The Halogen® Myers-Briggs® module — an add-on module to Halogen eAppraisal™ — lets you pull your employees’ MBTI® results into the Halogen TalentSpace™ 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.

**“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 teambuilding, and support improved collaboration and engagement.”**

Jamie O’Brien, Talent Development Specialist

- **Boost performance and self-awareness:** 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:** Help managers become more effective at communicating performance feedback by considering their employees’ personality types.
- **Enhance leadership development:** Help managers build their leadership competencies, ensuring employees are more motivated, productive, and satisfied.
About the *Myers-Briggs Type Indicator®* (MBTI®) instrument

The MBTI tool is the world’s most popular personality assessment — with more than 2 million assessments completed around the world annually. It was designed to help people gain insights about themselves and how they interact with others, and provides a common language for appreciating interpersonal differences.

**Feature rich**

**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™ home page. They can complete the 93-question assessment and associated interactive learning session in about an hour.

The interactive learning session introduces employees to the four MBTI preference pairs: Extraversion–Introversion, Sensing–Intuition, Thinking–Feeling, and Judging–Perceiving. It explains how their four preferences work together to make up their personality type. It also helps them understand how to make the best use of their results.

**The 16 MBTI® personality types**

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**Access results centrally in the Talent Profile**

Employees can access their results directly from the Myers-Briggs® Assessment section of the Talent Profile. To ensure privacy, they have the option to share their results with others or keep them private.

From their Talent Profile, employees can download a 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.
Improve employee–manager relationships
The Halogen® Myers-Briggs® module helps organizations retain and reinforce personality-based insight across the organization. By combining Halogen’s solution with Myers-Briggs insights, interactions between employees, and between employees and their managers, are enhanced — which has a direct bearing on employee engagement and productivity.

Compare the personality types of two employees
Employees can see how their personality type compares with the types of other employees who’ve shared their results. This helps employees see the similarities and differences between types and understand how to interact with others more effectively.

Improve communication with interaction tips
Employees and managers can also view interaction tips for optimizing interpersonal communication.
Gain greater insight into your workforce

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.

Certain to Succeed Money Back Guarantee

Be confident with our Certain to Succeed Money Back Guarantee. After using one of our assisted implementation programs to bring any one of our products into your organization, if you’re not happy with it, we will refund in full your unused subscription fees, as long as you let us know within 6 months of your purchase date.

Part of an organically-built, fully integrated talent management suite

About Halogen Software:

Halogen Software ensures HR is certain to succeed with powerful, simple to use talent management solutions that put HR in control. Our practical, affordable approach makes it easy for HR to align their workforce, improve productivity, and develop human capital as a competitive advantage. Halogen helps HR to be strategic — to be brilliant — at talent management.