

An outstanding team/type indicator assessment process

In 1921 a psychologist called Carl Jung published a theory, which identified some important ‘mental muscles’ that people use in everyday life. During the mid 20th century, a mother and daughter team of Katherine Briggs and Isabel – Briggs Myers used Jung’s ideas to develop the Myers-Briggs Type Indicator® – a questionnaire that helps you identify which mental muscles you prefer. The MTR-i is a further, and we believe better adaptation of Jung’s theory that helps you identify which mental muscles you are using most.

how it works

The MTR-i questionnaire helps you identify which mental muscles you are currently using most (which may be different from your preference). It therefore indicates what type of contribution you are making to your work team. The mental muscles are:

- **Sensing**, which shapes things or information to reflect known experience: taking action to produce tangible outcomes, or clarifying information so that it can be more clearly understood.
- **Intuition**, which uncovers new potential in things, people or ideas: changing the way things are done to see if something new and better can be found, or dreaming up new, innovative ideas.
- **Thinking**, which introduces a logical structure into the team’s work or analysis: systematizing the way things are done, or producing mental models that explain how the world works.
- **Feeling**, which assigns value to people, things, ideas or information: building harmony and team spirit, or stressing the importance of certain ideas or beliefs.

Each of these mental muscles can be used in one of two ways. Both ways involve creating, changing or achieving things, but that change or achievement takes place in one of two worlds:

- the outer world of people and things – **extraverted roles**, or
- the inner world of ideas and information – **introverted roles**.

Extraverted Team Roles



When a mental muscle is used in order to change some aspect of the outer world then the mental muscle is “extraverted”. Extraverted team roles appear on the outside of the MTR-i team wheel.

Introverted Team Roles



When a mental muscle is used in order to change some aspect of the inner world, of ideas or information, then the mental muscle is “introverted”. The team roles on the inside of the team wheel are introverted. Such roles often involve making changes to the person’s own thoughts or understanding, the product of which is information, or ideas.

The MTR-i is a team-roles model and questionnaire that identifies eight new team roles that try to show what kind of contribution is being made to the team by each individual. Unlike other Myers Briggs Type Indicators, the MTR-i team roles change from situation to situation, in accordance with the demands of the environment.

ISTJ Curator	ISFJ	INFJ Innovator	INTJ
ISTP Scientist	ISFP Crusader	INFP	INTP Scientist
ESTP Sculptor	ESFP	ENFP Explorer	ENTP
ESTJ Conductor	ESFJ Coach	ENFJ	ENTJ Conductor

Team Roles identify the contribution being made by each individual to the success of the team, and reflect an individual’s work persona. The MTR-i is a team roles model and questionnaire that is 100% compatible with, and complimentary to, the majority of type indicators. The eight new team roles that it identifies are:

Innovator (INFJ and INTJ)

Innovators use their imagination to create new and different ideas and perspectives.

Scientist (ISTP and INTP)

Scientists provide explanations of how and why things happen.



Explorer (ENFP and ENTP)

Explorers promote exploration of new and better ways of doing things.

Conductor (ESTJ and ENTJ)

Conductors introduce organization and a logical structure into the way things are done.

Sculptor (ESTP and ESFP)

Sculptors bring things to fruition by getting things done, and getting them done now!

Curator (ISTJ and ISFJ)

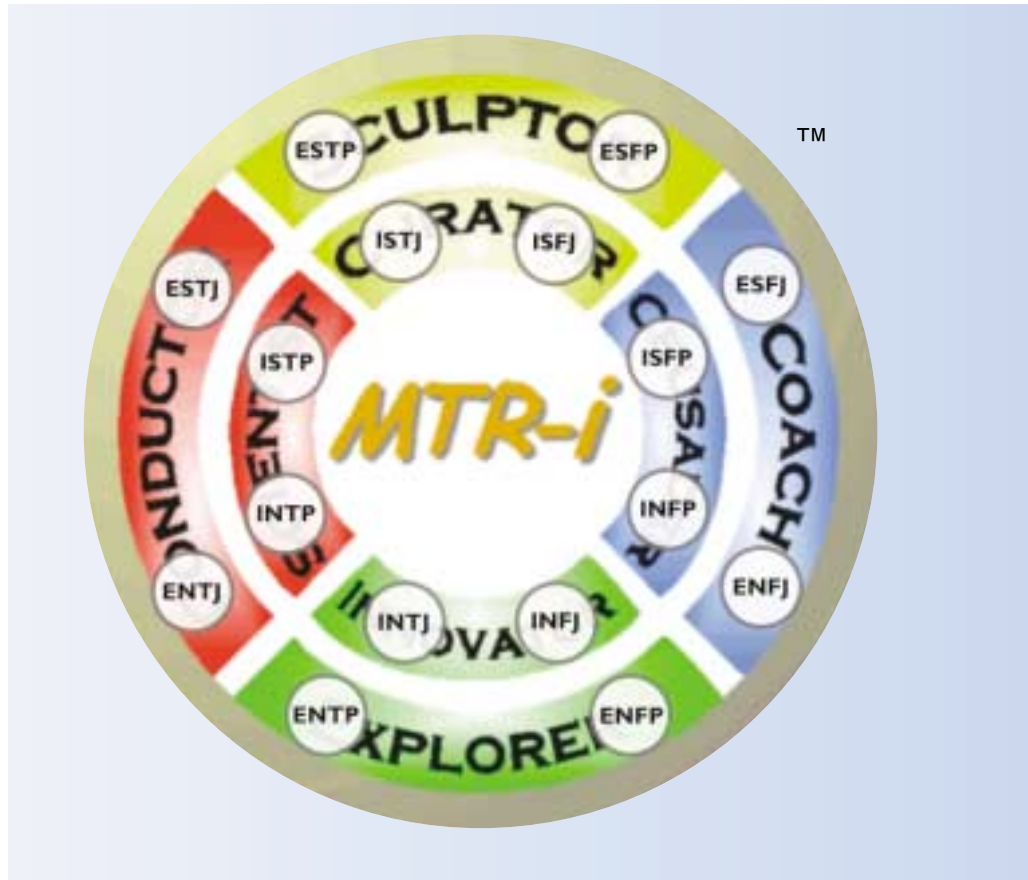
Curators bring clarity to the inner world of information, ideas and understanding.

Coach (ESFJ and ENFJ)

Coaches try to create harmony in the world around them, by building rapport with people.

Crusader (ISFP and INFP)

Crusaders give importance to particular thoughts, ideas, or beliefs.



the benefits

The applications of the MTR-i are limitless. For example, individual clients can compare their MBTI and MTR-i results to examine the difference between their personality preferences and work persona.

Sources of stress can be examined, such as having inadequate opportunity to use one's dominant function, or being under an excessive demand to use the inferior function.

Teams can use the MTR-i to identify sources of conflict, such as differing expectations about the roles being undertaken, or frustrations caused by the absence of important team roles.

Consultants can use the MTR-i alongside the MBTI to identify team dynamics that result from the interplay of "what I want to do" and "what I find myself doing". It can also be used to track personal development over a long period of time.

The MTRi output report provides extensive information to help individuals to:

- clarify the team roles that you and colleagues are undertaking within the team
- recognize and understand the implications of the roles you are undertaking, both for yourself and for the team
- recognize potentially-destructive team dynamics, so that you can avoid them and make your contributions to the team more productive
- plan how to build on potential team strengths and mitigate against potential team weaknesses
- reduce your stress levels, or increase your personal development, through managing where and how you are "stretched" (the 'stretch' is the difference between your personality preferences and the team role you undertake)
- implement a process that enables your team to make high-quality decisions consistently
- improve both individual and team performance

THE COST	
Paper based User Guide – MTR-i Manual	\$49.95
Paper Question Booklet (Pack of 10)	\$85.00
Paper based Self Score Answer Sheets (Pack of 10)	\$75.00
Web based assessment – Self	\$40.00
Web based assessment – 360 degree or team	\$95.00