



Unit 2: TOOLS TO DIAGNOSE AND SUPPORT THE DEVELOPMENT OF COMPETENCES AND ABILITIES OF EMPLOYEES WITH ASD

Everyone needs to develop certain skills for the workplace. Personality tools such as MBTI (Myers Briggs Type Indicator) and Belbin Team Roles go some way to help us recognise and appreciate the diversity of soft skills and strengths that people can bring to an organisation.

However our recruitment and performance management and development processes tend to be set up for more “neurotypical” people.

BELBIN TEAM ROLES

Belbin is a diagnostic tool for teams and individuals aiming for better teamwork. Belbin helps to discover the behavioural strengths and weaknesses of the individuals that you work with. It is used to help build high-performing teams, maximise working relationships, and enable people to learn about themselves.

Belbin Team Roles methodology introduces the following description of the nine Team Roles:

1. Plants are highly creative and good at solving problems in unconventional ways.
2. The Monitor Evaluator is needed to provide a logical eye, making impartial judgments where required and to weight up the team’s options in a dispassionate way.



3. Coordinators are needed to focus on the team's objectives, draw out team members and delegate work appropriately.
4. When the team is at risk of becoming too much inward looking and isolated, the Resource Investigators provide inside knowledge on the opposition and make sure that the team's idea will carry to the world outside the team.
5. Implementers are needed to plan a practical, workable strategy and carry it out as efficiently as possible.
6. Completer Finishers are most effectively used at the end of a task to 'polish' and scrutinize the work for errors, subjecting it to the highest standards of quality control.
7. Team workers help the team to gel, using their versatility to identify the work required and complete it on behalf of the team.
8. Challenging individuals, the Shapers, provide the necessary drive to ensure that the team is kept moving and does not lose focus or momentum.
9. The Specialist has in-depth knowledge of a key area.

MYERS BRIGGS TYPE INDICATOR

The Myers-Briggs Personality Type Indicator is a self-report inventory designed to identify a person's personality type, strengths, and preferences. The questionnaire was developed by Isabel Myers and her mother Katherine Briggs based on their work with Carl Jung's theory of personality types. Today, the MBTI inventory is one of the world's most widely used psychological instruments.

The Myers Briggs Types- Each type is then listed by its four-letter code:





ISTJ - The Inspector: Reserved and practical, they tend to be loyal, orderly, and traditional.

ISTP - The Crafter: Highly independent, they enjoy new experiences that provide first-hand learning.

ISFJ - The Protector: Warm-hearted and dedicated, they are always ready to protect the people they care about.

ISFP - The Artist: Easy-going and flexible, they tend to be reserved and artistic.

INFJ - The Advocate: Creative and analytical, they are considered one of the rarest Myers-Briggs types.³

INFP - The Mediator: Idealistic with high values, they strive to make the world a better place.

INTJ - The Architect: High logical, they are both very creative and analytical

INTP - The Thinker: Quiet and introverted, they are known for having a rich inner world.

ESTP - The Persuader: Out-going and dramatic, they enjoy spending time with others and focusing on the here-and-now.

ESTJ - The Director: Assertive and rule-oriented, they have high principles and a tendency to take charge.

ESFP - The Performer: Outgoing and spontaneous, they enjoy taking center stage.

ESFJ - The Caregiver: Soft-hearted and outgoing, they tend to believe the best about other people.

ENFP - The Champion: Charismatic and energetic, they enjoy situations where they can put their creativity to work.



ENFJ - The Giver: Loyal and sensitive, they are known for being understanding and generous.

ENTP - The Debater: Highly inventive, they love being surrounded by ideas and tend to start many projects (but may struggle to finish them).

ENTJ - The Commander: Outspoken and confident, they are great at making plans and organizing projects.

MTBI PERSONALITY TYPES KEY

E	EXTROVERTS are energized by people, enjoy a variety of tasks, a quick pace and are good at multitasking	S	SENSORS are realistic people who like to focus on the facts and details, and apply commonsense and past experience to come up with practical solutions
I	INTROVERTS often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time	N	INTUITIVES are energized by people, enjoy a variety of tasks, a quick pace and are good at multitasking
T	THINKERS tend to make decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency and fairness	J	JUDGERS tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules
F	FEELERS tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions	P	PERCEIVERS prefer to keep their options open, like to be able to act spontaneously and like to be flexible with making plans