

# I'm Not Crazy, I'm Just Not You...

A Guest Article by Julie Hall  
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### Celebrating difference

*I'm Not Crazy, I'm Just Not You* is the title of a book by Roger Pearman and Sarah Albritton. It is also the title of team development interventions devised by TCii partner Julie Hall Associates, because it sums up so well the value of the Myers Briggs Type Indicator (MBTI®) for team development events in recognising and celebrating difference, rather than treating difference as a source of irritation and frustration.

Team events are tailored to the needs of each organisation and can be used for people at all levels, from top management teams to those with team members at all levels. They can last from two hours to one day, sometimes longer where there is a particular need.

For one management team, Julie Hall Associates has devised eight 90-minute team development sessions that are held at the beginning of the monthly management team meetings. This keeps team development on the agenda while not taking up too much time on any one day.

Other team events devised and delivered include:

- a two-hour session for staff at all levels for a healthcare improvement organisation
- a one-day awayday event for 45 staff in a large company
- two half-day sessions for 25 people each in a large city company
- a major piece of work for a large non-profit organisation to carry out one-to-one feedbacks, individual smaller and whole large team facilitation events.

Ideally, participants have one-to-one feedback sessions to determine their MBTI® best fit type, but where this is not practicable, the first half of a one-day event can be used to undertake group feedback.

The format of each event depends upon the actual MBTI® makeup of the team as a whole, for example whether they are type-alike or type-different, or have a small number of individuals with different preferences from the majority of colleagues. The 'whole team type' and the impact of the team leader's type can also be explored.

Senior teams can also benefit from the use of the MBTI® Step 2, which gives in-depth information on preferences and can be used as a basis for on-going executive coaching.

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Events can also be tailored to meet the needs of the team by giving participants the opportunity to look at the team make-up through different MBTI® “lenses” as appropriate, such as attitudes to change, using type to influence others, handling conflict and communication styles. One of the most important aspects is to facilitate team members to identify individual and team areas of strength and blind spots; to clarify team behaviour and to value and work with the strengths of others.

The team exercises are very practical, high energy and inclusive; always including elements of fun but also pertinent learning points. This approach ensures that team members gain both useful insight into themselves and their colleagues and practical experience of using the MBTI® as a common language to discuss their preferences and working styles.

The MBTI® questionnaire can be administered online for a quick and non-bureaucratic service and can also be used for:

- self-understanding and development
- career development and transition exploration
- organisational development
- management and leadership training
- problem solving
- conflict resolution
- executive coaching.

*Julie Hall*  
*Julie Hall Associates*

If you would like more information on any of the points covered in this Guest Article, please contact **TCii** on **020 7099 2621**.