



Personality Type Discovery

Where do you get your energy from?

How do you process information & make decisions?

How do you interact with the world?

Tell me more about Cambiana Leadership Program

Learning Module 1: MBTI Profile Personal Discovery

Are you aware of where do you get your energy from? Is it from reading a book when you have some time free or rather from meeting & connecting with friends while sharing a nice dinner?

Our first Leadership Module is based on the well-known personality assessment MBTI (Myers–Briggs Type Indicator), largely used worldwide with 3,5 Million assessments per year. One of the key principles of Carl Jung’s model of “Psychological Types” is that each of us has an innate urge to grow & this personal growth starts with understanding how we operate in the world.

According to Forbes, 80% of Fortune 100 companies rely on these types of assessments to **build stronger, more effective teams and healthier organizations**. The MBTI helps you view the world differently, but also understand other people better, and fosters therefore greater awareness and effectiveness in working together and building relationships.

Based on the combination of 4 dimensions, the MBTI identifies 16 Types with their strengths and potential.

1. The first dimension **Extraversion - Introversion** describes where do you get your energy from: while Extravert get most of their energy from interacting with others, Introverts generally get their energy from concentrating.

2. Which kind of information do you prefer using? People who prefer **“Sensing”** will seek for getting facts and be in the here and now, while **“iNtuition”** people will rather look at the bigger picture and get triggered by new ideas.
3. How do you make decisions? Do you follow a solid **“Thinking”** process with cause and effect analysis, or do you follow your personal values and empathy at the heart of a **“Feeling”** decision-making process?
4. How do you deal with the world around you? If you like to plan and organize things thoroughly, following a defined process, you would most probably have a preference for **“Judging”**. If you prefer keeping all options open till the last moment and decide spontaneously where to go from there, you most probably belong to the **“Perceiving”** group.

The MBTI, as well called the “Type Theory” does not describe your abilities or skills, but underlines your own preferences, what you find the most energizing and comfortable, and where you’re in the flow. Important is to always remember that there is no right or wrong type, each person is unique and has the capacity to use all preferences depending on the situation. And in addition to the results of the online questionnaire, each one is the best expert of themselves and can decide of their “Best Fit” type.

“Self-awareness is the ability to take an honest look at your life without any attachment to it being right or wrong, good or bad.”

– Debbie Ford

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