



MBTI® - Myers-Briggs Type Indicator®

The MBTI® is one of the most widely used personality instruments in the world today. It has a long history, an established Qualifying Process, and over one million practitioners worldwide.

History of the MBTI®

During World War II, a young woman named Isabel Myers decided to do her part for the war effort by creating a self-report inventory that would make Carl Jung's theory of psychological types available to more people. At this time self-report instruments were just beginning to be developed. Prior to that time, only psychologists "assessed" personality. Her goals were two fold; 1) help people find a better fit for their work and so make the work in factories and in the military more effective and 2) promote world peace by helping people develop more appreciation for individual differences and how to use the differences constructively rather than divisively. Her work resulted in world-wide use of the Myers-Briggs Type Indicator® and spawned an industry of professional "type practitioners" who apply type theory to business effectiveness, communication, career development, cross-cultural understanding, education, spirituality and more.

The MBTI® reports preferences on four dichotomies, with two opposing preferences on each dichotomy.

Your Preferred World or Attitude	E Extraversion Energized by interaction with others	or	I Introversion Energized by solitary activities
Mental Process Perception - Accessing / Gathering Information	S Sensing Concrete, experiential awareness	or	N iNtuiting Abstract, symbolic awareness
Mental Process Judgment - Organizing / Evaluating / Deciding	T Thinking Information/situations assessed objectively based on criteria	or	F Feeling Information/situations assessed subjectively based on worth/values
Orientation to the Outer World	J Judging Plan ahead and follow the plan	or	P Perceiving Keep options open to adapt

REMEMBER: Psychological instruments like the MBTI® are only designed to *indicate* your clients preferences--it does not determine psychological type with one-hundred percent accuracy. An important part of understanding your psychological type is self-discovery. It is recommended that clients are given extensive descriptions of all 16 personality types so they feel comfortable with their *best-fit* personality type. Please visit Myers-Briggs.org for a great article on finding best-fit type.

The MBTI® instrument has a long history with more studies done and more extensive revisions than almost any other personality assessment tool. It is classified as a "Level B" instrument, which means that special training is required to purchase and administer the instrument. You may be educationally qualified because you have had a graduate level tests and measures course. In which case, you would be wise to take training in this unique and richly complex instrument before you use it. People who are educationally qualified often opt to participate in a Myers-Briggs Type Indicator® Qualifying Program without having to take the exam so they can be sure they know enough to use the instrument well.

