



## TAP Member of the Quarter

**Gerrit Pelzer**  
**INFJ**

Congratulations to Gerrit Pelzer, Managing Director, Vivo Coaching on being selected as our TAP member of the quarter. Gerrit found MBTI very useful, especially, when applying the Type Theory with his individual coaching clients who are mostly leaders in organizations. We spoke with Gerrit recently about the MBTI and here is what he had to say:

### **When were you certified in the MBTI ?**

I was certified in Kuala Lumpur in 2010.

### **What was your overall objective in choosing the MBTI for your organisation ?**

When I made the transition from the corporate world to becoming a full-time coach some years ago, I found the MBTI extremely useful specifically as I realized that as someone with NF preferences, I was far more suited to working in the area of people development than as a chemical site manager and I could envisage then that this would be a very beneficial instrument for my clients.

### **How have you been using the Type theory in the workplace ?**

With individual clients I find it is very helpful for enabling them to gain insights into themselves and how they are different from other people. Many of my coaching clients are leaders in their organizations and once they see the benefits of the MBTI, they often want to introduce the Type concepts back in their workplace particularly for building bridges within teams.

### **What have been some of the benefits of implementing MBTI ?**

One that sticks in my mind was during a team building workshop when the team realized that the majority of them including their leader had Introversion as a preference and that they needed to develop some actions to ensure that they were balancing their thinking with their doing.

On a similar note, one introverted leader I was coaching realized that his preference on this dichotomy was potentially hindering his growth as he didn't spend enough time interacting with his extroverted boss. One action he implemented was to drop in to his boss's office a few times a week for a chat. This was actually a huge effort for him but had a very positive impact on their working relationship.

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### What have been some of the challenges you have faced implementing Type theory ?

Probably the biggest challenge for me is getting people in the right mindset. This is such an important component to ensure your clients are getting accurate results but can be very challenging. Apart from that I think that most people love the MBTI but occasionally you come across people who don't and that's okay. You can't win them all!

### On a personal note, have you applied your knowledge to any other areas of your life ?

My partner has a preference for Perceiving and not only do I have a preference for Judging but was also raised in the German culture which is very judging. It has taken me a while but I find now that I am able to relax and be a lot less planful and adopt a more sabai sabai approach – particularly on the weekends.

\* TAP members may also be interested in the many MBTI related LinkedIn Groups that often provide useful resources and discussion on topics related to the implementation of Type Theory in the workplace e.g. **MBTI PROFESSIONALS**, **MBTI certified practitioners network**, **Myers-Briggs Type Indicator Assessment (MBTI)** and **Myers Briggs (MBTI) Networking Group**

## Farewell to Anne

On a sad note, we say farewell to Anne Hutton, who is moving back to Melbourne with her family as her sons will complete their schooling there. Happily she will continue to support Potentia Thailand and will travel back regularly to conduct the MBTI Certification public and in-house programs. Thank you for your role in bringing Type to Thailand Anne and we look forward to seeing you back here soon.



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