

# Myers-Briggs Type Indicator® (MBTI®)

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PURPOSE	To assess personality type/preference on four dimensions
ADMINISTER TO	Individuals 14 years and older
READING/EDUCATIONAL LEVEL	Grade 7 (NQF level 1)
ADMINISTRATION TIME	15-30 minutes (number of items depends on form used)
SCORING OPTIONS	JvR Online/Self-scoring
PUBLICATION DATE	First publication: 1962; Form M; 1998: Form Q: 2001
HPCSA	Resubmitted March 2015
TRAINING	Compulsory 4-day Accreditation training
LANGUAGES	English, Afrikaans (+21 languages)
SA NORMS	Not applicable

The Myers-Briggs Type Indicator (MBTI) is an internationally trusted personality assessment that assists people to gain insight about themselves and how they interact with others. Use of this assessment can help individuals improve how they communicate, learn, and work. It provides a powerful framework for building better relationships, driving positive change, harnessing innovation, and achieving excellence. The MBTI assessment makes Carl Jung's theory of psychological type both understandable and highly practical by helping individuals identify their preferences in four areas.

## ASSESSMENT SCALES

**The MBTI Step I (Form M)** identifies an individual's 4-letter personality type, consisting of four basic preferences:

Extraversion – Introversion

Sensing – Intuition

Thinking – Feeling

Judging – Perceiving

Combinations of these preferences result in 16 distinct personality types, and provide a common language for how we interact with the world and each other. The insights gained provide a framework for tackling a broad range of issues that can be applied in both professional and personal situations.

**The MBTI Step II (Form Q)** delves beyond the 4-letter type framework proposed by Step I, and uncovers the many different facets of type that make each individual unique. These deeply personalised insights are perfect for coaching, action planning and building cohesive teams.

## AREAS OF APPLICATION

The MBTI is ideal for a wide range of applications, including:

- Team development - helps ease communication among team members, identifies team strengths and weaknesses, and creates action plans for improved performance.
- Leadership development - deepens leaders' understanding of their personality type and the types of those they are leading; helps them to manage better, give more meaningful feedback; and improve individual and team performance.
- Conflict management - improves skills in identifying sources of conflict and intervening early to prevent underperformance, disruption, and disengagement.
- Stress management - builds resilience, increases productivity, and offers strategies for identifying and managing stress triggers.
- Career transition and planning - assists in guiding individuals on career choice and career development and management.

## REPORT OPTIONS

The MBTI has the following software reports available:

Step I (Form M) includes:

- **Profile Report:** Provides a basic profile of a client's 4-letter MBTI type.
- **Interpretive Report:** Delivers a concise yet thorough interpretation of a client's MBTI results.
- **Interpretive Report for Organisations:** Employee strengths and target areas for development are identified in this report.
- **Comparison Report - Work Styles:** Compares two individuals' types and helps them to learn to work together effectively.
- **Team Report:** Provides information on the team type and individuals within the team.
- **Career Report:** Provides easy-to-read graphical information that helps find the best occupational match for a client or student.
- **The Communication Style Report:** Provides general descriptions about how individuals with certain preferences tend to prefer to communicate.
- **Decision-making Style Report:** Helps a client learn about how personality preferences influence decision-making.
- **Conflict Style Report:** Describes how the person is likely to approach and deal with conflict situations.
- **Stress Management Report:** Describes how likely the person is to experience and react to stress. It also suggests ways to help manage stress successfully.
- **Personal Impact Report:** Supports a comprehensive development experience by applying MBTI type knowledge to eight key development areas.
- **Report for Healthcare Professionals:** Helps doctors, nurses, healthcare assistants and clinical staff to improve all aspects of their communication. It helps you to become aware of how your individual personality type preferences impact on the style of care you give.

Step II (Form Q) includes:

- **Profile Report:** Explores the facets of a client's MBTI type.
- **Interpretive Report:** Helps clients to see how their facet results show how they express their type preferences.

Other combined reports include:

- **Strong and MBTI Career Report:** Provides information that gives clients a complete career development picture.
- **The Leadership Report using FIRO-B and MBTI:** This combined report helps clients learn more about their leadership style.