

## Team Types and Team Building Assessments

Team typing assessments can be used to:

- ◆ Uncover team strengths
- ◆ Enhance team understanding of each other
- ◆ Improve appreciation of own and others contribution
- ◆ Enhance team performance
- ◆ Understand team problem solving
- ◆ Uncover team weaknesses and potential blind spots
- ◆ Discover team types

From these assessments we can design team building workshops that are designed to develop the team.

Team typing tools may answer questions like:

“Is our team well balanced?”

“What are our team strengths?”

“What are your team’s blind spots?”

“Do we appreciate and understand how to work with each other?”



We have the following team typing assessments currently available:

- ◆ Myers Briggs Type Indicator (MBTI)
- ◆ Team Management Index (TMI)
- ◆ Belbin Team Types

### Myers Briggs Type Indicator

The Myers Briggs has 4 preferences that it measures which then produce 16 possible types. The preferences are:

- ◆ Extraversion-Introversion (E or I) - the basic orientation toward the outer or inner world and where you get your energy from
- ◆ Sensing-Intuition (S or N) – preferences for taking in information
- ◆ Thinking-Feeling (T or F) – preferences when making decisions
- ◆ Judgment-Perception (J or P) – the way you like to live your life



*Where assessment expertise is part craft and part science*

In the MBTI there are 16 team types and these all display different strengths, weaknesses and preferences:

	Sensing Types		Intuitive Types	
Introverts	ISTJ	ISFJ	INFJ	INTJ
	ISTP	ISFP	INFP	INTP
Extroverts	ESTP	ESFP	ENFP	ENTP
	ESTJ	ESFJ	ENFJ	ENTJ

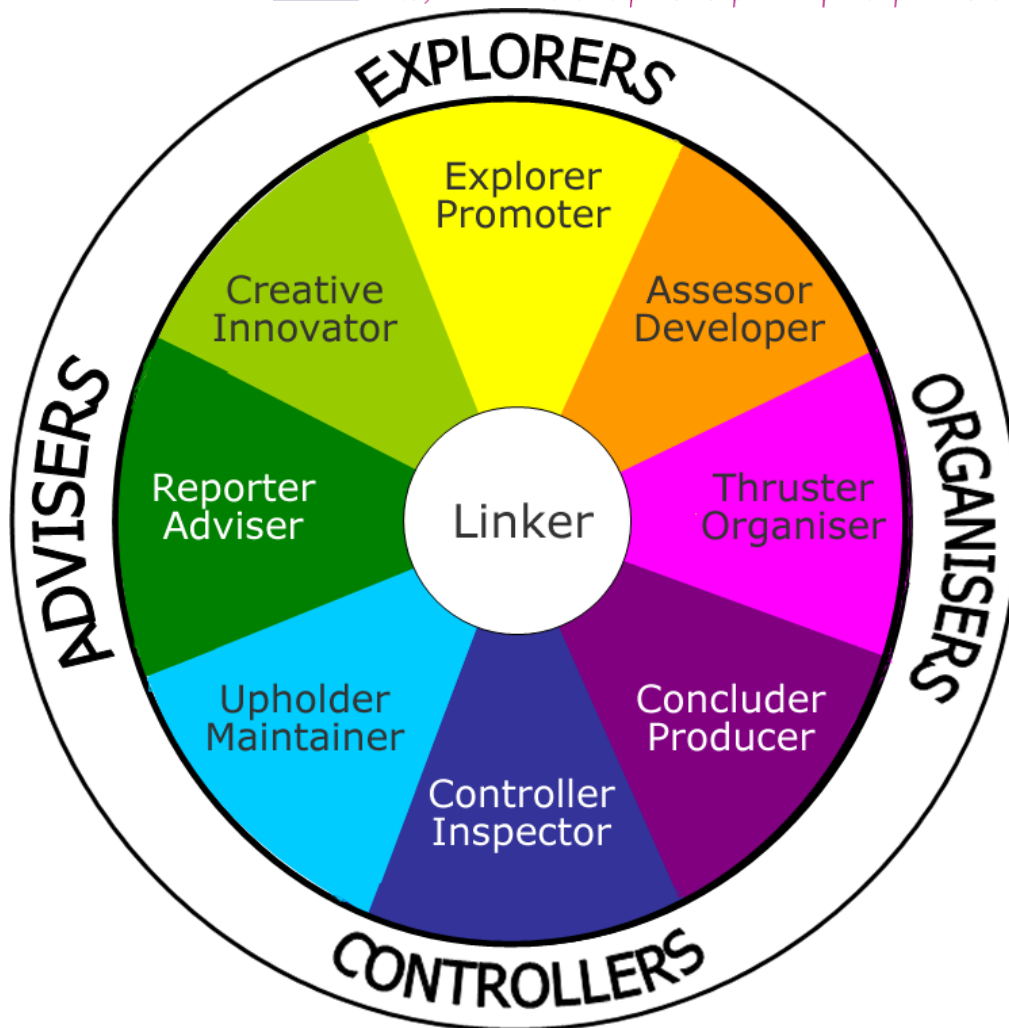
### Team Management Index (TMI)

The Team Management Index measures an individual's work preferences. This provides valuable feedback in the key management areas of leadership, decision-making, team building, interpersonal skills, organisation and information management. The TMI profile highlights an individual's strong points, as well as indicating areas where there is room for improvement.

In essence, the Team Management Index measures four key issues in any work situation. These are:

- how people prefer to relate with others;
- how people prefer to gather and use information;
- how people prefer to make decisions;
- how people prefer to organise themselves and others.

The TMI produces a full report on an individual's preferences giving a person's main role and related roles from the 8 type wheel.



## Belbin Team Types

Belbin defined team roles people play and the likely ways team roles will interact with each other. The nine team roles are:

1. Co-ordinator
2. Shaper
3. Monitor Evaluator
4. Teamworker
5. Resource Investigator
6. Plant
7. Implementer
8. Completer Finisher
9. Specialist