

Date: November 8, 2023

To: Andy Morgan, Chief of Police

From: Jean Kummerow, Ph.D., LP

Re: Possible MBTI® group interpretation and follow-up coaching sessions

Thank you for your call today inquiring into coaching sessions to build on the Wellness Programs your department provides. As you know, effective policing is based in part on officers knowing themselves including their strengths and potential pitfalls, as well acknowledging that not everyone thinks and acts in the same way they do and adjusting as needed.

In your participation in the Blandin Community Leadership Program, you were introduced to the MBTI® Step II™ assessment and had a follow-up session with a coach. Just to review that framework for understanding personality differences.

Personality type as determined by the Myers-Briggs Type Indicator® (MBTI®) framework identifies natural personality styles and often helps people be better able to utilize their similarities and differences in working with others rather than ignoring those differences in problem-solving or being annoyed by them or missing something because of similar styles. It points out the value of all styles, not placing one as better than another.

The MBTI instrument indicates these four preferences:

- Ways of gaining energy: Extraversion (E) – Introversion (I)
- Methods of gathering information: Sensing (S) – Intuition (N)
- Process of decision-making: Thinking (T) – Feeling (F), and
- Ways of living your life: Judging (J) – Perceiving (P)

Each person prefers one of those in each set and a four-letter code called the Step I™ type is assigned. Sixteen unique personality types are the result, each with their own potential strengths and pitfalls and with predictable reactions to stress.

An advanced version called the MBTI Step II™ instrument is particularly useful since it provides more specificity to understanding natural personality differences. Step II takes that MBTI four-letter type (Step I™) and shows twenty ways in which that type is expressed (Step II™). Step II builds on the fact that each of the preferences is multi-faceted. For example, there are a number of components or facets to Extraversion including sociability, talkativeness, gregariousness, excitability, and face-to-face communication. Step II identifies these facets, five per preference, and helps respondents clarify their own style of Extraversion as well as each of their other preferences. It is particularly helpful to those who are having difficulty identifying with a preference since it shows them how and where they are using aspects of the other preference as well. It also helps identify differences between people who share the same Step I type.

Step II continues the tradition of describing differences, not evaluating them. It recognizes that at different times people need to display different components of themselves and are not locked into behaving in only one way. Step II helps focus on those components thus making it easier to identify when adaptation may be necessary and how to do it.

***Possible Program):***

1. Officers are invited to participate in taking the MBTI Step II. Access to taking the instrument is on-line. Results are confidential and will be returned directly to the individual in an interpretation session. Results will not be shared with any managers without the explicit, written approval of the individual. Of course, individuals may share those results directly.
2. Group interpretation sessions are offered at dates and times that allow for coverage of different shifts. Those sessions need to be approximately 3 hours in length and will be tailored to specific applications for police officers.
3. Individual follow-up sessions applying the MBTI results to officer's specific issues will be offered and scheduled. Sessions typically are 60-90 minutes. Typical stress reactions based on the officer's type will be explored. **(This portion is still being developed and is not covered within this contract)**

***Facilitator:*** Jean M. Kummerow, Ph.D., is licensed psychologist and international expert on the MBTI instrument having written numerous books and reports on its applications. She is a psychologist/trainer/author/consultant/coach with her own business in Minneapolis, MN. She worked with the Blandin Foundation's Community Leadership Program from 1995-2020 helping develop leaders from small towns in Minnesota. She has worked with law enforcement personnel including the US Marshalls and the Minnesota State Patrol. She is known for her depth of knowledge along with a practical, down-to-earth style and a sense of humor; she makes her sessions both fun and useful for the participants.

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