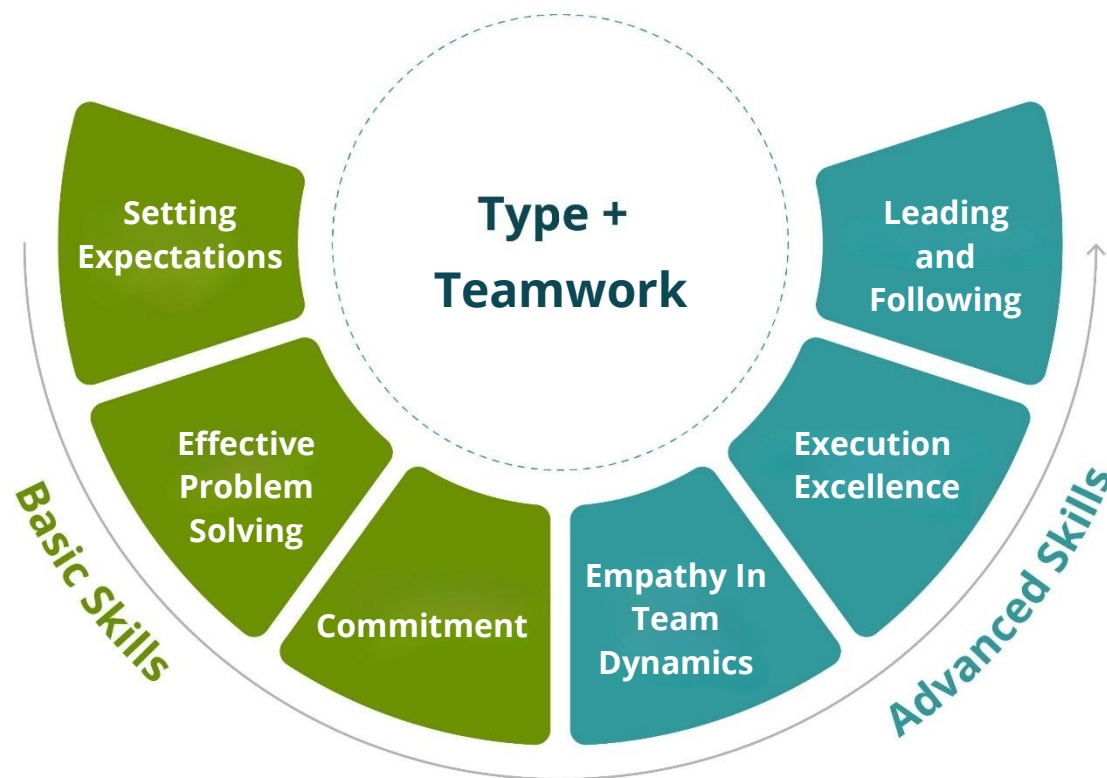


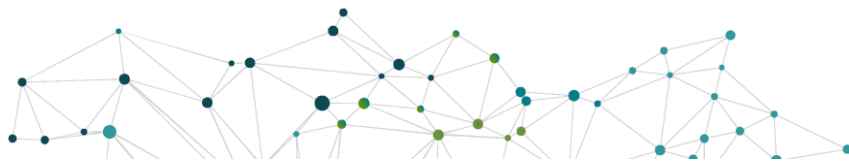


# Type + Teamwork

## Definition

Type and Teamwork combines the knowledge of **MBTI® type preferences with the skills** required to help team members collaborate more effectively with each other to create a high performing team.





## Type Preferences in Teamworking

Usually, not all the members of a team will have the same type preferences. There are advantages to this; research shows that teams with more diverse personalities perform better than less diverse teams, especially when circumstances are changing or ambiguous, and when new solutions are needed. However, more diverse teams often experience more conflict, especially between people with Judging or Perceiving preferences and Thinking or Feeling preferences. When team members know their type preferences, they can adapt and flex their behavior, gaining the benefits of a diverse team without experiencing the disadvantages.





## Basic skills

### Skill 1: Setting Expectations

### Skill 2: Effective Problem Solving

### Skill 3: Commitment

#### Skill excellence:

- Communicates clear roles and responsibilities to build clarity and mutual trust
- Establishes efficient, flexible processes that promote collaboration

#### Skill excellence:

- Encourages team members to share their perspectives on challenges
- Breaks complex problems into manageable components

#### Skill excellence:

- Consistently delivers on assigned responsibilities in support of team goals
- Demonstrates integrity and dedication to the team's mission

## Type In Action

All types will set expectations in the way they operate. Using type this can be done consciously to set clear roles and processes that work for all.

Types will tend to contribute different perspectives in problem solving. By embracing differing views and working through them more effective solutions will be found.

All types can show integrity and deliver reliably to support team objectives. What integrity and reliability looks like may differ across types.



## Type Tips for Skill 1: Setting Expectations

### Thinking

#### Likely Strengths:

- You are likely to define roles and responsibilities based on objective task needs and logical workflow.
- You tend to prioritize clarity and efficiency when establishing team processes.

#### Tips for Development:

- Remember to consider the impact of expectations on team morale and individual motivation.
- Involve others in shaping processes to build greater ownership and trust, not just logical efficiency.

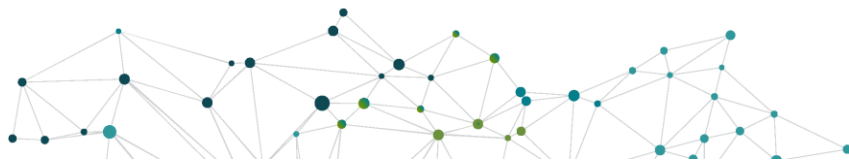
### Feeling

#### Likely Strengths:

- You are likely to communicate expectations with empathy, considering the values and needs of each team member.
- You tend to foster collaboration by developing processes that support inclusiveness and shared respect.

#### Tips for Development:

- Make sure expectations are still clear and objective, even when prioritizing harmony.
- Balance personal considerations with fairness and consistency to ensure all team members feel equally valued.



## Type Tips for Skill 1: Setting Expectations

### Judging

#### Likely Strengths:

- You are likely to bring order and structure by clearly defining roles, deadlines, and deliverables.
- You tend to plan ahead and create well-organized processes that help the team stay on track

#### Tips for Development:

- Be open to adjusting expectations as situations evolve; to enhance the team's adaptability to changing situations.
- Consider how different team members might prefer more open-ended or flexible approaches.

### Perceiving

#### Likely Strengths:

- You are likely to keep expectations adaptable, allowing the team to respond to change.
- You tend to be open to input and allow processes to emerge, fostering a sense of shared ownership in team processes.

#### Tips for Development:

- Clarify roles and timelines to avoid confusion, especially when working with more structured team members.
- Strike a balance between flexibility and responsibilities to support consistency without limiting creativity.



## Type Tips for Skill 2: Effective Problem Solving

### Sensing

#### Likely Strengths:

- You are likely to approach problems by gathering concrete facts and relevant details.
- You tend to break issues down into manageable steps, helping the team stay grounded and practical.

#### Tips for Development:

- Be open to abstract ideas or patterns that may not be immediately verifiable—some insights emerge over time.
- Make space for big-picture thinkers who focus on meanings beyond the immediate facts.

### Intuition

#### Likely Strengths:

- You are likely to approach problems by spotting patterns and underlying themes that may not be obvious.
- You tend to generate creative ideas and future-focused possibilities that help the team innovate.

#### Tips for Development:

- Balance abstract thinking with concrete details to ensure your ideas are actionable and grounded.
- Take time to validate insights with evidence and input from more detail-oriented team members.



## Type Tips for Skill 2: Effective Problem Solving

### Thinking

#### Likely Strengths:

- You are likely to make decisions using analysis and objectivity, focusing on what makes the most logical sense.
- You tend to push for solutions that are efficient, clear and based on rational evaluation.

#### Tips for Development:

- Remember to consider how people feel about a problem can affect collaboration.
- Encourage diverse viewpoints, even if they aren't purely logical, to enrich the team's perspective.

### Feeling

#### Likely Strengths:

- You are likely to approach problems by considering how different solutions will affect people.
- You tend to promote open, respectful dialogue that supports psychological safety and inclusion

#### Tips for Development:

- Balance people awareness with critical analysis to ensure the solution is both kind and effective.
- Avoid minimizing conflict for the sake of harmony as challenging conversations can lead to better solutions.



## Type Tips for Skill 3: Commitment

### Thinking

#### Likely Strengths:

- You are likely to demonstrate reliability through consistent logic, follow-through, and task ownership.
- You tend to uphold commitments by focusing on goals, performance standards, and accountability.

#### Tips for Development:

- Pay attention to how your emphasis on reliability affects team morale and acknowledge the needs of others as part of commitment.
- Balance task focus with commitment to relationships to build deeper trust within the team.

### Feeling

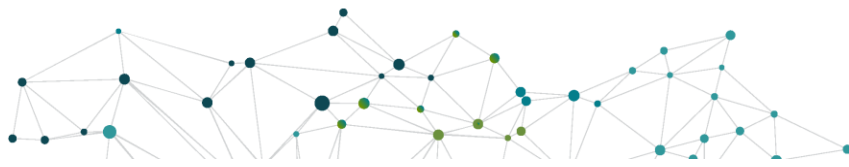
#### Likely Strengths:

- You are likely to show commitment by being personally invested in the team's shared goals and values.
- You tend to strengthen trust by showing care, support, and a sense of responsibility to others.

#### Tips for Development:

- Be mindful not to overextend for others and hold clear boundaries to support consistent delivery.
- Complement your relationship focus with firm accountability to ensure tasks are reliably completed.





## Type Tips for Skill 3: Commitment

### Judging

#### Likely Strengths:

- You are likely to follow through consistently, meeting deadlines and honoring commitments with structure and discipline.
- You tend to build trust by staying organized, prepared, and focused on closure.

#### Tips for Development:

- Remember to remain open to adjusting plans when circumstances shift, or new information arises.
- Recognize that others may have different timelines or work styles, and reliability can look different across types.

### Perceiving

#### Likely Strengths:

- You are likely to show commitment by staying adaptable and responding quickly when the team's needs change.
- You tend to build trust through responsiveness, resourcefulness, and a willingness to step in when needed.

#### Tips for Development:

- Work on communicating clearly around deadlines to ensure others can count on your consistency.
- Balance flexibility with follow-through to ensure tasks are completed.



## Advanced Skills

### Skill 4: Empathy in Team Dynamics

#### Skill excellence:

- Recognizes individual team members' unique contributions and challenges
- Provides equitable, thoughtful assistance to all team members

### Skill 5: Execution Excellence

#### Skill excellence:

- Delivers high-quality results consistently and on time
- Anticipates and offers support to teammates to ensure collective success

### Skill 6: Leading and Following

#### Skill excellence:

- Recognizes when to take initiative and drive progress
- Willingly creates space for others to take on leadership

## Type In Action

Types bring different contributions to a team as well as having differing challenges. Be open to embracing what all types bring and be ready to offer appropriate support.

All types can be motivated to deliver to a high standard. However, what motivates them and what support they may need will differ.

Types take the lead in different ways and bring differing skills sets. Some may readily take charge; others may need space to bring their contribution.



## Type Tips for Skill 4: Empathy in Team Dynamics

### Extraversion

#### Likely Strengths:

- You are likely to create a welcoming environment through open dialogue, helping team members feel seen and included.
- You tend to encourage frequent check-ins and show support through active engagement and encouragement.

#### Tips for Development:

- Practice pausing to better understand quieter team members' unique experiences before offering solutions or advice.
- Take steps to ensure everyone's voice is heard, not just those who respond more quickly or loudly.

### Introversion

#### Likely Strengths:

- You are likely to form meaningful one-on-one connections that help you understand team members' unique challenges.
- You tend to offer thoughtful, measured support that respects others' boundaries and personal space.

#### Tips for Development:

- Look for opportunities to express empathy more visibly so your support contributes more widely to the team.
- Be proactive in acknowledging and validating diverse experiences, even if others haven't explicitly shared them.



## Type Tips for Skill 4: Empathy in Team Dynamics

### Thinking

#### Likely Strengths:

- You are likely to promote fairness and equity by treating all team members consistently and holding high standards for respect.
- You tend to support others by offering logical problem-solving and practical guidance during challenges.

#### Tips for Development:

- Take time to understand the individual uniqueness of team members' experiences.
- Balance fairness with flexibility when others need support tailored to their individual needs.

### Feeling

#### Likely Strengths:

- You are likely to tune into team members' individual needs and respond with compassion and genuine care.
- You tend to build a culture that recognizes individual experiences and offer tailored support that honors each person's perspective.

#### Tips for Development:

- Make sure support is balanced with accountability to avoid over accommodating individuals at the expense of team goals.
- Stay aware of your own personal resources to ensure you can sustain empathy across the whole team.



## Type Tips for Skill 5: Execution Excellence

### Thinking

#### Likely Strengths:

- You are likely to stay focused on what needs to be done, delivering dependable results grounded in clear logic and analysis.
- You tend to contribute by finding efficient ways to accomplish goals and helping the team stay task oriented.

#### Tips for Development:

- Be mindful of team members' individual and interpersonal needs as part of overall team success, not just task outcomes.
- Look for opportunities to offer help or share the workload, not just give advice or feedback.

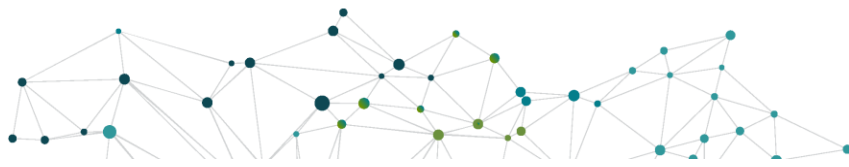
### Feeling

#### Likely Strengths:

- You are likely to contribute reliable results because of your sense of commitment to the team's shared goals.
- You tend to anticipate team needs by staying attuned to where others may need encouragement or extra help.

#### Tips for Development:

- Balance empathy with assertiveness to ensure your own tasks and responsibilities are not compromised by helping others.
- Maintain objectivity when offering support to ensure fairness and effectiveness across the team.



## Type Tips for Skill 5: Execution Excellence

### Judging

#### Likely Strengths:

- You are likely to meet deadlines consistently through careful planning, time management, and structured follow-through.
- You tend to support team success by setting clear direction and supporting steps to meet agreed goals.

#### Tips for Development:

- Be open to adjusting your plans when new information emerges, and goals shift to ensure effective outcomes in changing situations.
- Trust that others may achieve excellent delivery through different, less structured methods.

### Perceiving

#### Likely Strengths:

- You are likely to be responsive to changing demands, finding last-minute solutions that deliver what's required.
- You tend to offer help spontaneously, jumping in where needed to support momentum and team flow.

#### Tips for Development:

- Work on building consistency in your own work processes so others can depend on your timing and output.
- Communicate clearly on project milestones to stay aligned with teammates who rely on predictability.



## Type Tips for Skill 6: Leading and Following

### Extraversion

#### Likely Strengths:

- You are likely to take initiative and drive progress, energizing the team with your action-oriented approach.
- You tend to create momentum by stepping up to lead, offering direction and rallying the team toward shared goals.

#### Tips for Development:

- Be mindful of creating space for quieter team members to take the lead when the situation calls for it.
- Balance your drive to jump in with attentiveness to others' needs, so their contributions are valued and respected.

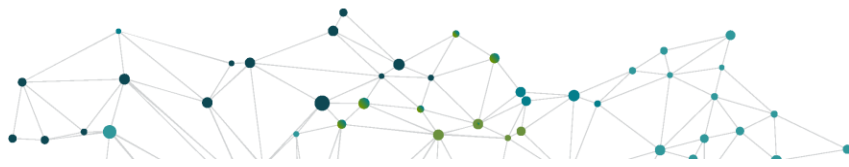
### Introversion

#### Likely Strengths:

- You are likely to recognize when to step back, allowing others to take the spotlight while contributing thoughtfully in quieter ways.
- You tend to support team progress by offering deep insights and allowing space for reflection before moving forward.

#### Tips for Development:

- Look for opportunities to take more initiative, especially in moments when the team requires clearer direction or action.
- Make your support and involvement more visible, so others recognize your contributions to the team.



## Type Tips for Skill 6: Leading and Following

### Judging

#### Likely Strengths:

- You are likely to take charge of situations that require structure, planning, and decisive action, driving the team toward completion.
- You tend to create clarity by establishing clear roles and timelines, allowing the team to move forward with confidence.

#### Tips for Development:

- Be open to flexibility and adaptability, allowing others to step in and lead when circumstances shift.
- Recognize when things require a change in strategy and give space for creative input and alternative solutions.

### Perceiving

#### Likely Strengths:

- You are likely to foster collaboration by stepping back when appropriate, allowing the team's natural flow to guide the direction.
- You tend to support others' leadership by adapting quickly to changing needs and offering flexible solutions as the team moves forward.

#### Tips for Development:

- Recognize times when you need to be clear about decisions or provide more structure to keep the team on track.
- Embrace moments when decisive involvement is needed, even if they require more planning and forethought than you're used to.