



The MBTI Step II delves deeper into your unique strengths and explores individual differences in each of the Myers-Briggs Type Indicator (MBTI)'s sixteen types. If you've ever wondered why people who are the same type can behave so differently, here's your answer!

You will learn which of 20 different underlying facets are most important to you and guide you in every decision – how you communicate, where you focus your attention, how you make decisions, how you handle differences, how you approach deadlines, sequence tasks, and much, much more.

And if you've ever noticed that some aspects of a preference pair appeal to you, while some parts of the opposite pair appeal to you, you'll have a chance to learn which of your facets reach 'across the aisle' to the other preference. For example, while you may prefer extraversion overall, some of your facet preferences will show you in exactly which areas you prefer introversion. By learning which facets you prefer, you have the tools at your disposal to do your best work each day, to be more fulfilled and more effective.

The MBTI Step II is an invaluable tool for providing a deep and rich language for each person's unique strengths and preferences. Step Two is especially valuable for strength-based teams. This additional depth and clarification of how each person expresses and experiences their type pattern brings to light the subtle nuances of the unique and different gifts each team member brings to the table. And the nearly universal common language of the MBTI, the world's most widely used personality inventory, provides a marvelous common ground for conversation about the best path to maximum effectiveness and fulfillment for your team.

Ideal for executive coaching, the MBTI Step II is the next logical move if your team or organization has already taken the MBTI. If your team hasn't yet taken the MBTI and you want to make an in-depth investment in your talent, go directly to Step II. The next step for you will give your team one giant leap forward.

## MBTI Step II Best Uses

- Teams and Organizations that have already taken the MBTI
- Teams and Organizations that are new to the MBTI but are ready to make an in-depth investment in their future
- Executive Coaching to target individual uniqueness



*"The next step for me, a giant leap for my team."*

*"This really explained why it's harder to get along with some co-workers than others, but everyone is a necessary component for an effective team."*





## The MBTI Step II Facets – What’s Your Preference?

Direction of Energy		Getting Information		Making Decisions		Approaching Life	
Extraverting	Introverting	Sensing	Intuiting	Thinking	Feeling	Judging	Perceiving
Initiating	Receiving	Concrete	Abstract	Logical	Empathetic	Systematic	Casual
Expressive	Contained	Realistic	Imaginative	Reasonable		Planful	Open-ended
Gregarious	Intimate	Practical	Conceptual	Questioning	Accom- odating	Early- starting	Prompted
Active	Reflective	Experiential	Theoretical	Critical	Accepting	Scheduled	Spontaneous
Enthusiastic	Quiet	Traditional	Original	Tough	Tender	Methodical	Emergent

### Practical, Applicable, Energetic, Fun

At Quixote, we know how important it is for any new training knowledge to be practical and applicable. That’s why we put such great emphasis on immediate and realistic application. Participants leave with a plan in place for employing their new skills in the coming week and beyond.

We also know that people respond best to presentations that are energetic and interactive and fun. There is always laughter in these sessions. And the unique methodologies we employ definitely help – we’ve used the modalities of chocolate and even wine pairing to explore the preferences of the different types.

*“I’ve taken the MBTI several times over the years. You were the best presenter by far. This is the first time I really understood it – It gives me options and doesn’t put me in a box. Thank you.”*

### Lasting Impact

Participants walk away from our sessions with practical tools that can be immediately applied to their individual work situations, as well as a vision of the powerful productivity possible in a team that recognizes and leverages all team members’ strengths.

### Customization

We customize key components of the MBTI Step II to ensure that you get the right material to the right people at the right time, maximizing the return on your investment. We take into account your unique team situation and your desired outcomes.

*“I definitely have a better understanding of the people on my team.”*





## Results

- Provides a deep and rich language of each person's unique strengths and preferences
- Helps team members to value and work with the strengths of others.
- Increases productivity by aligning an individual's preferences to particular team tasks
- Supplies a common framework in which team members can better understand and manage communication, problem solving and team culture
- Identifies team assets and potential blind spots
- Provides a positive language with which to discuss overcoming differences
- Underscores the value of diversity
- Provides efficient problem solving by utilizing all the preferred functions

