“What I really like about this module is how it provides a comparative view, with tips to help employees improve interaction and communication, and work better together. It’s easy to see how this level of insight can help with team building, and support improved collaboration and engagement.”

Jamie O’Brien
Talent Development Specialist
Kansas City Southern Lines

The only solution where personality type meets talent management

The Halogen® Myers-Briggs® module lets you pull your employees’ MBTI® results into the Halogen TalentSpace™ suite so managers and employees can use them in your various talent processes to help improve self-awareness, communication, teamwork, and, ultimately, performance.

It’s the result of an exclusive partnership between CPP, Inc., publisher of the Myers-Briggs Type Indicator® (MBTI) instrument, and Halogen Software.

• Improve employee interactions throughout the organization, helping employees to better “get” one another.
• Enhance collaboration and teamwork by helping employees understand their tendencies and preferences, and how they can best work with people of other personality types.
• Improve coaching skills by helping managers become more effective at communicating performance feedback.
• Foster leadership development by helping managers build their leadership competencies, ensuring employees are more motivated, productive, and satisfied.
Robust features that naturally drive talent management best practices

By combining Halogen’s solution with Myers-Briggs insights, you can enhance employee interactions throughout the organization to help people better understand each other. Just think what this could do for your manager-employee relationships and for teammates!

Get personality-based insights for the entire organization

All employees can benefit from the personality-based insights the MBTI assessment provides. HR can add a Myers-Briggs assessment step to an existing Halogen process or create a dedicated process. Employees access the MBTI®Complete online assessment from their Halogen TalentSpace homepage. They can complete the 93-question assessment and associated interactive learning session in about an hour.

The session introduces employees to the four MBTI preference pairs — Extraversion-Introversion, Sensing-Intuition, Thinking-Feeling, and Judging-Perceiving — and shows how the four preferences they’ve identified work together to make up their personality type.

Enjoy centralized access to results on the Talent Profile

Employees can access their results directly from the Myers-Briggs assessment section of the Talent Profile. They can see their personality type and download their full report that provides information on characteristics, team dynamics, and potential blind spots of their personality type. Employees can also get tips on communication, leadership, and individual development, and download associated reports specific to their MBTI type. And, of course, they have the option of sharing their results with others or keeping them private.
Easily compare personality types of two employees

Employees can see how their personality type compares with the types of others who’ve shared their results. This helps them see the similarities and differences between types, and understand how they might interact more effectively with others.

Improve communication with interaction tips

The Halogen Myers-Briggs module also gives employees interaction tips so they can learn how to optimize communication with others. The module provides key insights for each personality type, including what to expect from individuals of that type when they communicate, and tips on what they want to hear.

Give managers and HR insight into their workforce makeup with Myers-Briggs reports

HR and managers can access a Myers-Briggs Assessment Report that provides both summarized and detailed Myers-Briggs personality type information for those employees who have opted to share their results. The report also shows how many employees have taken the assessment and how many have shared their results.

Managers can see the personality type distribution for their employees, and HR for the entire organization. Knowing the personality preferences of individuals, as well as the personality type distribution of their employees, equips managers with important information for tailoring their communication, coaching, and leadership style to meet the needs of individuals and groups.
Talent profiles
Get the complete picture with an integrated, flexible, self-service employee profile that can be used for sharing, searching, and identifying internal talent.

Activity tracker
Employees can stay on top of all related activities with a real-time status update of feedback, approvals, notifications and more, in one central tracking panel.

Email reminders
Keep everyone on track with automated email reminders that notify managers and employees about upcoming tasks and remind those who are late.

Everyone in the organization wins

<table>
<thead>
<tr>
<th>HR pros</th>
<th>Managers and employees</th>
<th>C-Level executives</th>
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<tbody>
<tr>
<td>• Easily conduct powerful MBTI assessments across the organization and make the reports more accessible and useful to the organization.</td>
<td>• Employees: Benefit from improved self-awareness to better understand their own personality type and implications on their interests, reactions, communication style, values, motivations, and skills.</td>
<td>• See improved coaching, communication and collaboration across the organization.</td>
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<tr>
<td>• Create a common language to help employees understand differences. Help reduce workforce conflicts.</td>
<td>• Managers: Improve leadership and coaching abilities, and foster a more understanding and collaborative team environment.</td>
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<tr>
<td>• Gain insights into the makeup of your workforce — access reports that provide personality type distribution across divisions, teams, or the entire organization.</td>
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"With Halogen Myers-Briggs our employees can better understand one another's communication preferences and get simple guidance on how to interact more effectively with one another."

Joyce Smith, Human Resources Manager, Children's Miracle Network Hospitals