



m i s s i o n



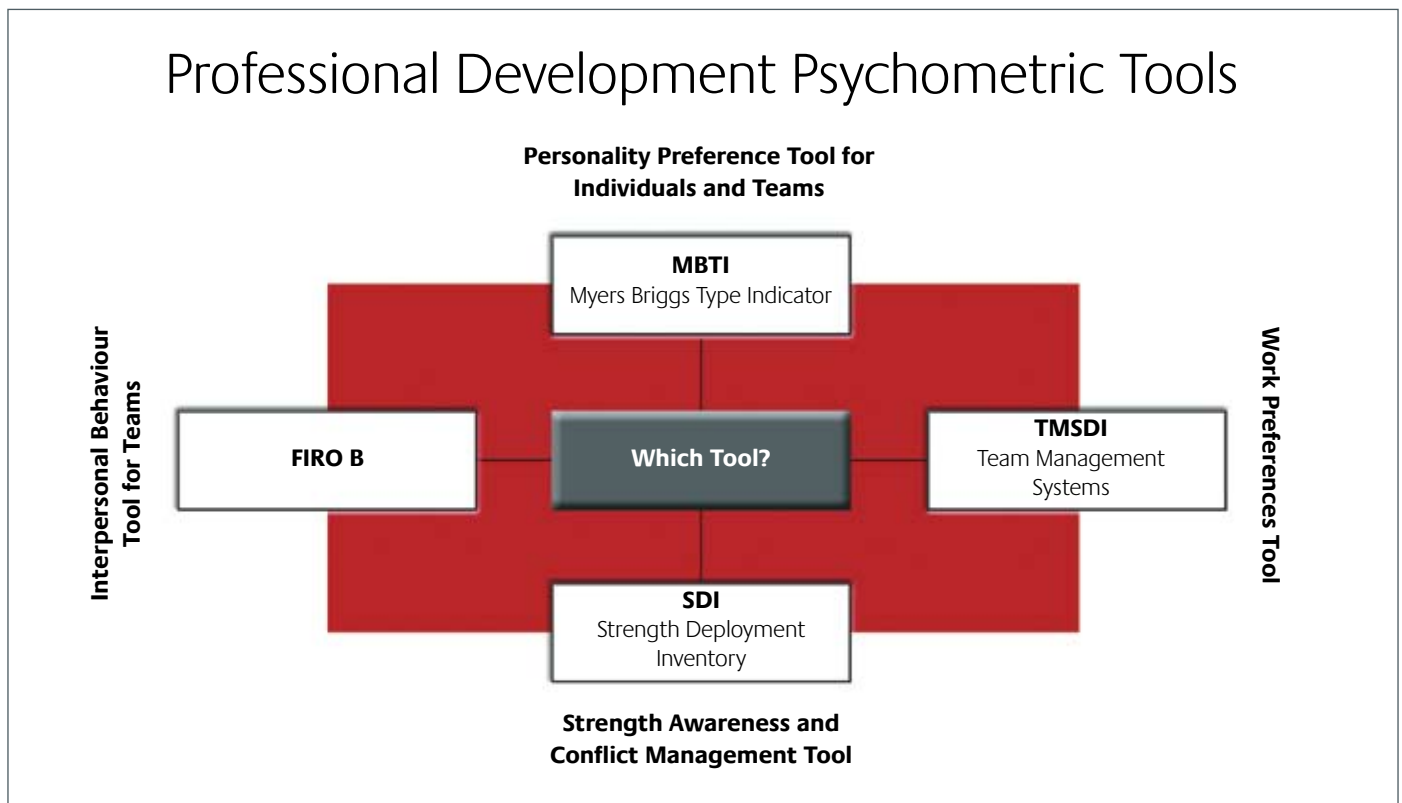
# psychometric tools

MBTI, TMSDI, SDI and FIRO B



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Mission has selected four of the best, internationally recognised, psychometric tools to augment our professional development solutions, which range from large graduate induction events through to one-to-one professional coaching. We would typically consult with clients to diagnose which tool would be most suitable to achieve your objectives and utilise the collated data to deliver blended learning solutions. These would either be delivered as stand alone workshops or as part of our Leadership or Team Development programmes.

## **MBTI**

An internationally recognised psychometric tool specifically helpful for individuals and teams needing to adapt quickly to new and changing environments. It gives knowledge on individual personality preferences, which when applied to a team context shows diversity and performance potential for teams. Ideal for individuals and teams in transition, new teams in a tough climate, building trust, self awareness and cultural awareness.

## **TMSDI**

The Team Management Profile is based on a 60-item questionnaire and provides you with information about your work preferences. It is a starting point for consideration and discussion of how you approach your work and your interactions with others in the work place.

## **SDI**

The Strength Deployment Inventory (SDI) helps identify personal strengths in relating to others and under two conditions: 1. When everything is going well, and 2. when individuals are faced with conflict. It also suggests ways that one can deploy personal strengths to greatest effect and improve relationships with others. SDI will also indicate changes in motivation and related behaviours when faced with conflict and opposition, giving conflict sequences. This information is ideal for conflict awareness, prevention and management.

## **FIRO B**

A powerful psychometric tool specifically helpful for teams focusing on their interpersonal behaviour. It builds trust and openness in a team and supports a team through different stages of growth. Ideal for communication, trust, self awareness, conflict and change.



### **Mission Performance Ltd.**

Lakeside Studio, Carron Row Farm,  
Segensworth Road, Fareham, PO15 5DZ

Telephone: **01329 841652**

Fax: 01329 849430

Email: [info@missionperformance.com](mailto:info@missionperformance.com)

[www.missionperformance.com](http://www.missionperformance.com)