

Myers Briggs Type Indicator® Step II instrument

About the MBTI Step II instrument

One of the world's leading personality tools

The MBTI® Step II instrument builds on the insights provided by Step I, introducing a unique and complex understanding of personality, which enables clients to explore a multiplicity of individual variations within type.

Particularly effective in leadership development and executive coaching, the MBTI Step II instrument breaks down each dimension of the Step I types into five facets, giving individuals a more detailed appreciation of their type. This approach can highlight how people of the same Step I type can be different, and explore similarities between people with contrasting Step I preferences.

Business applications

Individual development and leadership potential development

Highly recommended for leadership development, the MBTI Step II instrument enables the individual to understand the distinctive ways in which they express their personality, and the implications of this for their development as effective leaders.

Team effectiveness and development

Using the instrument provides a forum for reflecting on how team members and leaders interact, helping the team to increase its ability to communicate successfully, to handle conflict and change, and to implement more inclusive problem-solving techniques.

Organisational change

The questionnaire helps organisations to understand different responses to change, and suggests a framework for supporting individuals through the process.

Improving communication

The instrument can be used to help people understand how to communicate constructively with different people, and to develop their own style of influencing and persuading others.

Other applications include: *problem-solving*, *conflict resolution* and *career guidance*.

What does the instrument look at?

Through completion of the questionnaire via OPP assessment, the Step II instrument will reveal a further five facets within each of the Step I areas. These help individuals to clarify the distinctive way that they express their personality type. These additional facets are as follows:

Where you get your energy (Extraversion-Introversion)	Gathering information (Sensing-Intuition)	Making decisions (Thinking-Feeling)	Relating to the world around you (Judging-Perceiving)
Initiating – Receiving	Concrete – Abstract	Logical – Empathetic	Systematic – Casual
Expressive – Contained	Realistic – Imaginative	Reasonable – Compassionate	Planful – Open-ended
Gregarious – Intimate	Practical – Conceptual	Questioning – Accommodating	Early-starting – Pressure-prompted
Active – Reflective	Experiential – Theoretical	Critical – Accepting	Scheduled – Spontaneous
Enthusiastic – Quiet	Traditional – Original	Tough – Tender	Methodical – Emergent

Benefits for you and your organisation

- People are stimulated by the process, finding the results relevant and the framework accessible.
- Can be used as part of a self-development process to promote understanding and improvement of an individual's impact on others. The Step II instrument captures the individuality of a person's Step I type, giving a fresh, new insight into individual and team understanding.
- The MBTI Step II instrument is proven as a powerful tool for a variety of applications, with all sizes of organisations applying the instrument successfully for a range of needs. This versatility also ensures a high return on your investment in qualifying to use the MBTI Step II instrument. Case studies demonstrating this can be found on the OPP website.
- The MBTI Step II instrument is a truly international tool, helping your organisation develop a common framework across borders. It is available in a number of languages, which have been carefully developed to be sensitive to cultural differences, with many different nationality comparison groups available.
- The continual development of the instrument ensures relevance today and in the future, with over 60 years of research in support.

Who is the tool suitable for?

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

What formats are available?

The MBTI Step II instrument is available online or by email via 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.

The questionnaire can be ordered in a wide range of languages, and the following professional report can be generated on the basis of the results:

- MBTI Step II Interpretive Report – A 22-page report which provides the individual with their Step I and Step II results, explaining how these work together to make up the individual elements of their personality. The report also details the individual's approach towards communications, making decisions, managing change and managing conflict.

Qualification

To administer the questionnaire and purchase materials, you must complete the MBTI Step II Qualifying Programme.

OPP[®] Ltd

With expertise in applied business psychology, OPP enables organisations, teams and individuals to improve their effectiveness. Client solutions are delivered through the capabilities of our consultancy and learning services and a portfolio of world- renowned psychometric instruments. OPP works with companies in the UK and the whole of Europe through a network of regional partners and offices. Visit www.opp.eu.com, email enquiry@opp.eu.com or call one of the national rate numbers listed below for information on the full range of OPP products and services.

UK: +44 (0)845 603 9958

Belgium: +32 (0)2 709 2919

Denmark: +45 3644 1040

France: +33 (0)1 55 34 92 00

Germany: +49 (0)2 195 926900

Ireland: +353 (0)1 295 6443

Italy: +39 340 1872655

The Netherlands: +31 (0)20 586 3300

Spain: +34 91 799 10 40

Address

OPP Ltd
Learning Operations team
Elsfield Hall
15-17 Elsfield Way
Oxford, OX2 8EP
United Kingdom
Tel: +44 (0)845 603 9958

www.opp.eu.com

© OPP is a registered trade mark of OPP Ltd.
© MBTI is a registered trade mark of the Myers-Briggs Type Indicator Trust. OPP Ltd is licensed to use the trade mark in Europe.