



Change Superhero Toolkit: MBTI and Change Overview

MBTI & Change Overview

Our Myers Briggs preferences can make a difference to how we react to change. Having an awareness of how different types are likely to react to change can help us to communicate more considerately and effectively for all.

<p>Extraversion</p> <ul style="list-style-type: none"> • Wants to talk the change through • Will discuss with others • Enjoys interacting and discussing as a group 	<p>Introversion</p> <ul style="list-style-type: none"> • Wants time to reflect and process the change • May withdraw initially and have questions later • Prefers small group or one to one discussion
<p>Sensing</p> <ul style="list-style-type: none"> • Wants facts and details • Prefers practical, straightforward language • Like real examples of how it will work 	<p>Intuition</p> <ul style="list-style-type: none"> • Sees connections and possibilities from the change • Wants to understand the bigger picture or end game • Appreciates metaphors and analogies
<p>Thinking</p> <ul style="list-style-type: none"> • Wants to know the logical rationale • Is objective and non-emotional about change • Considers the pros and cons 	<p>Feeling</p> <ul style="list-style-type: none"> • Wants to understand the impact on others • Considers change in relation to personal values • Appreciates personal information
<p>Judging</p> <ul style="list-style-type: none"> • Focused on definitive timelines • Wants clear, structured communication • Appreciates definite decisions and reaches closure quickly 	<p>Perceiving</p> <ul style="list-style-type: none"> • Likes to consider options and possibilities created by change • Enjoys open ended discussions • Wants to be flexible in relation to change

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