

PSYCHOLOGICAL TYPE & TEMPERAMENT

Unlocking the potential of yourself and others through understanding type and temperament theory

This 3-day Psychological Types and Temperament program consists of two parts. The first day is a general program for all individuals that wish to know more about Psychological Type and Temperament. The second and third day program is optional and is offered to those individuals that wish to become qualified to give feedback to others, or certified to conduct feedback and interpretation programs of their own using the Psychological Type Indicator.

This is an interactive course, which applies a variety of instructional methods to engage the participants. These include lectures, self-assessments, group discussion, role-plays and group exercises. Real issues from the participant's work environment will also be incorporated.

Based on the original research work of the psychologist Carl Jung, the PTI is a self reporting questionnaire that can be completed either in paper form, or in self, 180 degree or 360 degree electronic format on-line. It is designed to help people understand their natural strengths, motivations, temperament and areas for potential development.

The 1-Day Awareness Program will:

- **Provide in-depth perspective on the theory of psychological type and correct any misunderstanding of terms and their meanings**
- **Help participants to reflect on their personal assessment result and clear up any ambiguity in order to reach a 'best fit' type**
- **Tailor the explanation of type to each individual's unique situation, helping them to see how type and temperament is manifested in their lives and how to best utilise this understanding for maximum gain**
- **Assist participants to interpret the four letter type on a deeper level as an overall pattern rather than simply the list of each preference**

The Complete 3-Day Certification Program will empower attendees to:

- **Effectively understand and apply the PTI instrument with individuals or groups**
- **Design compelling and practical workshops whilst matching training content and structure to the needs of a specific group**
- **Deliver any workshop with insight into the interaction of their own personal type and those of workshop participants**
- **Begin to develop a collection of examples, stories and illustrations that can be used to personalise their own type presentations**

To book a place on our next public course:

- Phone + 61 7 5593 4350 now to reserve your place
- To pay by credit card complete the booking form and card details on the back page of this brochure and fax it to 07 5593 4377 OR
- To pay by cheque complete the booking form and post it with a cheque to the address provided



What is the Psychological Type Indicator?

The Psychological Type Indicator (PTI) is a self-report personality inventory designed to give people information about their Jungian psychological type preferences.

PTI results indicate the respondent's likely preferences on four dimensions:

- Extroversion (E) or Introversion (I)
- Sensing (S) or Intuition (N)
- Thinking (T) or Feeling (F)
- Judging (J) or Perceiving (P)

There are sixteen possible ways to combine the preferences, resulting in sixteen PTI types:

ISTJ, ISTP, ESTP, ESTJ, ISFJ, ISFP, ESFP, ESFJ, INFJ, INFP, ENFP, ENFJ, INTJ, INTP, ENTP, and ENTJ.

Though many factors combine to influence an individual's behaviours, values and attitudes, the four-letter type descriptions summarise underlying patterns and behaviours common to most people of that type.

Uses of the PTI®

After more than fifteen years of research and development, the PTI is a widely used instrument for understanding normal personality differences. It is used in:

- Self-discovery and development
- Career exploration, development, and counselling
- Relationship counselling
- Organisational development
- Learning style determination
- Team building
- Improving problem solving
- Management training
- Leadership development
- Education and curriculum development
- Diversity and multicultural training

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HOW CAN THE PTI BE USED?

Developed from in-depth research and validated through extensive testing, the PTI is a credible and accurate measurement tool which, when administered by those sufficiently cognisant with the underpinning theory, can provide valuable assistance to individuals and groups through a wide variety of applications. These include:

Developing leadership potential

Self-awareness is fundamental to good leadership. An understanding of the impact that personal style has on people's motivation and commitment is essential. The PTI helps managers to assess their strengths and their preferred style of problem solving, and how their style relates to other people's styles, particularly those that may be different from their own.

Developing effective teams

Using the PTI, teams can evaluate their strengths and also clarify biases in their working practices. For instance, does the team over-emphasise logical assessment at the expense of considering group issues, such as morale? Or does it focus too strongly on strategy and not enough on the practicalities of implementation?

Managing change

Individuals of different types tend to experience change and the process of transition in quite different ways. Building awareness of these different reactions can help managers and organisations support their staff and themselves through the often traumatic cycle of organisational change.

Problem-solving

The insight provided by the PTI into potential strengths and challenges relating to problem solving can significantly impact results, by enabling individuals and groups to improve the breadth and depth of their analyses.

Counselling

By explicitly emphasising the positive contributions that each type can make, the PTI can be very useful in addressing issues of self-esteem. Relationship conflict is another area where PTI can be applied as differences are not only identified, but also explained with the result of greater understanding.

Improving teaching/training methods

The PTI can be used to analyse and improve teaching and training methods. It provides a framework for understanding differences in learning styles, and hence for creating learning situations which will appeal to different types. It also helps trainers explore various styles of communicating with their course participants.



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THE PTI PROGRAM

Through the one-day program, participants have the opportunity to actively engage in the self-discovery process, achieving greater self-awareness while gaining hands-on experience in identifying and clarifying their true personality type. By completing a further two days, participants can become both qualified and certified to administer the PTI, learning how to successfully lead others through the self discovery process and how to utilise this tool in a wide range of practical applications.

DAY 1

- Examine the basics of Jung's theory of psychological type
- Explore the development of Jung's theory (Type and Temperament)
- Analyse how the PTI instrument was constructed
- Learn the basics of tests and measurement
- Receive the result from your own PTI

DAY 2

- Receive deeper understanding of your PTI results and methods for verifying type
- Explore type dynamics and development
- Review the practical uses of the model in various applications
- Assess the reliability and validity of the PTI
- Learn ethical standards for contracting, administering, interpreting, and using the PTI

DAY 3

- PTI Certification
- Observe and understand a model introductory workshop
- Practice interpreting the PTI
- Learn to design a number of different workshop design options
- Practice feedback/workshop delivery

Included in the initial one-day program are a free online PTI self-perception assessment and full interpretative report, a PTI Workshop binder, Type Interpretation booklets and an Interaction Styles booklet. Those completing the 3 day course will also receive reproducible master handouts, PowerPoint slides and a variety of reference aids.

Who is the workshop for?

The workshop is designed for individuals who want to use an extremely well researched and validated assessment process in their workplace. This may include those working in human resources, training, coaching or line management. Consultants, counsellors or those working in education would also find the course extremely useful.

Certification is different from licensing or qualification

Certification indicates to clients your willingness to achieve certain standards and stay up to date with relevant knowledge and practical application. The publishers of PTI have instituted a certification program to work towards raising standards amongst the myriad of PTI qualified practitioners (those who have met minimum educational requirements even though that training may now be considerably out of date).

The initial certification period is three years. During that time the certified individual is expected to continue their education and gain further experience in applying the PTI instrument. In order to gain re-certification at the end of that period, practitioners must attend any PTI advanced program.

WORKSHOP AIMS

At the completion of the 3-day workshop participants will be able to:

- Administer PTI in an ethical and professional manner (and understand why this is important)
- Explain the eight preferences in Jung's model
- Appreciate and understand issues such as assessment validity and reliability
- Understand and apply Jung's dominant, auxiliary and tertiary function theory
- Grasp the implications of being Introverted vs. Extroverted
- Explain Type development
- Understand Temperament theory
- Explain the Sixteen Types model
- Appreciate and apply the Interaction Styles model



YES I want to register for the Psychological Type & Temperament program. Enrol me today.

- ① Phone (+617) 5593 4350 NOW to reserve your place.
- ② Complete the Booking Form and attach your cheque (made payable to the Pacific Centre for Organisational Development).
- ③ Mail the Booking Form and cheque to: **Pacific Centre for Organisational Development, PO Box 652, Mudgeeraba, Gold Coast, Queensland 4213.**

REGISTRATION DETAILS

Fee: \$1500 + \$150 GST = \$1650 which includes comprehensive documentation, free on-line feedback profiles, lunch and refreshments. A tax invoice will be issued and fees are payable in advance.

\$150 discount: When two or more delegates from your organisation register at the same time, the fees are \$1650 (incl. GST) for the first delegate and \$1500 (incl. GST) for each additional delegate.

Save further with our in-house training: We would be pleased to run a three-day Psychological Type and Temperament program for your staff anywhere in Australia or New Zealand. Simply phone one of our staff to discuss your specific needs on (+617) 5593 4350.

CANCELLATIONS

If you are unable to attend, a substitute delegate is very welcome. We will make a full refund (less \$100 + GST administration fee per delegate) for cancellations received in writing (letter or fax) at least 14 days prior to the course start date. Alternatively you may choose a 100% credit note for the full value of the paid registration fee to apply towards a future course. For cancellations or postponements received in writing at least seven days prior to the course we will give you a 50% credit note for

a future course. Unfortunately, no refund can be made for cancellations or postponements received less than seven days prior to the program start date or for delegates who fail to attend the course. The Pacific Centre for Organisational Development reserves the right to change the program, venue and tutors without notice. In the event that a course is cancelled, the Pacific Centre for Organisational Development's liability is limited to the return of the course fees only. Credit notes are valid for 12 months.

FUTURE DATES

Information about our training and certification workshop programs is available on our website www.OD-centre.org. Click on the Training/Certification link or download our latest brochures.

VENUE

The Pacific Centre for Organisational Development is based near Burleigh Heads on the Gold Coast. Situated a few hundred metres from the Pacific Highway and only 15 minutes by car from Coolangatta Airport (or an hour from Brisbane Airport), the centre is ideally placed for visitors and accreditation course attendees to not only gain valuable training, but also to experience the many attractions of the beautiful Gold Coast.

BOOKING FORM: Psychological Type & Temperament (Please print clearly. Photocopy to register more than one delegate.)

First name: _____

State: _____ Postcode: _____

Surname: Mr/Ms _____

Approving Manager (print): _____

Job title: _____

Their position: _____

Organisation: _____

Method of payment: Cheque Credit Card

Phone: _____ Fax: _____

Visa Mastercard Amex Bankcard

Email: _____

Card No.

Postal address: _____

Expiry Date: _____

Name on card: _____

To confirm your registration, mail this Booking Form with your cheque, or for credit card payment fax it to (+617) 5593 4377.