



TRUITY



TYPEFINDER[®]

in the

WORKPLACE

PRESENTATION GUIDE FOR TRAINERS



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Introduction

Welcome to the TypeFinder® in the Workplace!

Welcome! From Fortune 500 companies to leading nonprofits, personality assessments based on Isabel Briggs Myers' theories have been widely used in work settings to better leverage the unique talents of a team, identify strengths and blind spots, improve communications, reduce conflict and more.

Our 70-question TypeFinder® for the Workplace assessment builds on this well-known system, bringing the proven insights from our leadership in the individual online testing space to businesses, coaches and therapists.

Meant to be paired with your team's TypeFinder for the Workplace reports and our slide presentation, this study guide will provide the fundamentals you need to both explain personality type at work, as well as run a mini workshop for your team, virtually or in person. Each section of this guide begins with a summary, for those with limited prep time, and then additional detail for those who want to dive in further.

Get ready to unlock the power of your true selves!

Note To The Trainer

This guide is designed for team leaders, trainers and human resources professionals who have used Truity's TypeFinder for the Workplace assessment for their work teams.

As a facilitator, you may have a general understanding of the principles of personality type, but you do not need to be an expert.

The information contained in this guide is intended to bring you up to speed on the salient aspects of personality type, giving you everything you need to lead a successful workshop.

In presenting this material, you will help participants to better understand their types, conceptualize how their types fit into the structure of the organization, envision how they may achieve greater productivity and learn to better navigate interpersonal relations within the workplace.

Understanding type is not only fascinating, but valuable and applicable in a modern workplace where organizations aim to maximize their employees' skills and talents, and employees seek careers and positions that are fulfilling and satisfying.

A working knowledge of personality type, and how it functions in the professional sphere, can be the key to achieving these goals—it's a win-win for both leaders and the people they lead.

From finding one's best career fit to interacting with coworkers, to leading a diverse team, to managing conflict and organizational change, personality type gives insight into how to leverage strengths, minimize weaknesses and create an environment that allows employers and employees to achieve their professional goals.

THE COMPLETE KIT COMPRISES 3 PARTS:

1. A study guide to help you learn the important concepts you need to know in advance of the session.
2. A script, complete with appropriate group activities and exercises, which you may follow to ensure that your presentation is both comprehensive and engaging.
3. A slideshow (download this separately here) which coordinates with the script to provide a visual component to your presentation.

The study guide should be read well in advance of the workshop to help familiarize you with the basic concepts of personality type. The script and slideshow are designed to be used during the workshop itself, to give you a framework for presenting the material to your group.



PERSONALITY TYPE GIVES INSIGHT INTO HOW TO LEVERAGE STRENGTHS, MINIMIZE WEAKNESSES AND CREATE AN ENVIRONMENT THAT ALLOWS EMPLOYERS AND EMPLOYEES TO ACHIEVE THEIR PROFESSIONAL GOALS.



Executive Summary: Personality Type

In the TypeFinder® for the Workplace assessment, your team members' personalities are evaluated on four personality dimensions:

- Extraversion vs. Introversion
- Sensing vs. Intuition
- Thinking vs. Feeling
- Judging vs. Perceiving

Your styles, or preferences, for each dimension are combined to create your four-letter type code, for example INTP or ESFJ. The TypeFinder® for the Workplace evaluates each team member across these 16 unique personality types and applies their results to work behaviors such as an Introvert's preference for time to develop their opinions, or an Extravert's preference for working in groups.

This core understanding of their natural preferences not only contributes to an individual employee's own professional development, but helps teams reduce conflict, leverage hidden talent, build empathy and bond, improve communications and more.

While it won't explain everything about a person or a team, the TypeFinder® for the Workplace is a fun and enlightening way to open up a team conversation where everyone can be curious about each other's unique values, motivations, contributions and work styles.



The full presentation guide is only available to Truity @ Work users

- If you are a Truity @ Work customer, please log into your account to access the full versions of all training materials.
- For more information on testing your team with the Truity @ Work platform, click here: [Personality Tests for Business](#).
- To purchase test credits for the Truity @ Work platform, click here: [Purchase Test Credits](#).

Questions? [Click here to contact us](#).