

Communication Styles & the Myers Bridges Type Indicator®

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Anyone in a work environment is more than aware that people have different styles of communications. Some may be blunt, others “blab everything to everyone”, and still others are quiet and withdrawn. These styles also exist in our personal lives. As such, having an understanding about your own style can help you learn to work more effectively with others both at home and in the work place.

Sophisticated tools exist today that allow you to identify and determine your communications and personality style. Understanding how you work and think will help you interact with others. In addition, you can gain insight into the style of your colleagues, clients, managers, etc. People each have a definitive style and each one is acceptable and predictable. Knowledge of these behaviors “allows you to see those differences as just those – different ways of seeing things.”¹ One is not better than the other; all are acceptable as is. Instead of trying to change someone’s style to be more similar to yours, you can utilize the strengths inherent in their style – and possibly even offset the weaknesses in yours.

Myers Briggs Type Indicator® (MBTI®) is the grand-daddy of personality type prediction tools and has been in use for decades. Many similar tools have since been developed. The **MBTI®** is predicated on the theory that “seemingly random variation in behavior is actually quite orderly and consistent being due to basic differences in the ways individuals prefer to use their perception and judgment.”² Within any organization, understanding how members of a team, department or group all perceive and judge can help to enhance the team’s interactions and ultimate work products.

HR Strategy Group, LLC is certified in offering the **MBTI®** and has successfully supported team building, sales and communications training and management retreats utilizing this tool. A practical result of using the **MBTI®** is the acceptance that fewer than 1 in 50 people actually think like you do. And that’s OK!! People process things differently, are motivated differently and will behave differently than you do. Yet as a manager, team leader, executive, your goal is to corral your team to understand the company’s vision and strategy and move your team together in the desired direction (i.e., “get everyone on the same page.”) This kind of knowledge, therefore, offers leaders tremendous power and insight.

As an example, the **MBTI®** will categorize individuals as an introvert, an extrovert, or somewhere in between on the introvert-to-extrovert scale. The **MBTI®** then helps you understand how an introvert or extrovert might react in a given situation so that you can

potentially modify your own behavior and approach to best suit him/her. This can be a very powerful tool in a leader's arsenal of management and communications tools.

If you think your group or team could benefit from an **MBTI®** analysis session, contact **HR Strategy Group, LLC** today. We can help you and your team identify your strengths, weaknesses and ways in which you can all work together more effectively and efficiently.

¹ - The Myers & Briggs Foundation website, www.myersbriggs.org, *Type for Everyday Use* page.

² - The Myers & Briggs Foundation website, www.myersbriggs.org, *My MBTI Personality Type* page.