

What's it like to be You? Psychometric Profiles

Leadership demands that we understand ourselves and others. We at **aha** use two ways of psychometric profiling in our leadership and organisational work. They are not the only methods and like all profiling are partial. We use them because they are well founded, commonly used and have been well received by both managers and members in the public organisations within which we work. Each requires care in application and use and we are trained in both and have many years of using them to good effect.

Myers Briggs Type Indicator

Commonly called Myers Briggs or MBTI (drawn out from Karl Jung's work by Katherine Briggs & Isabel Myers) this profile uses four dimensions on which we all tend to have a preference one way or the other (and to greater or lesser degrees). the four dimensions are:

- Where people prefer to focus their attention
- The way people prefer to take in information
- The way they prefer to make decisions
- How they order their lives in the world

It describes rather than prescribes; used to open possibilities, not limit options. It describes preferences, not skills, abilities or competences, and all preferences are equally important, valuable and necessary.

The combination makes up 16 types, each with a distinctive four letters.

It provides a rich way of understanding ourselves, other individuals (and therefore our relationships with them) and group dynamics. It can be used to understand conflict, stress and perhaps most useful of all, understanding ourselves and comfortable with who we are!

Temperaments

There has been a widely held view down the centuries that we all have one of four temperaments. Inevitably they have been given different names but often have expressed aspects such as easygoing, highly strung etc. David Kersey in the 1950s developed a systematic way of defining them and gave them new names (but recently changed). He later found the patterns related to the MBTI but they are not formally linked. They do however provide the same basic material to understand ourselves and others.

We use temperaments as a tool which can give a rapid understanding of ones psychological type and that of others. The speed of use allows it to be applied during short leadership and team development programmes and enable rapid insight into the implication for individual and team action.

With both profiles we are careful to follow good professional practice, respect confidentiality and provide feedback about the results in an empathetic and non judgemental way.