

About the MBTI

There are various MBTI Forms. They all present a series of forced-choice questions, in phrase and word pair format. Each question, or item, relates to a preference – one of 4 sets of psychological opposites:

- Extraversion-Introversion
- Sensing-Intuition
- Thinking-Feeling
- Judging-Perceiving

The MBTI is made up of 4 scales, comprising these items, which represent these opposites. They do not claim to say everything about these opposites, which is one reason why the MBTI is called an Indicator.

The MBTI is a sorting mechanism for psychological preferences, not a measure of skills or abilities. Scores on the MBTI are like votes for one side or another, in which each option is considered good, or valuable. People completing the MBTI can leave questions unanswered when they like neither or all of the options presented. Isabel Myers didn't want you to give false data about your preferences.

Clarity of preference on a scale relates to a level of confidence that the result is correct for the person completing it. Scores are therefore not related to any notion of development, or lack of development.

Who can use the MBTI?

Not everyone can use the MBTI. Its publisher, CPP Inc, has approved MBTI Qualifying Workshops to train eligible people to correctly understand and use it at a fundamental level.

I taught one of these courses from 1993 to 2006, when it was discontinued.

In most countries, legislation allows registered psychologists to purchase and use the MBTI (and any other psychological instrument) without completing an approved workshop.

You need to check the expertise of anyone giving you the MBTI. It takes time and effort, and extra study to understand how to use it properly.

What's the best way to complete the MBTI?

Completing the MBTI is always a combination of answering the questions in a relaxed/non-pressured environment and then receiving feedback from someone qualified to do so.

Completion also involves receiving appropriate instruction beforehand, with statements such as:

- The questions are about natural preferences, not pathologies
- Preference is also not skill
- Don't answer the questions situationally, or how you think you should respond. Look for your natural response
- You can leave out questions you don't wish to answer, or wish to give both answers

What is MBTI Feedback?

Feedback is the completion process the MBTI. It is expected to be face to face discussion on the results of taking the MBTI. Providing a printout or report and leaving it at that is considered inappropriate and unethical, and completing the MBTI yourself and reading the results is considered insufficient.

Feedback involves an explanation of each of the 4 sets of preferences to enable a self-rating before the results are presented.

The purpose of feedback is not to validate the results but to establish a person's natural preferences. Feedback must include an explanation of the processes of type dynamics and development in the

context of individual results. Giving the person a booklet or publication describing the 16 types as well as basic type theory is also required.

The MBTI is also available on the Internet, in controlled sites approved by the publisher, where, for a fee, your results are sent to a qualified professional for examination and feedback.

Where can I find the MBTI on the Internet?

The MBTI is available only on controlled sites approved by the publisher CPP Inc. For information, go to www.mbti.com, or www.capt.org

Some questionnaires advertise themselves on the Internet as MBTI-like or Jungian questionnaires that have 4 scales like the MBTI. These are not the MBTI, but questionnaires using the same idea, sometimes without regard to key parts of Jung's ideas. A well-constructed questionnaire will be able to provide information on construction, reliability and validity.

The MBTI has specific questions that are copyright, and so unable to be used in other instruments or questionnaires. Also the research associated with the MBTI relates only to those questions and legitimate MBTI Forms.

How can I tell the difference between the MBTI and other, similar questionnaires?

If the questionnaire is generally available, then that's a key indication that it's not the MBTI.

There are other cues as well:

- The MBTI doesn't have any questions that ask you to select between:
 - Yes or No
 - True or False
 - or to rate your answer on a 5 or more point scale (usually called a Likert scale)
- *Extroversion* is used instead of *Extraversion* (the term used by Jung and the MBTI)
- The word *emotion* is used in a question, or it is used in accompanying descriptions almost interchangeably with Feeling. In the MBTI, Feeling is simply a style of decision making, and not emotion at all. questions situationally, or how you think you should respond. Look for your natural response
- Number of questions: the MBTI has a minimum of 93 questions
- The MBTI also isn't available in card-sorts or as part of career development packages