

# MBTI®

## Myers-Briggs Type Indicator® (B)

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The MBTI tool is the most widely used personality instrument in the world, with over two million people taking it annually.

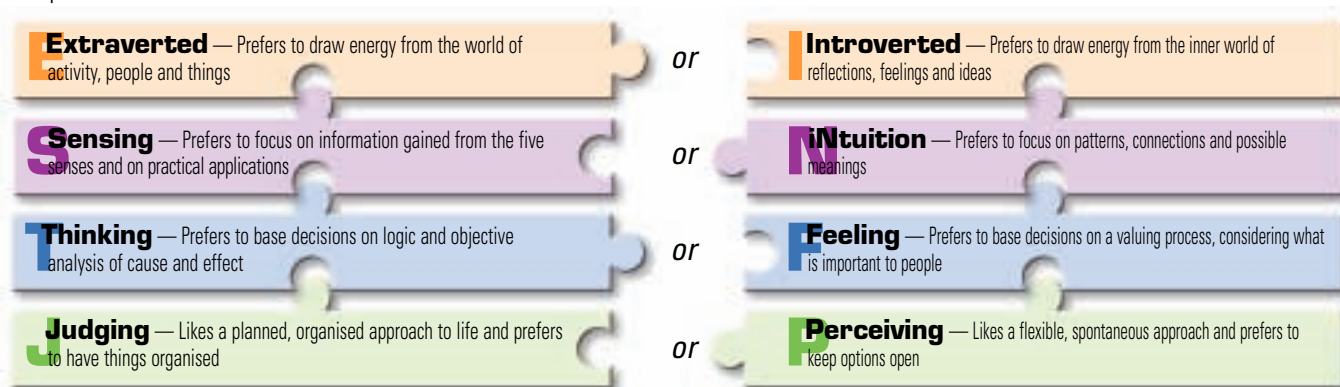
It is a forced choice, self-report, personality questionnaire used to measure and describe people's preferences for how they like to get information, make decisions and orient their lives. It is based on Carl Jung's theory of perception and judgement and classifies people into 16 broad personality Types. The MBTI tool provides a simple way of seeing how people are alike and how they differ.

When people are aware of their differences, they can build better understanding and reduce conflict. The MBTI tool thus helps to improve teamwork and productivity whilst reducing unproductive interpersonal and intra-organisational conflict. Individuals can use their MBTI results to understand their preferred learning styles, evaluate the fit between themselves and their jobs, and better manage time and stress.

### How the MBTI Works

The MBTI instrument helps determine an individual's preferences on four dichotomies.

The person is either:



The various combinations of these preferences result in 16 personality "Types", each associated with a unique set of behavioural characteristics and values, which provide a useful starting point for individual feedback, self-exploration or group discussion.

People are generally taught the theoretical basis of the MBTI instrument before they receive their MBTI results. This allows them to "self-estimate" their Type and compare it with the results from the MBTI tool. By reading the profile for their Type in the booklet *Introduction to Type*® it is usually possible for individuals to arrive at a "best-fit" Type – one that describes their general behaviour to their satisfaction.

### The MBTI Instrument & Recruitment

One thing the MBTI instrument *cannot* be used for is recruitment! Although there is a clear link between Type preferences and attraction to particular occupations, the MBTI instrument does not measure skills and abilities. Further, it has no lie detectors or validity scales embedded into it. Instruments that are used for recruitment, like the CPI™ and 16PF® tools, contain validity scales to ensure the results produced by people motivated to obtain a position are accurate portrayals.

### Completely Revised & Updated in 1998

In 1998 CPP Inc., the publishers of the MBTI instrument, completed a revision of the instrument. Using a national representative sample of over 3000 people in America, and a state-of-the-art new scoring technique known as Item Response theory (IRT) every item was examined and selected for maximum information value, modern-day relevance, and lack of gender or other forms of difference. It provides greater reliability, validity and ability to sort more accurately around the midpoint.

## Applications

The MBTI® instrument is very versatile and is widely used for many purposes including:

**Individual development** identifying leadership style, developing managerial potential, time and stress management, and executive coaching

**Team Building and team development** improving communication, enhancing team problem solving, valuing diversity and resolving conflict

**Organisational change** understanding and dealing with responses to rapid change, understanding team and corporate culture

**Improving communication** developing selling and influencing skills

**Education and career counselling** identifying learning styles and motivations, improving teaching and training methods, and providing career guidance

**Relationship counselling** improving the quality of relationships and interactions

Scoring produces the *Expanded Interpretive Report (EIR)*, which gives more detailed information about an individual's preferences, differentiating between individuals of the same Type and providing more understanding when a person reports lack of clarity on one or more of the dichotomies. It achieves this by breaking each of the dichotomies down into five subscales, referred to as facets. The *Step II EIR* also provides individualised feedback on:

- Communication styles
- Problem-solving preferences
- Decision-making styles
- Change Management
- Conflict resolution

as well as tips for enhancing effectiveness in each of these areas.

## Benefits

- It is easy to use, score and explain
- It is short and quick to complete
- Clients enjoy it and find the results helpful
- It works (there is extensive evidence of its validity)
- It was revised and updated in 1998, increasing its accuracy, ease of use and relevance
- It provides a powerful conceptual framework, allowing practitioners to deepen their knowledge and apply it to many different situations
- It promotes a constructive approach to the differences between individuals
- It is widely used, so there is plenty of comparative data available
- There is a large body of associated resource material books, booklets, manuals, videos and workshop materials

## Administration

- 15 - 25 minutes, although untimed
- For use with individuals 14 years or older
- Language versions: Australian English, US English, German, Spanish, Italian, French (self-scorable only), Japanese, Chinese, and many others

## Two Levels or 'Steps'

The MBTI instrument now comes in two levels:

*Step I* involves scoring the instrument to obtain basic preferences on the four dichotomies. You can use Form M and Form K (or the old Form G) to gain this level of interpretation. These instruments are available both in participant-scoring and in administrator-scored versions (see the following pages).

*Step II*, also known as the Expanded Interpretive Report, requires the use of the Form K or Form Q version of the MBTI instrument. Form K can be administered in pencil-and-paper form and over the internet, whereas Form Q can only be taken via the internet. (Both internet versions are available on the APP website).

The reports can only be generated using a complex computer scoring program, accessed through the APP website, or our mail-in scoring service.

