

# Qamar Consulting

Premier Personality Assessment (MBTI) and Type Based  
Soft Skills Training Company in Pakistan

## Myers-Briggs Type Indicator® (MBTI)



### Personality Profiling and Training Programmes

MBTI is the International Gold Standard and the most popular Personality Instrument in the world. For more than 50 years, the **Myers-Briggs Type Indicator® (MBTI®) Personality inventory** has helped millions of individuals throughout the world gain a deeper understanding of themselves and how they interact with others. The MBTI assessment helps people transform themselves – by giving them a powerful tool for improving how they communicate, learn and work.



#### 1. **MBTI® has been successfully used as tools in:**

- Managing and improving team leadership and team excellence, conflict resolution, organizational change management, career development, coaching, emotional intelligence.
- Increasing communication effectiveness in organization;
- Helping sales people fulfill customers' needs and make key selling decisions as well as helping employees improve performance at work.
- Understand how to work within different types of cultures;
- Retaining top talents by customizing retention efforts on the basis of types;
- Charting career development path and identifying gaps.

#### 2. **At Qamar Consulting, we administer the MBTI® instrument and provide you with a one-on-one consultation in the following**

- Self understanding and self-improvement counseling;
- Career planning and development counseling; occupational selection, job satisfaction, interests, values, career decision making;
- Organizational development counseling – working in team setting, managing work environment, improving communication, dealing with conflict, enhancing problem solving and decision making skill, managing stress; planning,
- Academic counseling - approach to reading, writing, teaching and learning.
- Relationship counseling;
- Leadership development and coaching counseling.



# MBTI®-Soft Skills Series

**MBTI® is an instrument for measuring a person's preferences, using four basic scales with opposite poles.**

The four scales are:

- Where do you get your energy? (E) Extraversion/ (I) Introversion;
- How do you prefer to take in information? (S)Sensate/ (I) Intuitive;
- How do you make decisions? (T) Thinking/ (F) Feeling;
- How do you deal with the outer world? (J) Judging/ (P) Perceiving;

The various combinations of these preferences result in 16 personality types, according to Myers-Briggs Type Indicator® theory. Learning and applying the theories of personality type can be a powerful and rewarding experience, if it is used as tool for discovery, rather than as a method for putting people into boxes, or as an excuse for behavior. Knowing your personality type is helpful in the areas of personal growth and self-development and can assist you deal more effectively with organizational concerns such as:

- Improving communication;
- Enhancing problem solving and decision making;
- Dealing with conflict;
- Planning implementing and managing organizational change;
- Recognizing and managing stress;
- Team development activities.
- Leadership development
- Analyzing organization tendencies.

### **Our soft skills series include the following workshops:**

#### **Type® and Leadership:**

##### **Develop more effective leaders of every type**

Strong leaders provide direction to their teams, peers, and organizations. But who provides guidance to those leaders? *Type® and Leadership* Workshop offers a unique Leadership Map that helps leaders chart their own course to becoming even more effective. Trainers and coaches will find a wealth of material on the strengths of leaders of each personality type, as well as areas requiring development, to create a personalized road map for the continued growth of any leader.

This session will also help leaders, as well as their mentors and coaches,

- Identify individual leadership potential
- Create a plan tailored to specific leadership challenges while staying true to each leader's true nature
- Focus on the three main activities of leaders:
  - Setting direction for an organization
  - Inspiring others to work toward that direction
  - Mobilizing the effective accomplishment of goals
- Move more quickly along the Leadership Development Path through the use of type dynamics

## Type® and Innovation

### **Understand each type's contribution to the process of innovation**

Is there a link between personality type and innovation? Research on this topic confirmed that indeed there is a link and that each of the sixteen MBTI® personality types is critical to the innovation process. *Type® and Innovation* applies ideas from personality type theory to the innovation process in order to:

- Highlight the differences in how people define innovation and show why throughout the innovation process some phases feel comfortable, while others feel awkward and tiring
- Develop type-friendly techniques that utilize type strengths in the innovation process
- Show how type-stretching techniques can enable people to work "out of preference" and bring a fresh view to the process

This Workshop is for individuals and organizations that want to apply the power of type theory to help achieve continuous innovation. It is also for individuals who want to improve their innovation potential by harnessing the insights that can be gained from understanding personality types. Included are coaching tips for working with clients on improving innovation, an action plan worksheet and suggested steps for enhancing strengths.

## Type® and Learning

### **Help students and clients learn more effectively based on their type**

People learn in a multitude of ways—some learn by seeing, some by listening, and some by doing. But no matter what your learning preference, this insightful session will help you make the most of your learning opportunities.

Dr Qamar presents learning through the lens of type preferences. The session begins with an overview of basic and advanced type preference concepts, followed by 10 learning strategies that most people will find useful. It covers the learning style of each type preference and then goes on to investigate the eight learning styles of whole types based on the dominant function. The session includes concrete application suggestions for accommodating and appealing to all eight of these learning styles.

*Type® and Learning* workshop can help educators reach their students to improve their learning performance and is useful in any training setting where new information is being introduced and skills are being developed.

## Type® and Project Management

### **Improve every phase of your project by applying MBTI® type principles**

Project management is the science and art of ensuring that projects come in on time and on budget and delight clients and users. The *Myers-Briggs Type Indicator®* (MBTI®) instrument can make every phase of a project and every relationship among project members more effective and efficient.

This insightful session offers overviews of project management and discusses the 16 types of teams and how their strengths and weaknesses can impact project planning and execution. Finally, five case studies apply type knowledge and insights to demonstrate how project roadblocks can be overcome or avoided by applying type concepts.

*Type® and Project Management* is a timely and valuable addition to the robust *series of Type Based soft Skill Series*.

## Type® and Decision Making

### **Sharpen and improve decision-making skills**

Honing and upgrading decision-making skills can make the difference between becoming an industry leader or an also-ran. This session uses type to help your clients become better decision makers, as it:

- Describe how each preference influences decision-making style
- Explore how the preferences relate to five core decision-making processes
- Spotlights each type's decision-making strengths, challenges, and areas for development

Each type will be discussed in depth, and case studies offer examples of effective decision-making processes.

## Type and Work Place Stress

### **Discover the effects of chronic stress on personality**

Understanding Type, Stress, and the Inferior Function.

This session presents comprehensive information on the inferior function, what triggers it, and how it's expressed in different types. This session also focuses on workplace issues and the effects of long-term stress on employees at all levels within an organization, based on research and the reported experiences of a stratified national sample of working adults.

## Type® and Selling

### **Help salespeople fulfill customers' needs and make key selling decisions**

*Type® and Selling* workshop provides sales people with ways to approach customers and build strong relationships. It also offers methods to estimate a client's "type mode" based on behavioral and language cues. The salesperson can then match the approach to the customer's type mode. This guide introduces and explains effective sales strategies for each of the 16 MBTI® types.

## Type® and the 8 Jungian Functions

### **Increase interpretation effectiveness**

This session focuses on using the eight Jungian functions as a dynamic model for MBTI® interpretation and presents practical applications for career choice, communication, problem solving, leadership, change, and conflict.

## Type® in College

### **Help students improve study techniques and resolve roommate conflicts**

This session describes how a student's MBTI® type can affect his or her learning style, study habits, test taking, roommate and personal relationships, and stress in college. It describes all 16 MBTI® types and gives suggestions for overcoming typical college challenges.

## Type® Dynamics & Development

### **Exploring the Next Level of Type**

#### **Take type understanding to a deeper level**

This session explores type dynamics, which provides a three-dimensional picture of each type and type development, and suggests the probable path of maturation for each type.

## Type® and Emotional Intelligence

### **A new dimension to your understanding of type**

Emotional intelligence (EQ) is a term used to describe a person's ability to control impulses, show empathy, and persist in the face of obstacles with resilience and flexibility. Developing EQ can enhance leadership ability, enrich relationships, and extend influence. This workshop explores the connections between personality and EQ, and provides specific actions for EQ development for each of the 16 types.

## Type® and Careers

### **Helping people find careers that work for them**

Getting clients involved in their own career search using MBTI® results. The *Type® and Careers* workshop provides interactive exercises and realistic descriptions to explore personality type and career matching. The guide also provides tips on goal setting and decision making, and lists potential obstacles in the career development process for all 16 MBTI types.

## Type® and Coaching

### **Help employees improve effectiveness and performance at work**

This interactive session, designed specifically for anyone involved in employee development, is a comprehensive source of information about type and development that can be used with all members of an organizational team, whether staff, management, or executive level.

Complete with a clear five-step process for coaching and tools for using type knowledge to resolve conflict, influence others, develop effective work relations, and cope with interpersonal differences, *Type® and Coaching* session offers a wealth of insights and action steps for coaches who want to address the individual needs and learning styles of those they coach.

## Type® and Communication

### **Increase communication effectiveness in organizations**

With today's emphasis on team-based and collaborative management and decision making, communication can make or break an organization. This session provides a concise overview of communication skills and strategies, practical tips for communicating with others, and developmental tips for each of the 16 MBTI® types, as well as an introduction to differences in communication styles. The session also serves as a resource for employees to review the unique strengths, contributions, sources of stress, preferred coaching styles, and areas for growth and development of each of the 16 MBTI® types.

## Type® and Change

### **Get an in-depth look at type and organizational change**

Ongoing change is an integral element in today's world of work, and this information-packed session can help individuals deal with the day-by-day disruptions. Providing an in-depth look at the relation between type preferences and organizational change, it presents practical tips and guidance for each type on change management, leadership through change, resistance strategies, transitions, stress, and more.

## Type® and Conflict

### **Use Type as a Tool for Managing Conflict**

Conflict can exist in many places and at many levels in an organization. This workshop is a must-have for professionals looking for a conflict management model that works with type. It includes comprehensive summaries of how the 16 types contribute positively to conflict situations, what they need from others, what their blind spots are, how others perceive them, how they look under stress, what generates conflict for them, and areas for development.

The session also offers tips on how to better approach conflict situations, communication strategies, and ways to resolve conflict in work situations.

## Type® and Teams

### **Help team members maximize their contributions and effectiveness**

Type® and Teams workshop helps individuals understand how their MBTI® results relate to their contributions on a team. It features new descriptions of the eight preferences and their effects at work, along with an in-depth exploration of six core issues: communication, team culture, leadership, change, problem solving/conflict resolution, and stress.

The session includes information on how individuals of each type typically lead, influence others, and contribute to a team, and how they can maximize team effectiveness.

## Type® and Workplace Success

### **Help employees understand their workplace preferences and reduce stress and conflict**

*Type® in Organizations*, workshop provides important information about the effects of preferences in work situations. This session helps professionals better understand how others deal with stress, conflict, and differing styles.

The session describes the 16 MBTI personality types and their workplace preferences, and the preferred communication styles for each. It also explores the role of type in problem solving, preferred learning style, change, and conflict management.

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## **International Partners:**