



## Kent, Surrey and Sussex Leadership Academy

### About Us

We are the NHS Kent, Surrey and Sussex Leadership Academy (KSSLA) who work in partnership with our local stakeholders to put leadership at the heart of quality care. We are one of ten local leadership academies operating as a network with the national NHS Leadership Academy. Together we help to develop outstanding leaders who positively inspire others to do everything that they can to improve people's health, care, treatment and experiences of the NHS.

### What is MBTI?

Based on the work of Carl Jung, MBTI is a personality questionnaire, which looks at the different ways in which people perceive their surroundings and make decisions. It does not define a 'right' way to behave, but concentrates on identifying different personal style preferences – all of which are equally valuable – and offers interesting insights into personal development and how to work effectively with different types of people. Discovering how your MBTI preferences influence the way you operate in different situations can help you to see what your own strengths and development areas may be.

### How it is used?

The MBTI is not a test and will not pigeonhole you into a personality type. It has been developed over many years, and research into it is a continual process; think of it as a framework to aid your thinking and personal understanding—an important part of the decision making process is analysing what you know about yourself.

MBTI could help you to gain a fuller understanding of:

- Improving working relationships
- Developing your leadership style
- Improving communication
- Enhancing problem solving strategies
- Resolving Conflict & Managing change
- Understanding stress reactions
- Exploring career development
- Valuing diversity
- Considering team and organisational culture



### How can I take the MBTI:

The MBTI takes the form of a 'forced choice' online voluntary questionnaire, which you fill out in your own time – allow about 30 minutes. You will then either have 1:1 feedback (usually about 90 minutes) with a qualified MBTI Practitioner, or receive this feedback in a group environment, for example if you are receiving feedback as part of a programme. There are no right or wrong answers, and the aim of the feedback session is to identify your personality type within the Myers-Briggs personality type framework and work with you to help you understand how you want to apply this learning before exploring options for your development. ***The discussion is completely confidential and very much a two-way process.***

### All types are equal:

The goal of knowing about personality type is to understand and appreciate differences between people. The MBTI instrument considers preferences and does not measure trait, ability, or character. MBTI is different from many other psychological instruments and personality tests. The MBTI instrument helps you to discover your personality type by research from hundreds of studies over the past 40 years that have proven the instrument to be both valid and reliable. In other words, it measures what it says it does (validity) and produces the same results when given more than once (reliability).

If you have any questions about the information in this leaflet please email: [kss@leadershipacademy.nhs.uk](mailto:kss@leadershipacademy.nhs.uk)

**For more information on our development opportunities**

**visit our website: [www.kssleadership.nhs.uk](http://www.kssleadership.nhs.uk)**

**email us: [kss@leadershipacademy.nhs.uk](mailto:kss@leadershipacademy.nhs.uk) or phone: 01293 227113**



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