



## Emotional Intelligence and Self-Awareness

One of the key components of the Nurse Preceptor Academy training is a special section for preceptors on understanding the possible effect of personality types on professional and personal relationships. Under the Academy model, each preceptor completes a personality assessment in advance of the one-day training session. The instructor will distribute and review the results with participants as part of the Emotional Intelligence and Self-Awareness session at the Academy. This session is consistently one of the highest-rated components of the one-day training session.

A partial listing of nationally recognized personality assessment tools appears below. These personality assessments and their organizations are separate and apart from The Health Alliance of MidAmerica LLC. While we encourage you to provide a personality assessment for each participant who attends the one-day preceptor training, The Alliance does not endorse nor recommend any one specific assessment tool. Typically, these organizations will require a certified instructor conduct the assessment and present the findings based on their specific personality styles model. You are responsible for complying with any and all requirements imposed by these organizations.

- DiscProfile™  
*[www.discprofile.com](http://www.discprofile.com)*
- INSIGHT Inventory®  
*[www.insightinstitute.com](http://www.insightinstitute.com)*
- Keirsey Temperament Sorter®  
*[www.keirsey.com](http://www.keirsey.com)*
- Myers-Briggs Type Indicator®  
*[www.myersbriggs.org](http://www.myersbriggs.org)*
- Predictive Index®  
*[www.piworldwide.com](http://www.piworldwide.com)*

You are permitted to edit the Nurse Preceptor Academy Reference Manual and the PowerPoint slides to include content specific to the personality assessment used for your program. Please comply with copyright guidelines associated with the personality assessment you choose to use.

## NOTE

In Kansas City, we use the Myers-Briggs Type Indicator<sup>®</sup>, a personality inventory developed by Katherine Cook Briggs and Isabel Briggs Myers. It is intended to be administered and interpreted by a person certified by the Association for Psychological Type International. Information on certification training can be found at [www.myersbriggs.org](http://www.myersbriggs.org). The MBTI<sup>®</sup> assessment materials can be ordered from CPP Inc. — publisher of the Myers-Briggs Type Indicator<sup>®</sup> assessment at [www.cpp.com](http://www.cpp.com). There is a fee for individuals to attend MBTI<sup>®</sup> qualification training prior to ordering the assessment materials. Two of the organizations authorized to train and certify Myers-Briggs practitioners are:

AMA

800 262-9699

[www.amanet.org](http://www.amanet.org)

CAPT

800 777-2278

[www.capt.org](http://www.capt.org)