

# The MBTI<sup>®</sup> Instrument

the most widely used personality assessment

MBTI

## One of the world's leading personality tools

The MBTI<sup>®</sup> instrument is based on Jung's theory of psychological type. Over 50 years ago, Isabel Briggs Myers was inspired by her mother Katharine Cook Briggs' insights into human behaviour, and worked to combine them with Jung's theory of personality differences to develop the very first MBTI questionnaire. Their life's work was to continually enhance the content and applicability of the inventory. Isabel's writings on type and self-development remain utterly resonant today, both in professional and personal life.

## What is the MBTI instrument?

The MBTI Step II was built on Myers' early work on individual differences within type. It was developed over a 20-year period using factor analysis and item response theory. It identifies five facets within each Step I dichotomy, thereby providing substantially more information about how an individual exercises basic type preferences than Step I.

Now used in situations as diverse as marital counseling and executive development, the MBTI tool has become the world's most popular personality instrument, completed by more than two million people annually around the world. Practitioners and psychologists 'keep the flame burning' in communities of use, constantly generating fresh ideas, research, resources and reference materials for new users.

## How does this tool improve my work?

The MBTI instrument is recognized all over the world as a foundation for individual development and improved self-awareness. It's deceptively simple but based on sound and durable psychological theory. The MBTI's positive approach to understanding differences between people has made it the world's most popular personality assessment.

- MBTI Step I identifies an individual's type (made up of four basic preferences) and provides a common language around how we interact with the world and each other
- MBTI Step II enables exploration of the unique way in which an individual expresses their preferences by providing analyses of the five facets of each Step I dimension



Practitioners and respondents alike find both MBTI Step I and Step II easy to grasp, insightful and thought-provoking. Respondents often experience 'light bulb moments' as they navigate the various applications of type preference and facets. Organisations make it their instrument of choice across their development programmes because it provides a common language for appreciating interpersonal differences. For individuals, to be able to safely explore their understanding of themselves as they relate to the world and to others can be life-transforming.

## Who is the tool suitable for?

The MBTI Step I instrument is a self-awareness and development tool. It is suitable for employees at all levels, including board level.

## How do I get started?

For MBTI Step I, you'll need to complete one of the following qualifications:

- MBTI Step I Qualifying Programme
- MBTI Step I Conversion Programme
- OPP's Level B (Intermediate Plus) Programme

For MBTI Step II, you'll need to complete the following qualification:

- MBTI Step II Qualifying Programme

## How can I use the instrument?

This tool works best in:

- Team fit
- Leadership and development
- Development at all levels
- Conflict management
- Line manager coaching
- Executive coaching
- Relationships with stakeholders
- Stress management
- Interpersonal skills development
- Career transition and planning

### What is 'type'?

A psychological type is an underlying personality pattern resulting from the dynamic interaction of our four preferences.

The MBTI preferences or 'dichotomies' explore the following:

**E-I**

**(Extraversion or Introversion)**

*Where you prefer to obtain and focus your 'energy' or attention*

**S-N**

**(Sensing or Intuition)**

*The kind of information you prefer to gather and trust*

**T-F**

**(Thinking or Feeling)**

*The process you prefer to use in coming to decisions*

**J-P**

**(Judging or Perceiving)**

*How you prefer to deal with the world around you, or your 'lifestyle'*

### What are 'facets'?

Each of the four MBTI dichotomies is multi-faceted, comprising a number of component parts, or facets, that represent aspects of the complex nature of the dichotomy. Scores on the facets will differ from person to person within the same overall type preference.

## Individual development and executive coaching

The instrument helps individuals to understand their preferred working style, and how this can be developed to be more effective with others. It also encourages individuals to value difference, as a way of improving working relationships.

## Management and leadership development

The instrument is highly recommended for management and leadership development programmes, as it helps individuals to appreciate the impact of their personal style on others. In addition, it helps to identify aspects of their role that may come naturally to them, and other areas where they may need to focus more energy and attention.

## Teambuilding and development

Using the instrument within a teambuilding setting increases awareness of the team's overall working style. Through this the team is able to address internal team needs, harness individual strengths and identify areas for development. Using the MBTI instrument can help to improve communication, enhance problem-solving and encourage an appreciation of diversity. The benefits will reach beyond the team, as they begin to understand and develop the impact they have on other teams.

## Organisational change

Using the instrument as part of a change initiative will help the organisation and its individuals to understand why people react to change in different ways, and provides a starting point for supporting them through the process.

## Improving communication

The instrument is ideal for helping individuals understand how to communicate more constructively with different people, and is a basis for techniques that can be used to listen, influence and persuade more successively.

## What are the benefits for me and my organisation?

- People find the process enjoyable, the results enlightening and the framework easy to work with
- The MBTI instrument promotes a constructive approach to individual differences, demonstrating that different working styles can be complementary, rather than a source of friction
- The MBTI instrument has an impressive and prestigious reputation built over 60 years, with organisations from all industry sectors successfully addressing a variety of workplace issues. This versatility also ensures high return on your investment in qualifying to use the MBTI Step I instrument. Case studies illustrating this can be found on the OPP website
- The MBTI instrument is a truly international tool, helping your organisation develop a common framework across borders. It is available in a wide range of languages, and the questionnaire has been adapted to be sensitive to cultural differences, ensuring that it retains its validity in these contexts
- The continual development of the instrument ensures its ongoing relevance today and in the future. An extensive range of books and materials are also available from OPP to help you apply the instrument to different situations

## What does the instrument look at?

Through completion of the questionnaire and a personal feedback session, the assessment will reveal characteristics unique to each personality type. This will show the individual how they interact with others and how they deal with all kinds of real-life situations. The MBTI dimensions explore the following features:

### **E – I**

Where you prefer to get and focus your 'energy' or attention (Extraversion or Introversion)

### **S – N**

The kind of information you prefer to gather and trust (Sensing or INTuition)

### **T – F**

The process you prefer to use in coming to decisions (Thinking or Feeling)

### **J – P**

How you prefer to deal with the world around, your 'lifestyle' (Judging or Perceiving)

## What formats are available?

The questionnaire is available in two different formats, OPPassessment; and paper and pencil, and in a wide range of languages. Depending on the format a number of professional reports can be produced.

## OPPassessment

OPPassessment is the electronic platform for administering and scoring OPP's portfolio of instruments. It offers a fast, easy and secure way to complete and analyse candidate responses, and to produce professional reports.



## Expert reports

Sample reports are available from our website at [www.opp.eu.com/samples](http://www.opp.eu.com/samples)

### **MBTI Profile Report – a cost effective profile of MBTI type**

This entry-level MBTI report offers you a simple two-page outline of personalised information about your respondent's type and associated characteristics. The report can be generated from Step I or Step II questionnaires.

### **MBTI Interpretive Report for Organisations – build on employee strengths**

This report describes how an individual's MBTI type may be expressed in an organisational setting, including the respondent's working style and their preferences in the workplace. This is followed by sections on communication and problem-solving styles, and personalised suggestions for development are made. The report can be generated from Step I or Step II questionnaires.

Available from the Scoring Bureau:

### **MBTI Step I Team Reports and Workshop Leader's Report**

Develop and inspire teams with this report.

### **MBTI Step I Career Report**

Find the best occupational match for you clients.

### **MBTI Step I Work Styles Report**

Help any two people learn to work together effectively.

### **MBTI Step II Interpretive Report**

This highly personalised report provides a comprehensive account of the Step II results. The results are applied to four areas of personal development: communication, change management, decision-making and conflict management. Using the facet results, the report highlights a respondent's style in each of these four areas and proposes methods to operate more effectively within each style.

## How can I buy?

Visit our online shop at [www.opp.eu.com/shop](http://www.opp.eu.com/shop) to purchase printed materials.

To take advantage of OPPassessment email [enquiry@opp.eu.com](mailto:enquiry@opp.eu.com) or telephone our client support team on 0845 603 9958.

For any enquiry about qualifications, products and services visit our website at [www.opp.eu.com](http://www.opp.eu.com) or contact our Customer Support team at [enquiry@opp.eu.com](mailto:enquiry@opp.eu.com) or 0845 603 9958.