

On the trail of personality

How Jungian typology and MBTI give us a common language to express our experiences and personality.



Felix Mueller is a „MBTI Step I&II Certified Practitioner“. In this Interview, he explains its value to his coaching clients.

Felix, what role does personality play in your coaching sessions?

Many of my clients are executives who want to (or should) move from a current as-is situation to a future target situation. This step is challenging, which is why the executives seek my support as a coach. Often the challenge lies in the fact that the client's personality and the target situation do not match.

What is your approach?

Situations can be changed (or are constantly changing anyway), while the personality is comparably stable. Therefore, I invite my clients to get to know their personality – i.e. themselves with all their strengths and characteristics.

Science has recognized that a person's personality consists of two parts: on the one

hand, innate genetic predispositions, and on the other hand, experience gained through life. The latter are individual, as each person has his or her own history. But the former can be determined in a structured way. Typical models for this are the Big Five or Jung's innate personality preferences as determined by the Myers-Briggs Type Indicator MBTI.

You are certified as "MBTI Step I & II Practitioner". What does this mean? Yes, to be able to support my clients in the best possible way, I have been trained and certified as "MBTI Step I & II Practitioner", so that I can use the MBTI tool. This involves considering four dimensions, which consist of two diametrically opposed ends:

- How to gain energy
- How to perceive the world
- How to make decisions
- How to organize your life and work.

All people can do both ends, but one end is easier and requires less energy.

And what benefit do your clients get from this?

First of all, Jungian typology and the MBTI give us a common language to express our experience and our personality: This is how the "strength for details" can be named and distinguished from the "strength of thinking in large contexts" - both are important, none is "better" and when I combine my strength with that of the counter-preference, a powerful solution emerges. Perhaps it becomes clear that a challenge lies in carrying out activities for which one has no preference. In addition, I often experience that people are relieved because they realize that they are indeed different and that this is not bad at all. The appreciation for oneself and others increases.

What limits do you see in the MBTI?

I say quite clearly that I like the MBTI as a tool and therefore I use it. Many studies have shown that it is valid. In addition, there are good cross-references to the Big Five. Nevertheless, I see limits in the fact that each tool cannot describe a person one hundred percent. Therefore, in my coaching sessions it is important for me to take the framework of the MBTI and work with the clients - contradictions are allowed, because every person is unique. However, without MBTI, my clients and me would lack an important tool to recognize the innate personality and to distinguish it from the imprints of life.

About Felix Müller, Coach



As a coach, Felix Müller supports leaders in their transition to new roles and positions, in overcoming challenges and taking advantage of opportunities. The combination of 25 years of leadership experience, business studies at top Swiss and US universities and coaching studies in Great Britain make him a coach with leadership experience who uses scientifically based approaches to help his clients move forward. His coaching quality is certified by the world's largest coaching association ICF. He coaches and trains in German, English, and French, virtually, on site and in a hybrid form. He also likes to coach in early mornings, evening and on weekends when his clients have time and leisure for further development through coaching.

For further information, visit his website at www.felix-mueller.coach