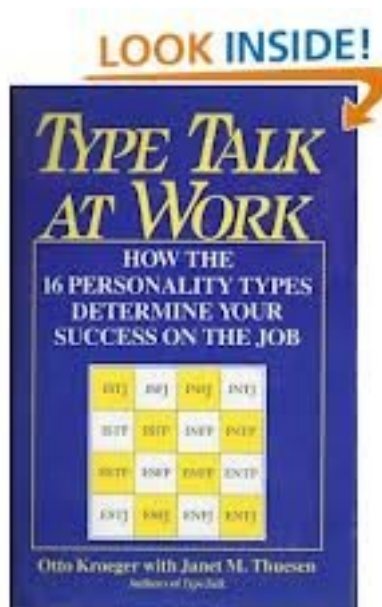


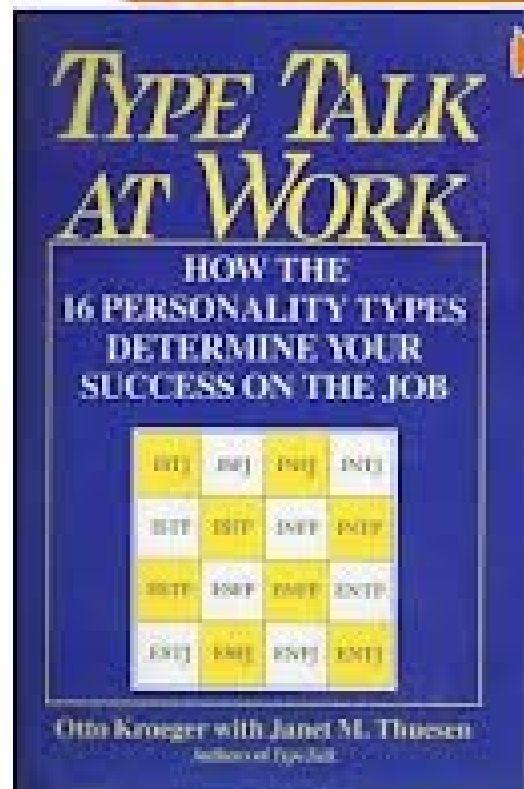
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The authors have followed up their **Type Talk** (Delacorte, 1988), an introduction to the study of personality types, with this handy explanation of how we can better understand personalities in the workplace. Based on C.G. Jung's classic 1923 **Psychological Types** and the famous Myers-Briggs Type Indicator (MBTI), this useful work makes common sense out of a complex idea, and the pragmatic workplace meaning of "typewatching" should strongly appeal to managers and human resource professionals. The 16 types are explained and are then related to real workplace issues such as problem solving, managing time, setting goals, managing stress, and other understandable applications in business. Millions of people have completed Myers-Briggs, and now we have a very accessible application in business of this fascinating field of study. Recommended for all libraries. Previewed in Prepub Alert, LJ 9/1/91.

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Better tool for self understanding than controlling others

By econdude

Kroeger and Thuesen are not my favorite MBTI authors, but the Type Talk books are a decent reference for those who consider themselves beginner and intermediate level in the personality theory world. The explanations of the four preferences and how to look for them in one's own self or in others is reasonably well done. I particularly liked how they borrowed from Keirsey's theory and delineated the NT/NF/SP/SJ categories. They do not delve far into the dominant/auxiliary/tertiary/inferior functions.

Type Talk at Work explains how people of different types set goals, manage time, hire and fire, resolve conflict, solve problems, and deal with other workplace issues. The range of topics was pretty comprehensive, although by necessity a bit superficial. Given the length of the book the explanation of how different types interact was well done, and had some case studies also. I was not very impressed with the 'Z Problem Solving Model', but it may benefit someone else. The best part of the book is the last part, entitled 'The Sixteen Profiles At Work'. The Sixteen Profiles section details how all of the types tend to think and behave in a workplace setting. I'm sure many people will be amazed at how accurate it can be for them. Type Talk at Work is definitely meant to promote self knowledge, which the authors stress is the first duty of the reader: know yourself well, then try to figure other people out.

I have two criticisms: firstly, the authors are NFs, and in my view did not altogether avoid unconsciously writing the book for other NFs. That is a minor criticism, as the book overall is well done. I also believe that Kroeger and Thuesen did not warn readers to properly use type theory, in other words use it in a very careful, ethical way. The book is very dangerous in the wrong hands and misuse of knowledge and information about someone can and does happen in the business world. The reader needs to know that sharing this type of information can be very risky.

I don't mind recommending the book, particularly because a type book regarding the workplace is badly needed and I'm not aware of any others. econ

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