

## Instructions for completing the Behavioural Preferences Questionnaire

Before you complete the Temperament Sorter Questionnaire please read these instructions carefully

Under the training materials tab on this website you will find a behavioural preferences self-scoring questionnaire for a simplified form of the Myers Briggs Type Indicator (MBTI) called the Temperament Sorter. This will form the basis for our discussions. MBTI is perhaps the most widely used behavioural analysis tool in the world. It is used, for example, by many universities and businesses as a means of identifying learning styles and promoting team building.

Whilst each of us is an unique individual, there are some recurring characteristics which can be observed. Identifying and reflecting on these characteristics can be helpful. MBTI is particularly useful in providing us with:

- a heightened awareness of how others experience their interaction with us and how this affects team dynamics
- an understanding of the range of behavioural styles we encounter and the communication challenges they present
- the opportunity to enhance self-awareness and to build repertoire

Please complete the questionnaire in a place where you are unlikely to be disturbed. It should take you 20-30 minutes. Answer the questions in the context of how you behave when you are not at work. The answers should

reflect how you see yourself, not how you would like to be. You will probably find some of the questions appear frivolous. They are! This is a deliberate feature of the questionnaire design to encourage you to answer quickly rather than engage intellectually with the content of the questions.

The results will be more reliable if you answer the questions quickly, in a 'stream of consciousness' fashion, rather than with careful deliberation. If the proposed answers to any question are not quite on point, choose the answer which seems closest to your preference and move on. It is preferable to answer all questions.

If you have completed an MBTI questionnaire in the last two years, there is no need to complete it again. If you have completed it at an earlier time, please complete the questionnaire again. You may find the outcome differs on this occasion and sometimes changes in the results can provide useful insights.

When you have completed the questionnaire, please copy the page that contains your completed score and email it to me at [rosemary@strategicaction.com.au](mailto:rosemary@strategicaction.com.au). Or bring it to our session.

I look forward to working with you. Please consult [www.strategicaction.com.au](http://www.strategicaction.com.au) if you would like some more information about me and my approach.

A handwritten signature in black ink, appearing to read "Rosemary Howell".

**Dr Rosemary Howell**