

# MBTI<sup>®</sup> Team Performance Accelerator Program



## Every **type** Matters

**High Performing Team Alignment With MBTI<sup>®</sup>**  
A tailor-made team development intervention solution

# MBTI®

## Team Performance Accelerator Program

**Workplace teams are becoming increasingly varied and complex in response to today's global business environment. How can you cut through the inherent complexity and increase the effectiveness of your teams?**

The Myers-Briggs Type Indicator® (MBTI®) instrument, the world's most widely used personality assessment, offers individuals and teams a greater understanding of their own and others' personality preferences. Through greater insight into the differences in personality preferences, team members can improve communication, reduce conflict and stress, and ultimately work together more effectively.

Designed to meet the needs of newly forming, under performing and fully engaged teams, Qamar Consulting's MBTI® Team Performance Accelerator program can help jump-start team productivity. The program includes an introduction to the MBTI assessment and six application modules that address key challenges facing teams:

- Improving communication within and outside the team
- Leveraging team strengths to improve performance
- Managing stress
- Managing conflicts
- Navigating organizational change successfully
- Developing individual team members

A thorough pre-workshop needs assessment identifies the application modules that will best meet team needs and allows us to customize the program accordingly. An action plan and a Kirkpatrick Level 3 evaluation of progress and behavioral changes are part of each module.

# MBTI®

## Team Performance Accelerator Program

### MBTI® Team Performance Accelerator Program



#### Team Pre-Work

##### Team's First TPA Workshop

Team completed a TPA workshop within last year

MBTI® Complete

MBTI® Form M on  
QC SkillsOne® Site

MBTI® Form M  
Self-Scorable

Existing MBTI results

#### Program Content

##### Type Essentials

Type Essentials

Resource: Introduction to Type®

Type Essentials

Resource: Introduction to Type®

MBTI Review

Resource: Introduction to Type®

##### MBTI Applications

Communication &  
Flexing Your Style

Resource: Introduction to  
Type® and Communication

Leveraging Team  
Strengths

Resource: Introduction to  
Type® in Organizations

Managing Conflict

Resource: Introduction to  
Type® and Conflict

Managing Stress

Resource: In the Grip

Managing Change

Resource: Introduction to  
Type® and Change

Team Member  
Development

Resource: Introduction  
to Type® and Coaching

## Workshop Content



### PROGRAM HIGHLIGHTS

#### Type Essentials

- Participants complete the MBTI® assessment prior to workshop
- Review assessment and concepts of psychological type preferences
- Review four-letter type reported from assessment
- Verify best-fit type
- For teams that have completed one or more TPA workshops with the past year, there is a brief review of the assessment and best-fit type from the previous session

#### Communicating and Flexing Your Style

- Understand communication differences within each of the four type dichotomies
- Identify verbal and non-verbal cues of the eight MBTI preferences
- Examine the influence of type on email communication
- Practice flexing type style to meet the communication needs of others
- Commit to specific behavioral changes to improve team communication

#### Leveraging Team Strengths

- Discover type differences through the Living Type Table activity
- Assess team strengths and challenges through the Team Type Table analysis
- Discuss team dynamics using information presented in the MBTI® Team Report
- Commit to specific changes in order to improve team performance

#### Managing Conflict

- Analyze the benefits and drawbacks of conflict
- Identify team member comfort level with conflict
- Identify type-related conflict areas
- Discover how to deal effectively with conflict
- Understand a type-related model for use in conflict and non-conflict situations
- Commit to specific changes to improve conflict management

#### Managing Stress

- Identify type-related energizers, stressors, and stress reactions
- Discover the dynamics of type and the impact of stress on type
- Understand how to deal effectively with different types under stress
- Discover type-related strategies for regaining equilibrium
- Discuss development to be gained from stress reactions
- Commit to applying type-under-stress knowledge

#### Managing Change

- Discuss the William Bridges model of transition as applied to organizational change
- Identify potential strengths and weaknesses of different psychological types during organizational change
- Identify the needs of different psychological types during the change process
- Commit to applying type and change knowledge to improve team effectiveness through organizational transitions

#### Team Member Development

- Analyze "Work Type" versus "Best-Fit Type"
- Identify contributions and challenges for each of the type preferences
- Discover strategies for type-specific individual development
- Commit to an individual development plan in order to improve team member effectiveness

### ON-SITE PROGRAM SCHEDULE AND MATERIALS

The program is delivered in up to three 1-day workshops, depending on the modules selected, from 9:00 a.m. to 5:30 p.m. with lunch break.

#### Participant Materials

MBTI® assessment in one of three formats:

- MBTI® Complete
- MBTI® Form M (online)
- MBTI® Form M Self-scorable
- Profile Report if the team has completed a TPA workshop within the last year

For each application module:

- Participant Materials Folder
- Introduction to Type® booklet related to module topic

# About the Course Facilitator



**Dr. Muhammad Qamar-ul-Hassan** is a certified MBTI (Myers-Briggs (KMLS) Type Indicator), FIRO-B® (Fundamental Interpersonal Relations Orientation-Behavior™) and MMTIC (Murphy-Meisgeier Type Indicator for Children) Practitioner, a pioneer and one of the leading experts on "Personality Type and Type Based Performance Improvement Solutions" in the region. Discovering human potential and optimizing performance of people while working by themselves or within teams in the organizations summarizes what he does and is passionate for. Two words: UNDERSTAND and IMPROVE (for sustained behavioral change) best describe his thinking and the work he is been doing since 2005 with different institutions, organizations and individuals. He has been working with organizations, corporate

professionals, academics, students and doctors in the areas of leadership and management development, career management, employee retention, team building, and training in effectiveness to promote better understandings for improved performance.

He has over 16 years of experience of consulting, training, counseling and research. He has successfully implemented Type (MBTI) based performance improvement solutions in many organizations and institutions in Pakistan. He has trained professionals from numerous organizations like National Bank, CDC, Merck Pharma, TCS, Hinopak Motors, Sui Southern Gas Company, Tradekey, Macter, PharmEvo, Novartis, Business Beam, PSEB, DPL, NUST, Iqra, Generations, Cadet College, SPS, FBR, Packages, AKU, PILL, SuperTech, Abbot, Martin Dow, Getz, GSK, Engro, Mobilink, MCB, DUHS, Philip Morris, HANDS, and many more. He has also participated and presented his research work at international conferences in Dubai, Cairo and Chennai. Dr. Qamar is a medical doctor with special interest In Psychiatry, Psychology and Research.

## Highlights of Previous Session





# Look who is learning with Dr. Qamar.



## Here is what past participants say about Dr. Qamar.



### Philip Morris

*We engaged Dr. Qamar as part Of an over all team building excercise for the top management team, and found the MBTI services to be extremely valuable and insightful in building enhanced preserves and understanding of our personality types both as an individual and overall team.*

David Lawrie  
Director Resources  
Phillip Morris (Pakistan) limited



### NUST

*MBTI workshop is amazingly successful method in identifying personality traits and then working on in improving the key traits to make your life successful. Dr. Qamar has done tremendous working in inspiring young's mind at NUST SEecs Islamabad"*

Dr. Arshad Ali - Director General NUST  
SEecs



### HINO PAK

*IT was an excellent initiative, Dr. Qamar-ul-Hassan in-depth knowledge of MBTI as a psychometric tool has helped us to gain a greater insight and understanding Of this instrument. The MBTI assessment workshops we have had for our employees have opened the doors of self-awareness which is helping them understand not just there own selves, but others also; professionally and personally both"*

HinoPak Motors Limited



# **QAMAR CONSULTING**

Discovering Potential & Optimizing Performance

**For more information or to schedule a workshop**

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