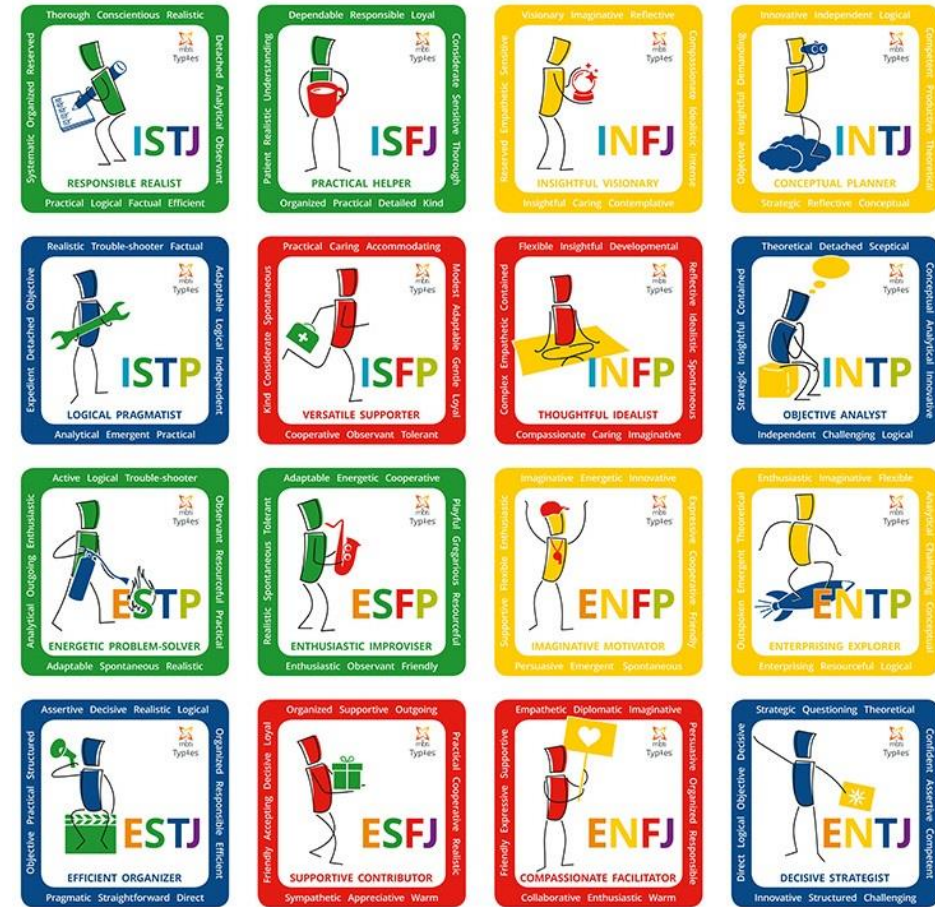
How do our beliefs about abilities, personality and learning **affect what we accomplish** in life?



Mindsets



Personality type





Which mindset do your beliefs reflect?

1. Intelligence is something people are born with and doesn't change.
2. The harder you work at something, the better you will be at it.
3. People are basically good, but sometimes make terrible decisions.
4. It is better to learn new things that enhance your strengths.

Mindsets

Mindsets = *mental framework that guide how people think, feel and act in achievement contexts* (Dweck, 1999).



"You cannot teach an old dog new tricks"

"This person is naturally smart"



"Talents are developed, not discovered"

"Every master used to be a disaster"

Our mindsets operate on a continuum

Implications of mindsets



Fixed mindset beliefs

- Inborn talent and luck = success
- Mistakes show - "I cannot do it"
- Inborn traits = behavior
- Specific group (ethnic, occupational) sharing the same traits = stereotypes
- More likely to support penalizing or punishing immoral behavior



Implications of mindsets



Outcomes in the workplace

- Less innovation and discretionary effort
- Learning, training and development has limited effect
- Little expectation of people changing their current behavior
- Reprimand, penalties and reduce incentives



Implications of mindsets



Growth mindset beliefs

- Effort, persistence and learning = success
- Mistakes show “I can’t do it yet”
- Context and the person’s choices = behaviour
- Specific groups = differences of traits within one group of people
- More likely to support rehabilitation and education to reform immoral behavior



Implications of mindsets



Outcomes in the workplace

- More innovation, risk taking and discretionary effort
- Learning, training and development enables most behaviors to change
- Expect people to behave differently to what they are known for
- Corrective feedback and support to make changes

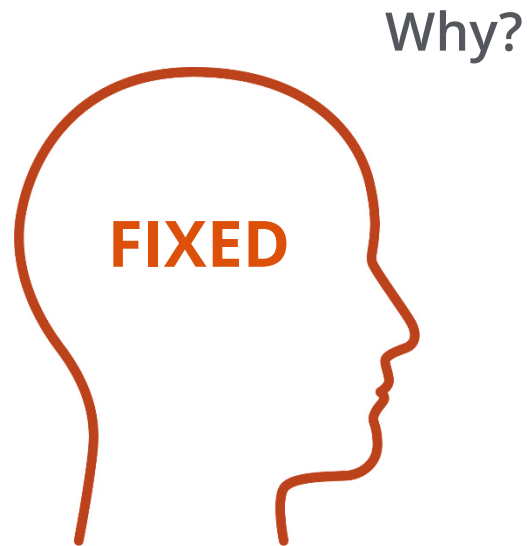


What mindset do your beliefs reflect?

1. Intelligence is something people are born with and doesn't change. **Fixed**
2. The harder you work at something, the better you will be at it. **Growth**
3. People are basically good, but sometimes make terrible decisions. **Growth**
4. It is better to learn new things that enhance your strengths. **Fixed**

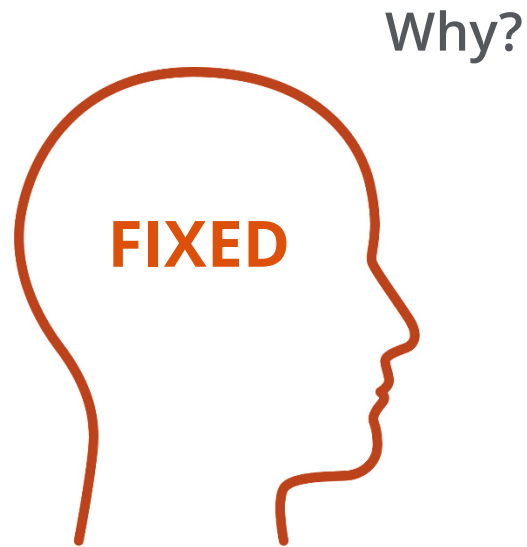
What is the mindset?

1. A manager decides to move an employee to a different project where their skills could be developed and used on a project that better suited their natural abilities. Which mindset is the manager demonstrating?



What is the mindset?

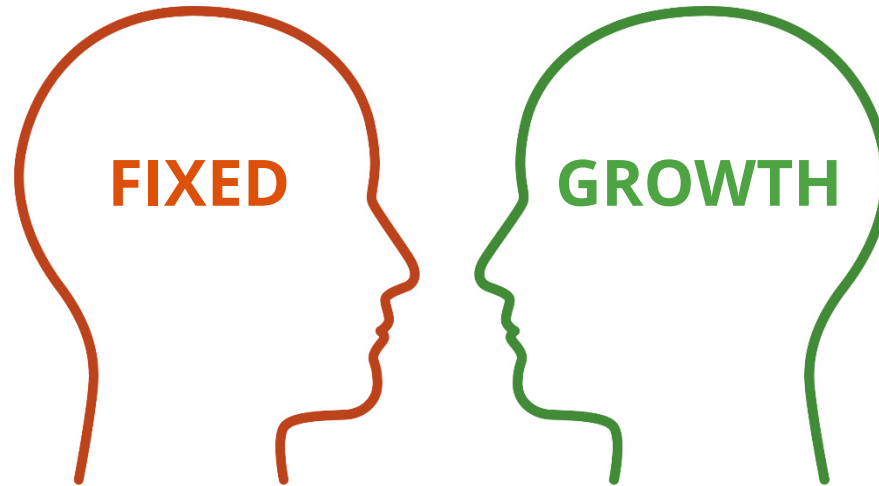
1. A manager decides to move an employee to a different project where their skills could be developed and used on a project that **better suited their natural abilities**. Which mindset is the manager demonstrating?



What is the mindset?

2. One of your finance staff has been making the same error in financial reports, despite you showing them three times how to correct the error. You believe they will probably keep making the same error again, even if you show them how to correct it. This time you ask another team member to help them fix the error. Which mindset are you demonstrating?

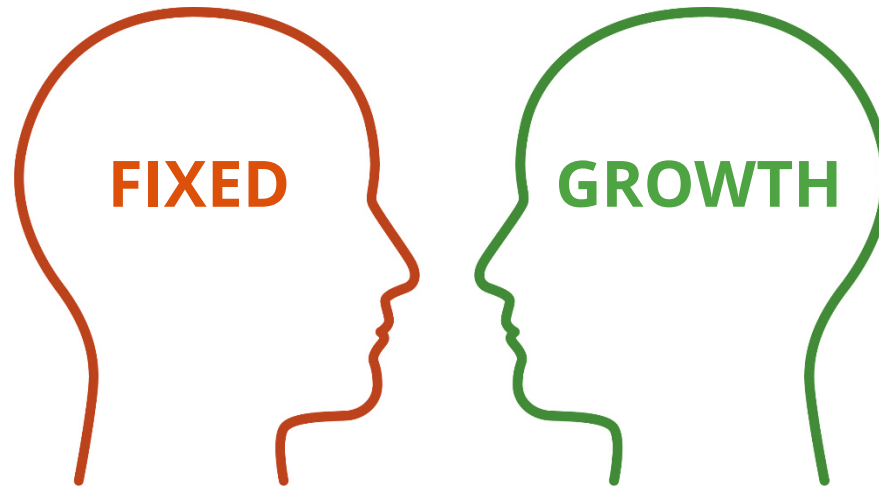
Why?



What is the mindset?

2. One of your finance staff has been making the same error in financial reports, despite you showing them three times how to correct the error. **You believe they will probably keep making the same error** again, even if you show them how to correct it. This time you **ask another team member to help them fix the error**. Which mindset are you demonstrating?

A mixture



Beliefs about mindsets


1. Personality, IQ, academic performance or political attitudes do not significantly influence our mindset.
2. Brain activity is different for people with growth and fixed mindsets.
3. Education and training can change a person's mindset.
4. Our self-talk indicates our mindset.



Why consider personality type?

- Personality = habitual ways we think, feel and act on most occasions
- Our mental habits influence and affect how we:
 - understand and make sense of the world
 - consider alternatives and make decisions
 - Instinctively learn and develop
 - interact with our environment (e.g. family, friends, teachers, co-workers, tasks, culture)
- Habits are innate and enduring through life.
- We all learn to use our habits to be effective.





“ Type is inborn, an innate predisposition
like right or left-handedness, but...
successful development of type can
be greatly helped or hindered by the
environment...”

Isabel B. Myers, Gifts Differing (1995)



MBTI®

Personality types

Self-awareness of our personality type helps us to develop—to realise more of our potential, both personally and professionally.

The MBTI assessment helps people



Understand their personality type and preferences



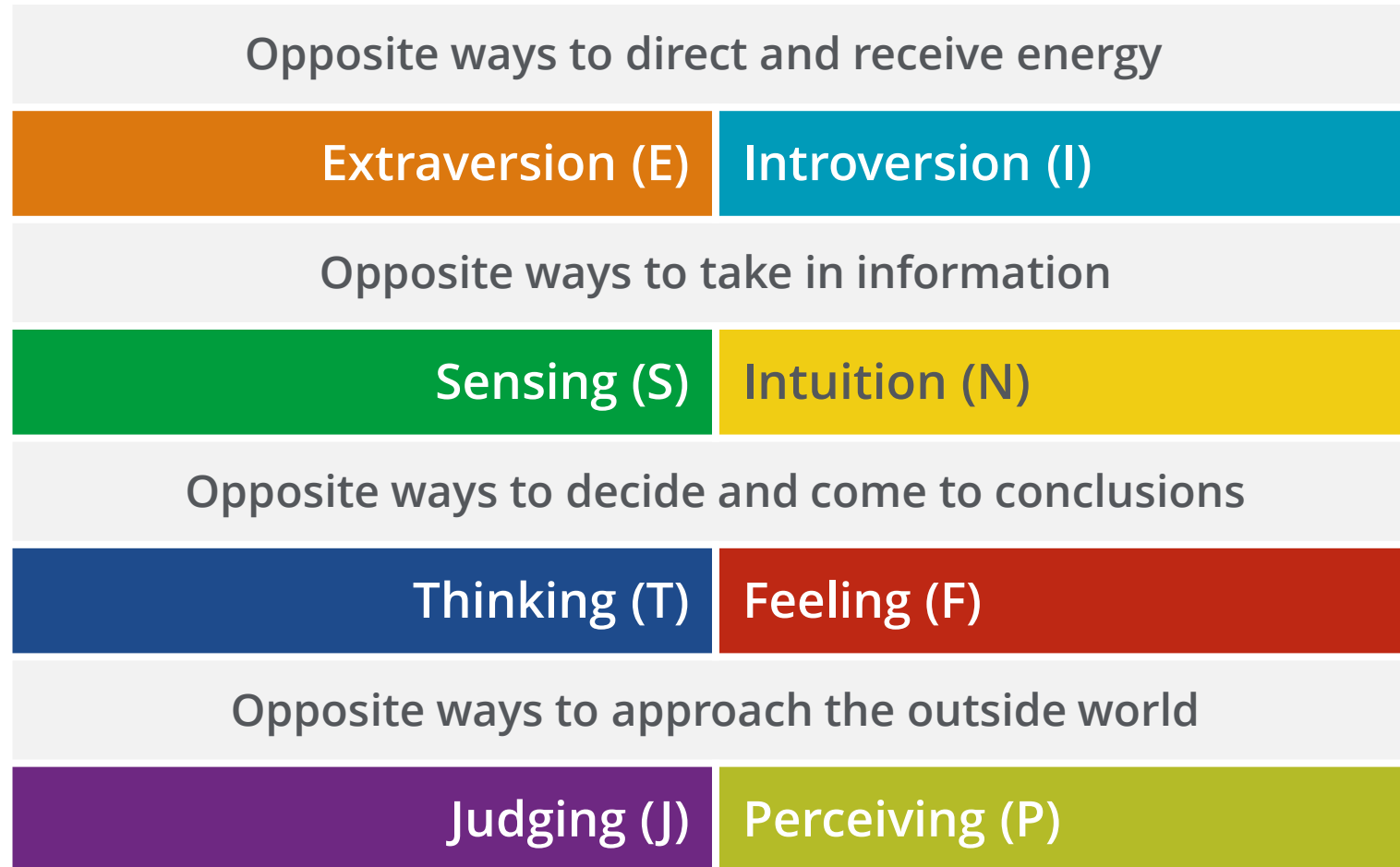
Identify strengths and potential blind spots



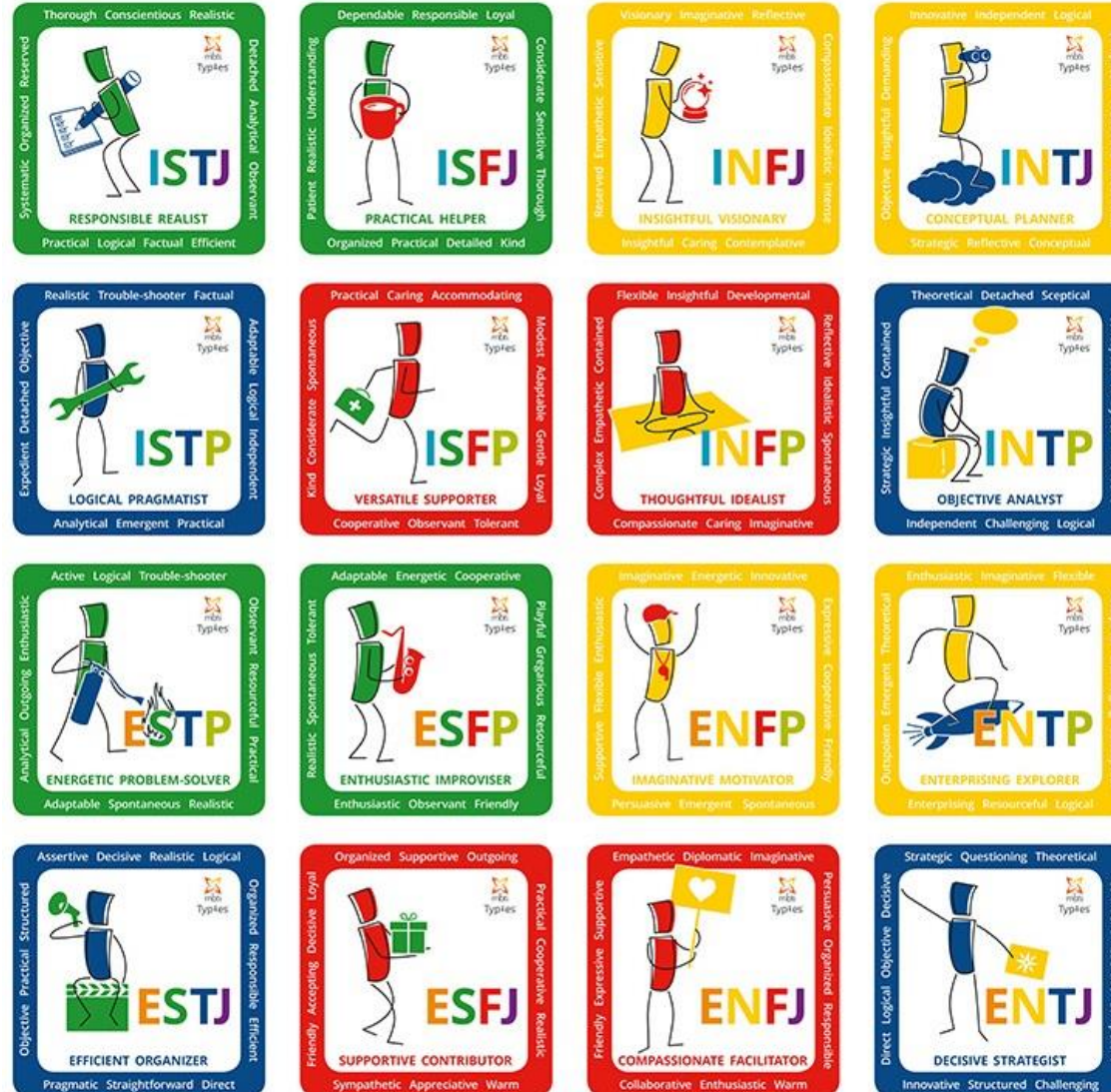
Recognize how and why different people behave differently



The four dimensions of type

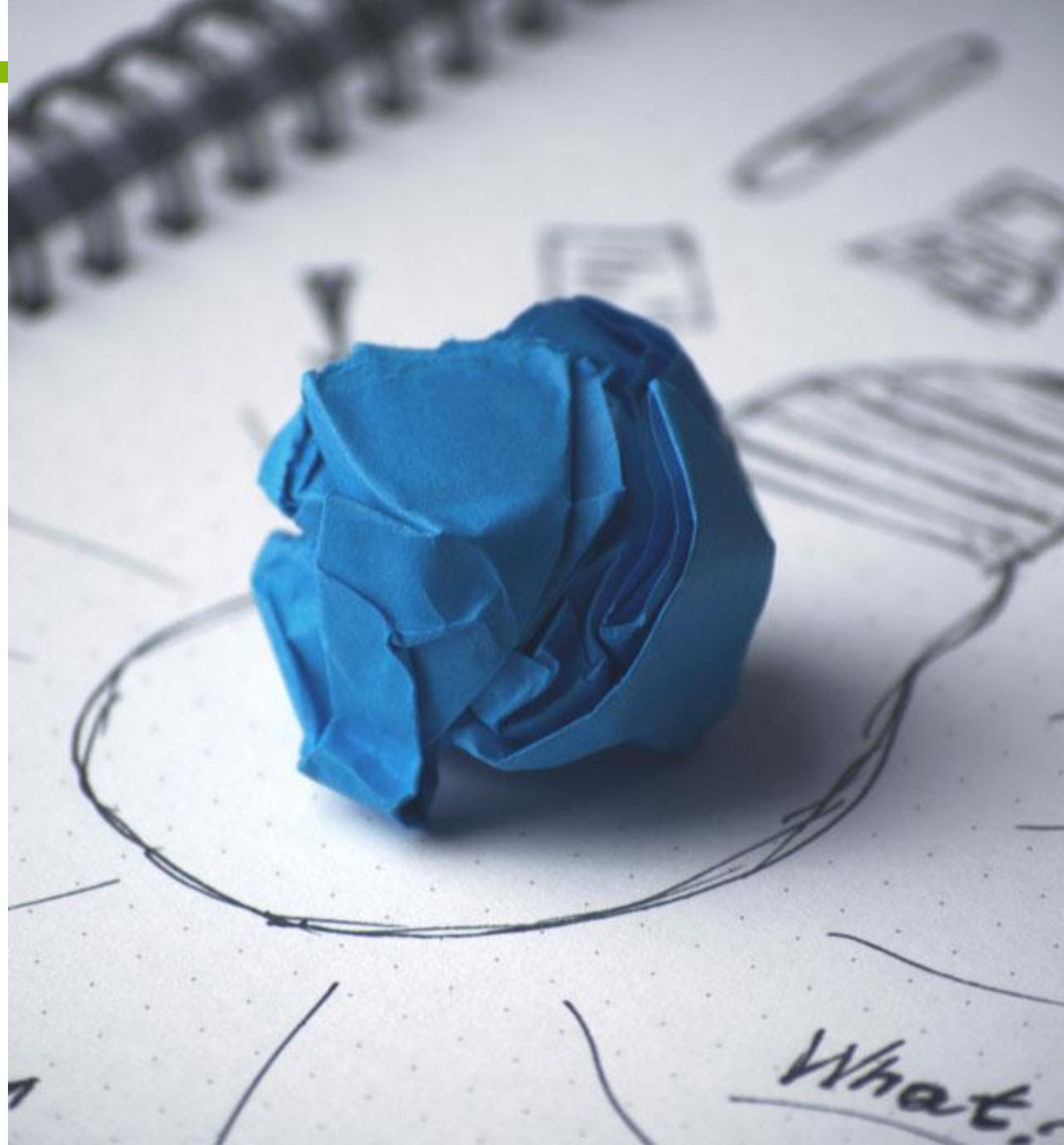


The 16 ways of developing and growing



Development and MBTI type

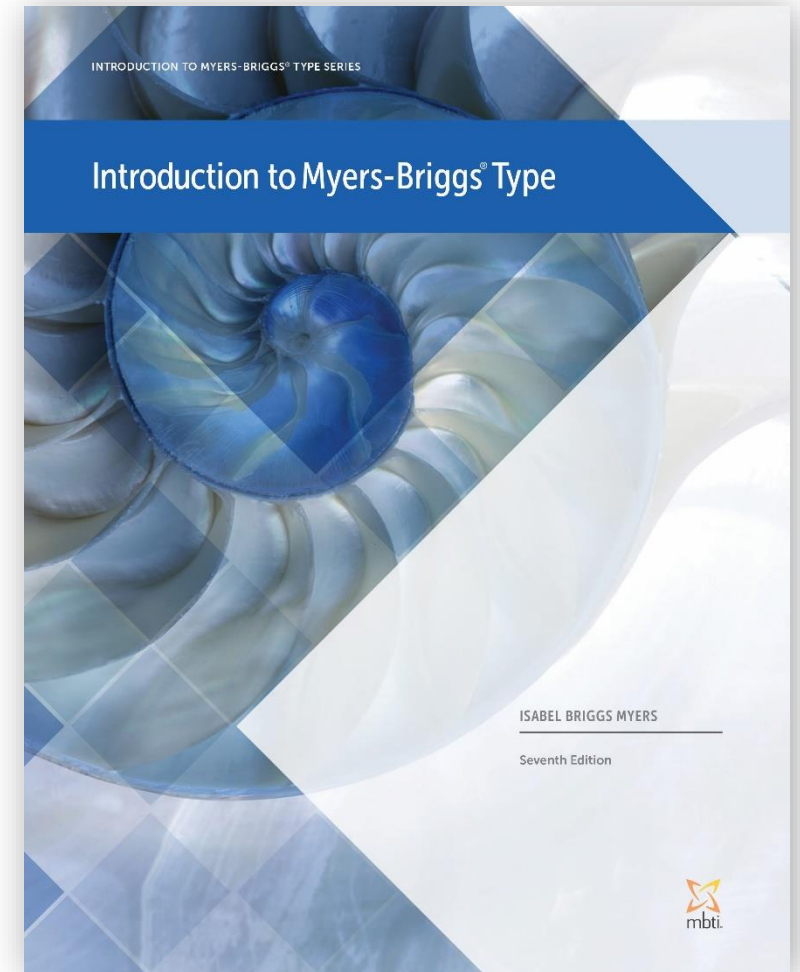
- Jung and Myers “people have an instinct to grow and develop through life – *completion*”
- Knowing our MBTI type helps us make conscious choices about what and how we develop



MBTI® type descriptions

Introduction to Myers-Briggs® Type booklet – type descriptions

- “At Their Best” describes whole type
- “Potential Areas for Growth” describes undeveloped processes



Lifelong personality development

Midlife

Experimenting/Exploring

First half of life

Learning what I prefer
Building confidence

Second half of life

Learning and comfort
using less preferred
Being more flexible

I am ...
I am not ...

Individuation



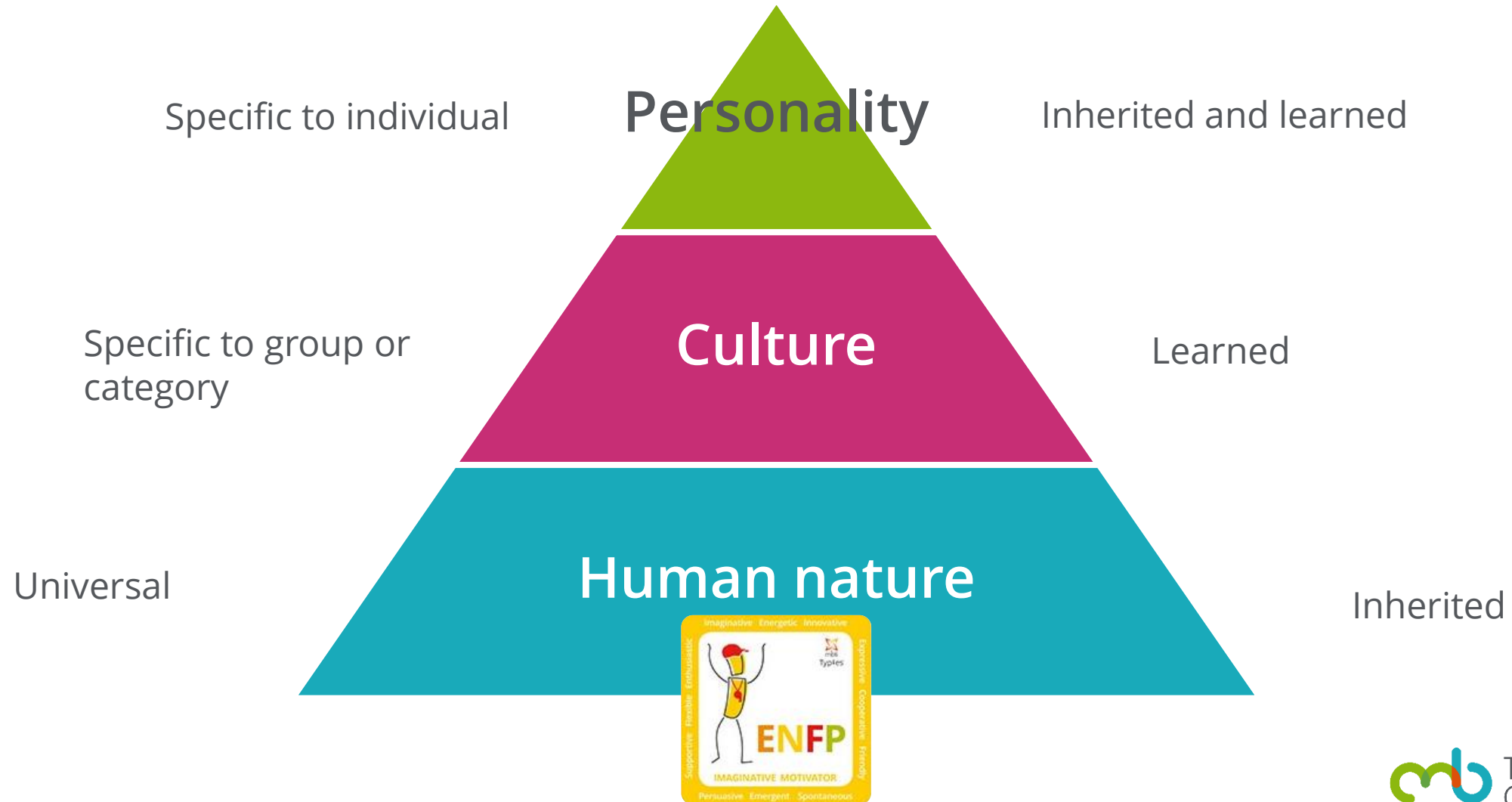
Personality type and motivation

Research shows our personality types influences

- What we find motivating and satisfying in work and education
- Our responses to change
- What will take more effort for us to develop



Culture and type development



Your type development

Reflect for a few moments

- What did your family and culture support in your type?
- What in your type was discouraged?
- What preference(s) are you motivated to develop?



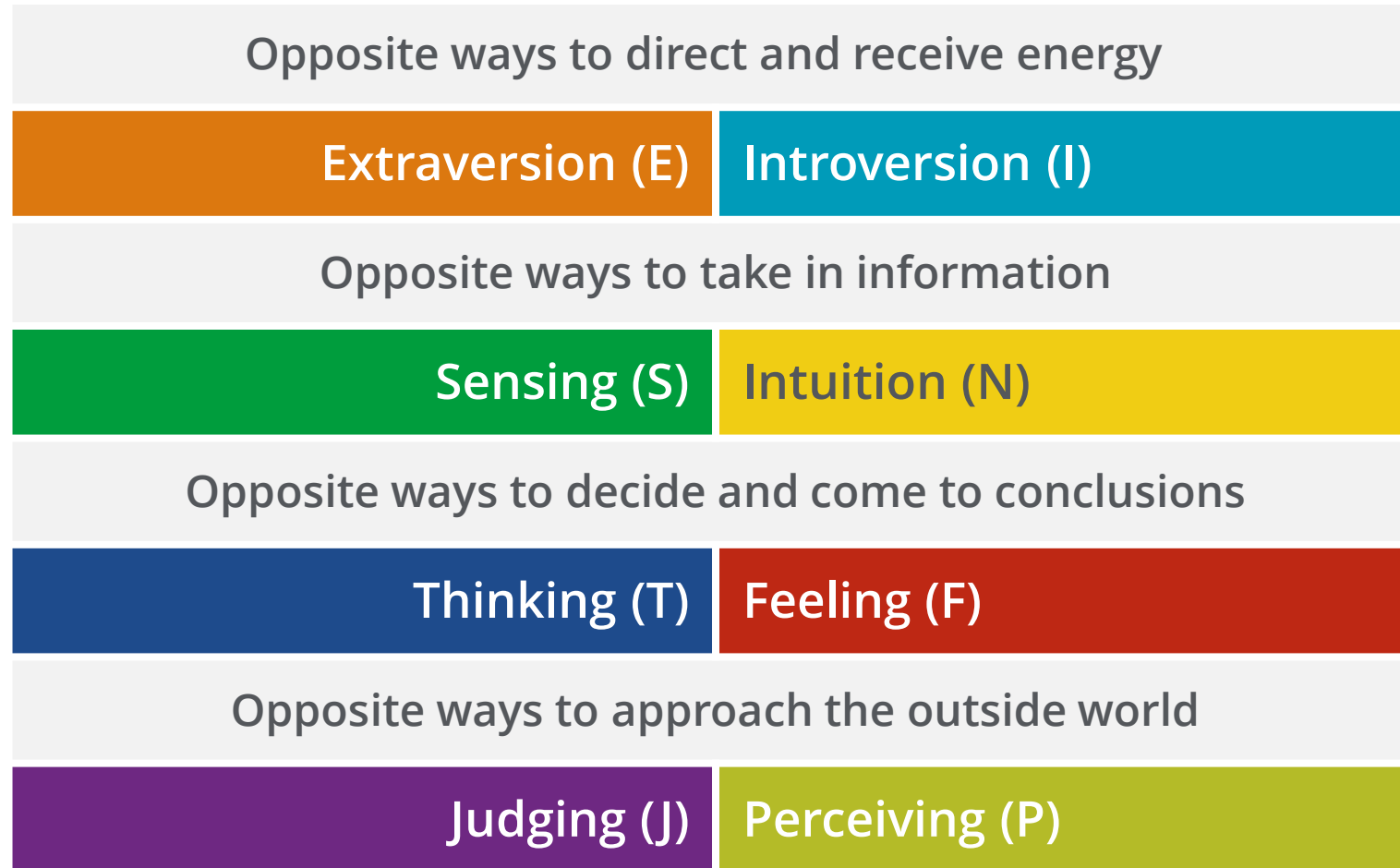
Developing our personality

1. Being more aware of when our natural preferences help us
2. Becoming comfortable using approaches that are the opposite to our preference
3. Consciously developing all parts of our personality through life

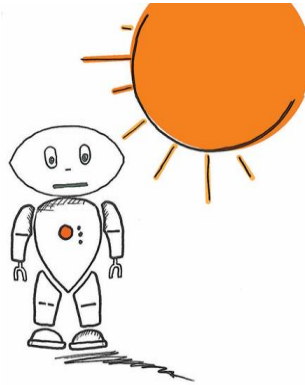


A person actively developing their type is adopting a Growth Mindset

What can you do to develop your preferences?

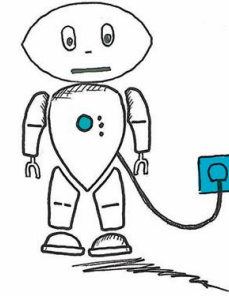


E-I characteristics



E

I



Tend to act before thinking
Prefer to take action quickly
Talk things through
More expressive when interacting
Gain energy from interaction
Have a breadth of interests

Tend to think before acting
Prefer to spend time on reflection
Think things through
More contained when interacting
Gain energy from concentration
Have a depth of interests

E-I is not about sociability or social confidence.

Developing preferences

Opposite ways to direct and receive energy

Extraversion (E)

Introversion (I)

If you prefer **Extraversion**

What can you do to develop your comfort
behaving in **an introverted way**?

If you prefer **Introversion**

What can you do to develop your comfort
behaving **in an extraverted way**?

Developing preferences

Opposite ways to direct and receive energy

Extraversion (E)

Introversion (I)

If you prefer **Extraversion**

Select a time each day to write down and **reflect** on what you learned that day.

Research a topic to a **deeper level** than you normally would. Then prepare a written summary or speech before discussing it with another person.

If you prefer **Introversion**

Before you have spent time thinking about an idea or concern you have, **discuss** it with another person.

Host a social event for a group of people who **have not met before**. Take the role of introducing and helping them share what they have in common.

Developing your type using a growth mindset

1. How will you build a growth mindset this week?
2. How can you further develop conscious use of your MBTI personality type this week?

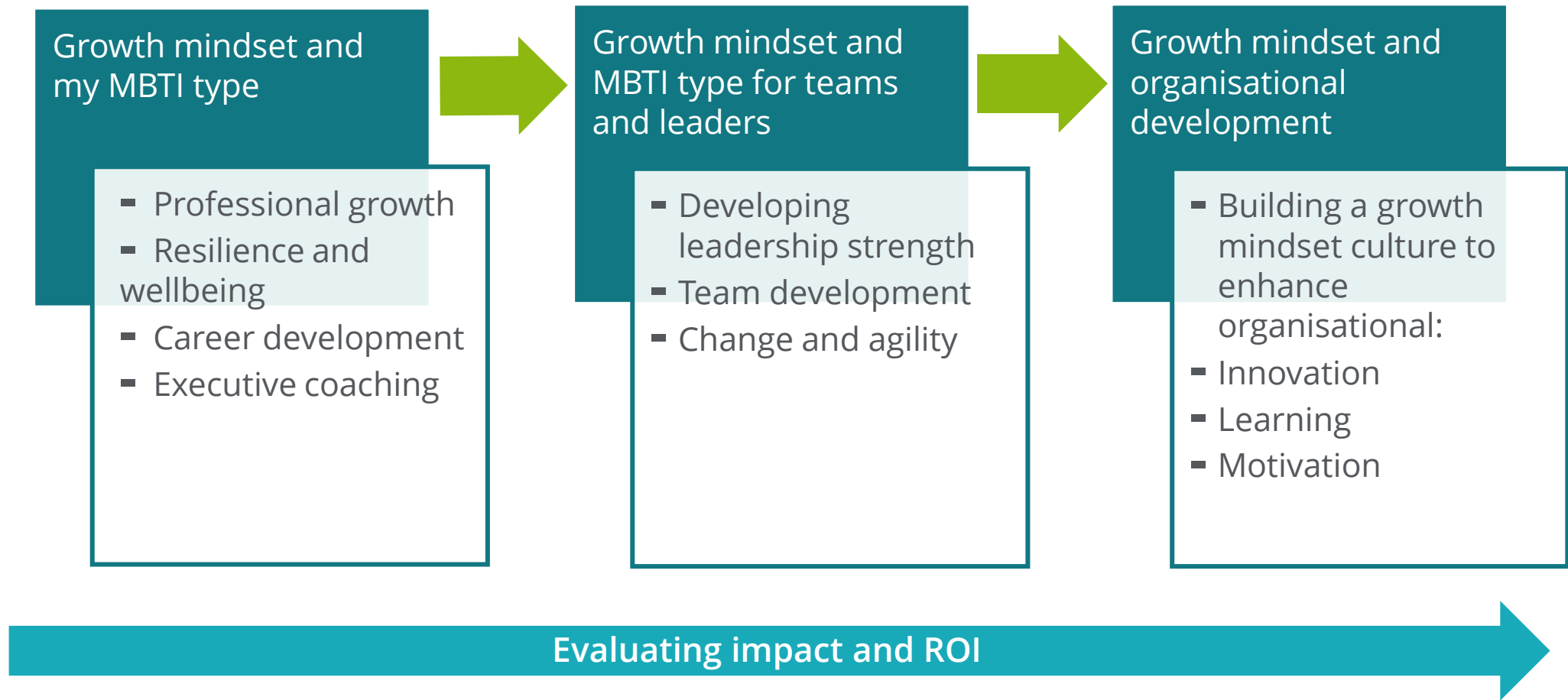


Applying growth mindset practices

1. Use your non-preferred hand to brush your teeth or your computer mouse next week. Note how long it takes to feel comfortable and competent using this hand.
2. Think of a real-life example where you used a growth mindset to learn. How did your mindset help you achieve your goal or solve a problem?
3. Choose one behaviour that is the opposite of your MBTI type preferences that you would like to become more comfortable using at work. Record the activities where you practice the new behaviour and how your mindset influenced your learning.
4. Help another person learn something they find a challenge.

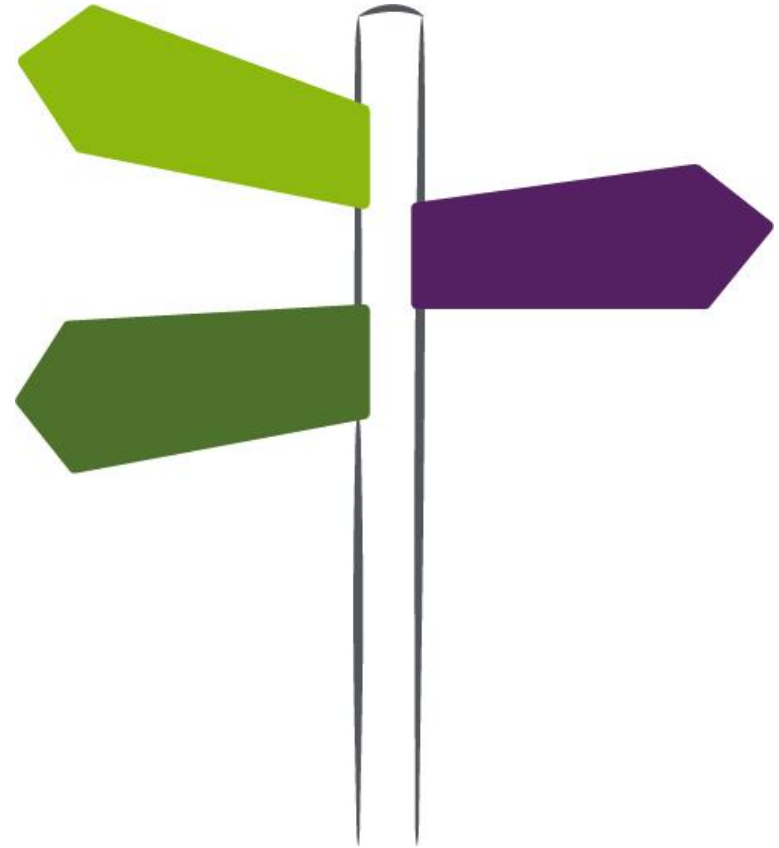


Growth mindset and personality development for leaders, teams and organisations



Take-aways

- Your mindset influences multiple outcomes in life
- You can develop your personality using a growth mindset
- Knowing your personality type gives you a guide for development
- A growth mindset and knowledge of personality is foundation for development



Current virtual training courses

MBTI®

understand **personality** types



FIRO®

improve interpersonal **relations**

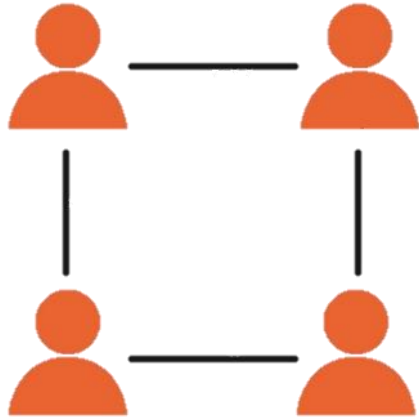


TKI®

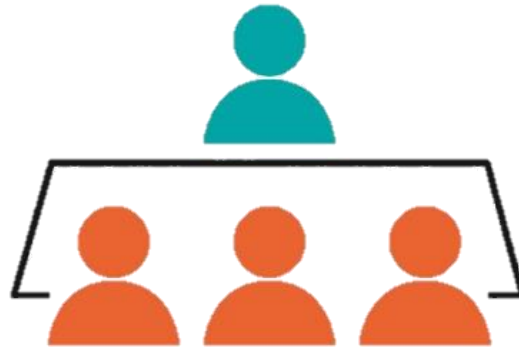
resolve **conflict**



Your partner to build trust



Consultancy
services



Practitioner
training

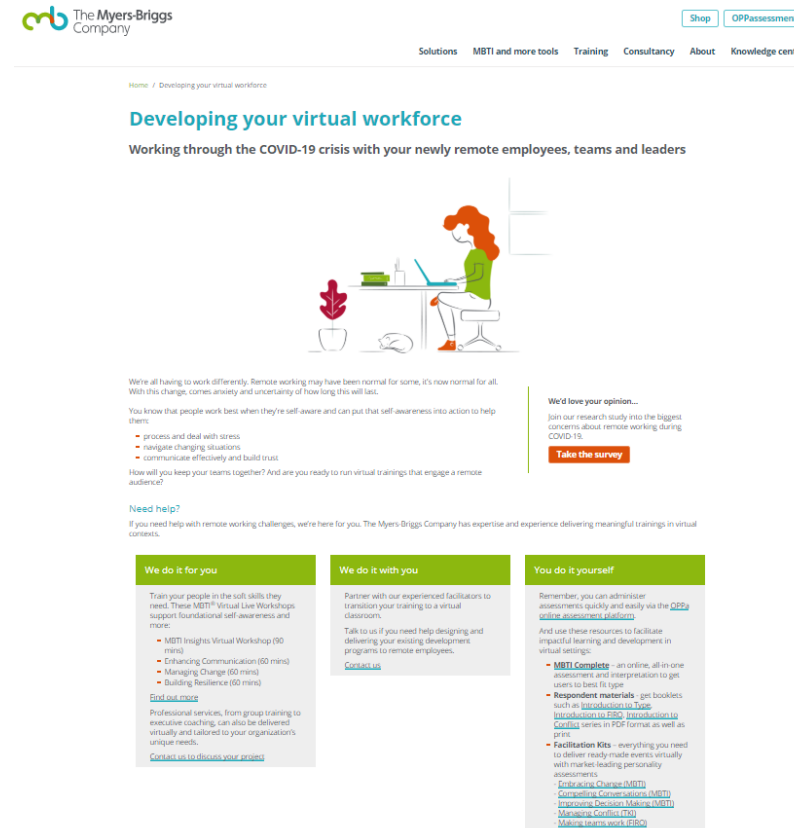


MBTI products and
materials

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 top of a webpage from The Myers-Briggs Company. The header includes the company logo, navigation links for 'Solutions', 'MBTI and more tools', 'Training', 'Consultancy', 'About', and 'Knowledge centre', and buttons for 'Shop' and 'OPAssessment'. 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 text blocks: a paragraph about working differently, a 'Need help?' section, and three columns of resources: 'We do it for you' (listing virtual workshops), 'We do it with you' (partnering with facilitators), and 'You do it yourself' (listing self-administered assessments and materials).



Questions?



Thank you

