



# Adapting your training style

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As you learned in your MBTI® Certification Program, your personality preferences can influence how you present information. As a result, you are likely to train in a way that aligns with the way you prefer to learn. Go through the tips below to make sure you're training to the learning styles of workshop participants of all types.

## If you prefer Extraversion...

You probably envision a lively discussion of type to be the most effective type of workshop. Remember that those with a preference for Introversion are just as engaged while listening, taking notes, and processing information internally. Look for body language indicating engagement, such as heads nodding and bodies facing the front of the room.

## If you prefer Introversion...

You may end up feeling drained at the end of the day from "being in the spotlight" during training. However, remember that those who prefer Extraversion like to verbalize their ideas, so be sure you specify a time during your workshop when you're available to talk to participants one-on-one. Ensuring that participants have an equal amount of group discussion and individual, reflective exercises will honor both Extraversion and Introversion.

## If you prefer Judging...

You've probably created a detailed schedule of what you'll cover each day in your program. Participants who have a preference for Judging will probably find this appealing. However, remember that those who prefer Perceiving can feel boxed in by detailed agendas. One way to combat this is to include flexible options and open-ended discussions in your agenda. For example, perhaps you can offer two activities in one time slot and allow participants to choose which they'd prefer to do when the time comes. Or you might allow time for some "side-tracking" as those with Perceiving preferences bring up new topics on the fly. Then, keep bringing the topic back to the agenda to honor those with Judging preferences.

## If you prefer Perceiving...

You're probably excited about all the possibilities for activities during your workshop and want to keep your agenda flexible. Keep in mind that what excites you about last-minute decisions may make those who prefer Judging a bit anxious. If possible, try to compose a tight agenda that provides a schedule for the workshop (those who prefer Judging will appreciate this), but also factor in time to allow the topic to sway. Try to limit side-tracking to maybe 10 minutes per hour, and then announce, "We need to get back to the agenda in order to end the session on time," which is something most types want to see happen.