

The MBTI Global Assessment

For MBTI Certification Program Faculty

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20th November 2018



1. Introduction – Stu Belcher
2. Supporting products – Stu Belcher
3. Positioning – Stu Belcher
4. Manual Overview– Betsy Kendall



Introduction

Stu Belcher: Product Manager



History lesson

“Change in the sense of constant improvement has always been part of the tradition of the MBTI personality inventory”



First version of the instrument
(Form A) copyrighted
1943


Form G published
1978

Manual
2nd ed published
1985

OPP publish Step I and UK Manual Supplement

CPP publish Form M and revised manual
1998

Step II European Versions
2004

MBTI Global Assessment released
Global Step I and Global Step II Manual 4th edition
2018

1962
Form F Published
Manual 1st ed

1982
MBTI Qualifying Program created

1989

British edition of the MBTI produced

2001
Form Q Launched

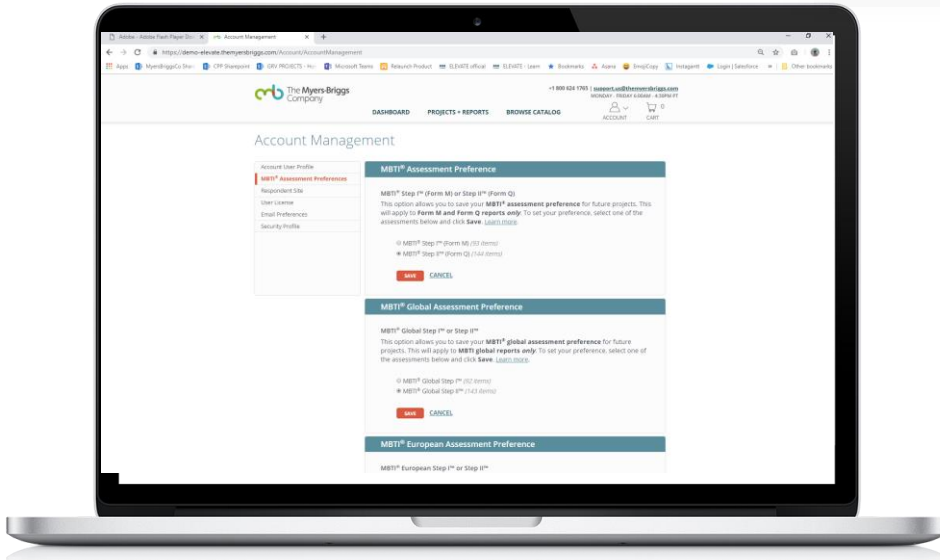
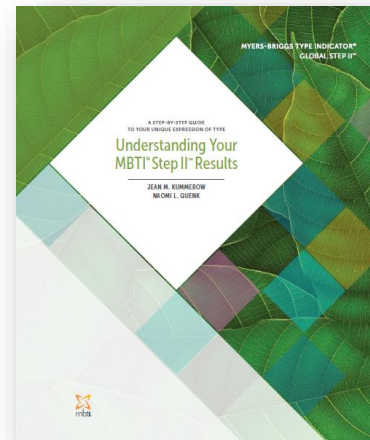
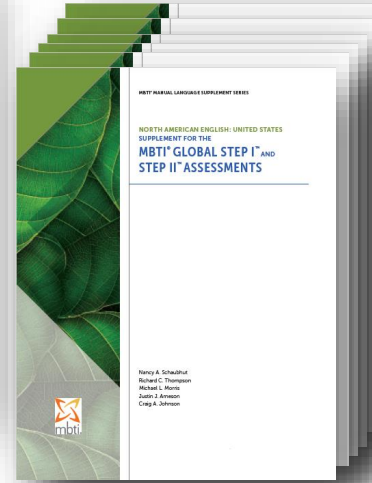
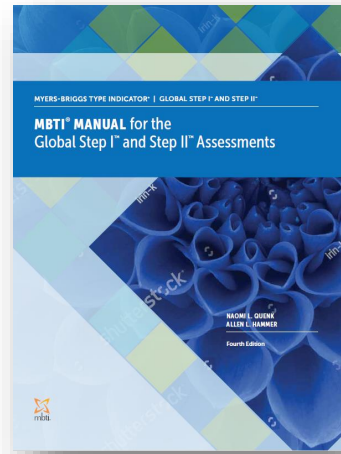
Remember last years presentation?



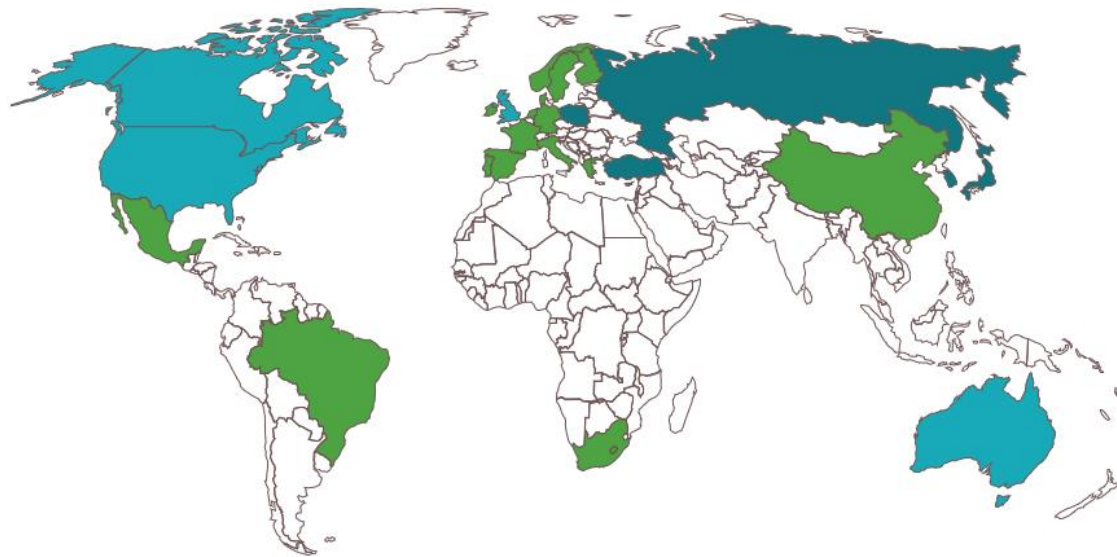


The MBTI Global Assessments

Now live on Elevate
26th October 2018



The MBTI Global Assessment



Much more than just a name

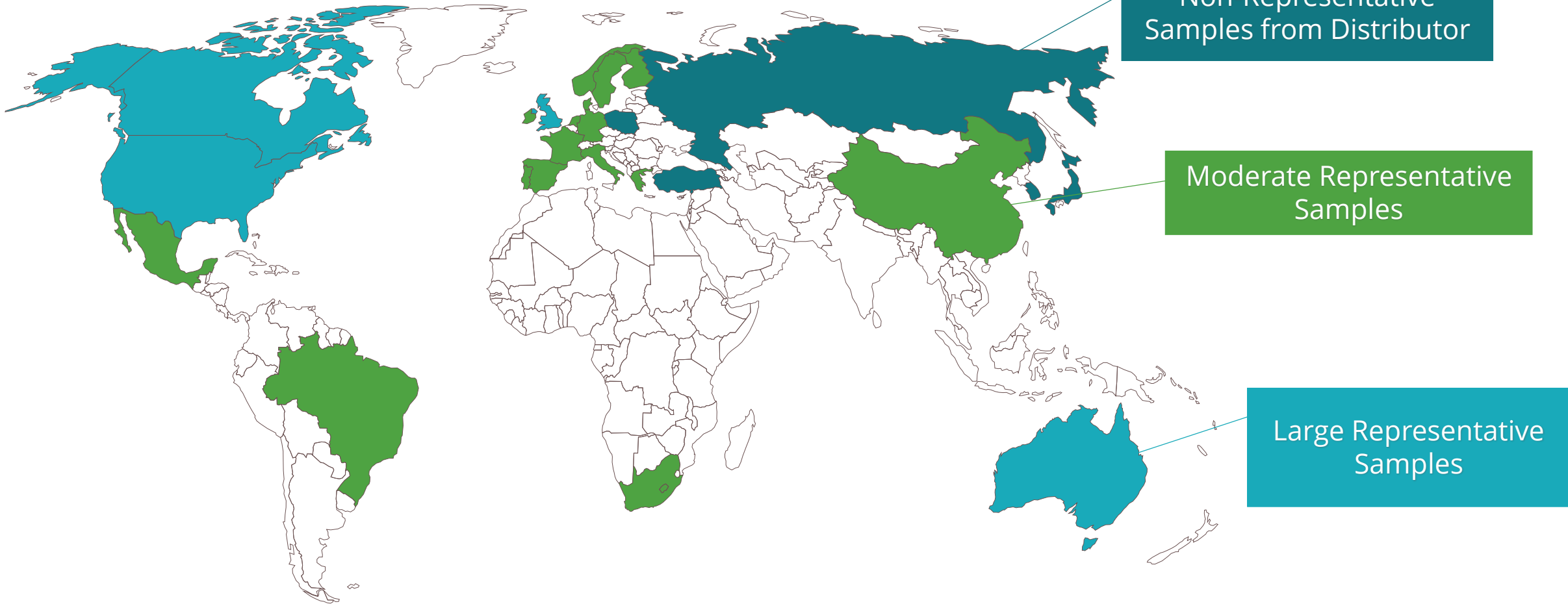
- New sample of 16,700 covering 20 countries
- Single uniform set of items and standardized scoring system for all translations of the assessment

Questions in each assessment

MBTI Global Step I – 92

MBTI Global Step II - 143

GRV samples by country



Non-Representative Samples from Distributor

Moderate Representative Samples

Large Representative Samples

GRV samples by country

Large Samples	N
Australia (North American English)	776
Canada (North American English)	939
United Kingdom (European English)	2,831
United States (North American English)	3,578

**Total -
16,773**

Moderate-Size Samples	N
Brazil (Brazilian Portuguese)*	839
Canada (Canadian French)	176
China—Hong Kong, Taiwan (Traditional Chinese)	477
China—Mainland (Simplified Chinese)	521
Denmark (Danish)	468
Finland (Finnish)	524
France (European French)	472
Germany (German)	440
Greece (Greek)	277
Ireland (European English)	383

Moderate-Size Samples (Continued)	N
Italy (Italian)	458
Mexico (Latin American Spanish)†	359
Netherlands (Dutch)	506
Norway (Norwegian)	493
Portugal (European Portuguese)	503
South Africa (Afrikaans)*	505
South Africa (North American English)*	189
Spain (European Spanish)	564
Sweden (Swedish)	495

Reference: MBTI Manual Chapter 7 Construction

Updated assessments

Global Step I assessment – New scoring

- Three different scoring analysis strategies were used, all showing similar results:
 - Classical Test Theory
 - Item Response Theory
 - Latent Class Analysis
- Latent Class Analysis (LCA) is a statistical method for finding subtypes of related cases (latent classes) from **categorical data**
- LCA was selected with the key advantage being that it assumes people belong to one of some number of groups, or classes, a view that is consistent with MBTI type theory (Magidson, 1997)
- Already used in 2008 version of MMTIC.

Reference: MBTI Manual Chapter 7 Construction

Updated assessments

Global Step I assessment

- 92 item Global Step I Assessment (down from 93 in Form M)
 - EI 24 items
 - SN 24 items
 - TF 23 items
 - JP 21 items
- Draws largely equally on Form M and European Step I item sets
- Measure works “reasonably well” in all languages/countries in the global sample

Reference: MBTI Manual Chapter 7 Construction

Updated assessments

Global Step II assessment

- 143 Items (down from 144) (range of 5-11 questions per facet)
- Explored the possibility of additional facets – none found
- Explored different ways to score the facets – IRT selected as most appropriate measure due to ‘trait-like’ nature of the facets

Reference: MBTI Manual Chapter 7 Construction

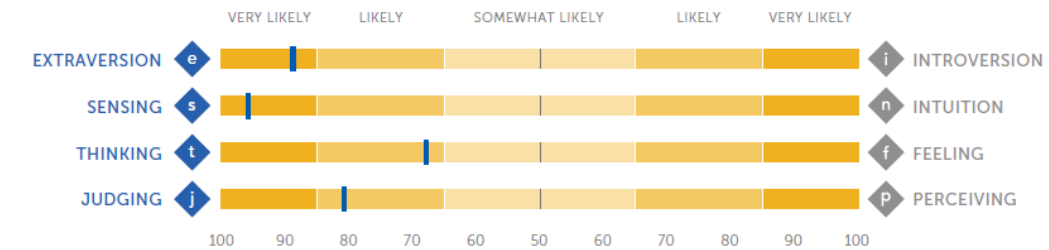


MBTI Global Reports

Probability Index vs Preference Clarity Index

MBTI® Global Step I™

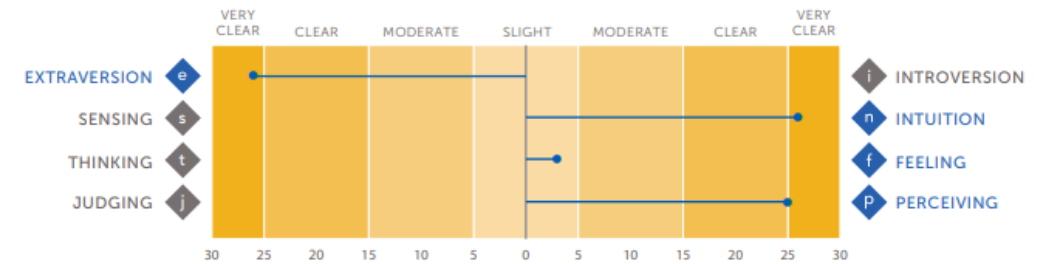
PROBABILITY INDEX FOR EACH OF YOUR MBTI® PREFERENCES



PROBABILITY: EXTRAVERSION | 89 SENSING | 96 THINKING | 68 JUDGING | 81

MBTI® Step I™ Form M

CLARITY OF YOUR PREFERENCES: ENFP

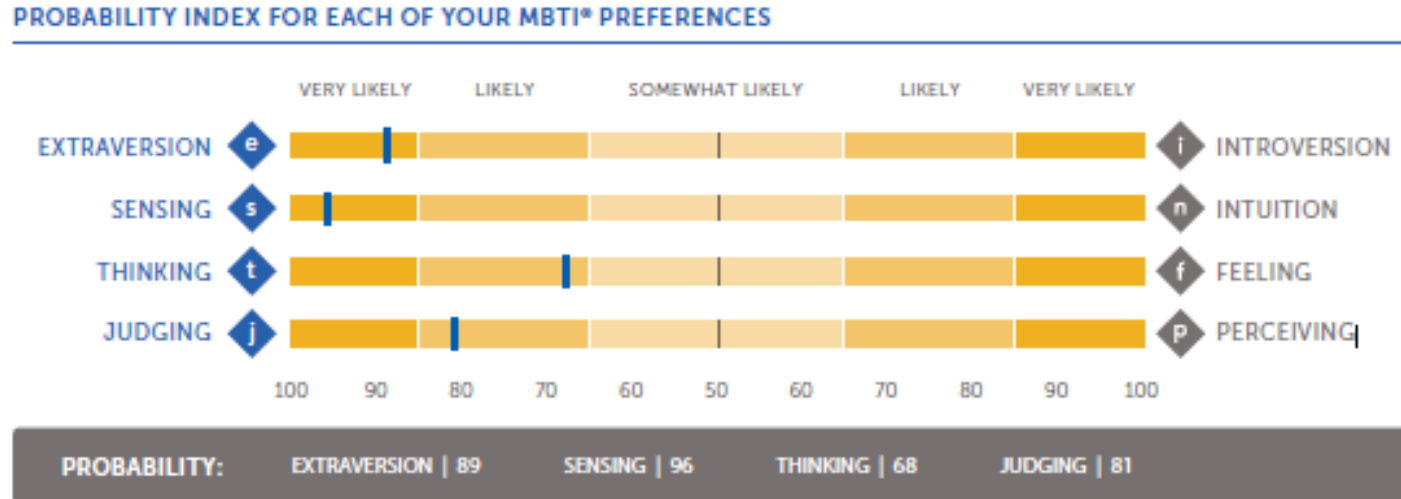


PCI RESULTS: EXTRAVERSION | 26 INTUITION | 26 FEELING | 3 PERCEIVING | 25



Updated assessments

New representation of scoring for Global Step I assessment



- The new scoring is reflected in the reports by a Probability Index and three new categories:
 - 51-65% Somewhat likely
 - 66%-85% Likely
 - 86%+ Very Likely

Reference: MBTI Manual Chapter 7 Construction

Updated assessments

Summary

- Global assessments provide consistency for all users
- Probability Index replaces Preference Clarity Index
- LCA new scoring mechanism behind Global Step I
- IRT still used for Global Step II

Reference: MBTI Manual Chapter 7 Construction



Supporting Products



MBTI Global Reports

English Language



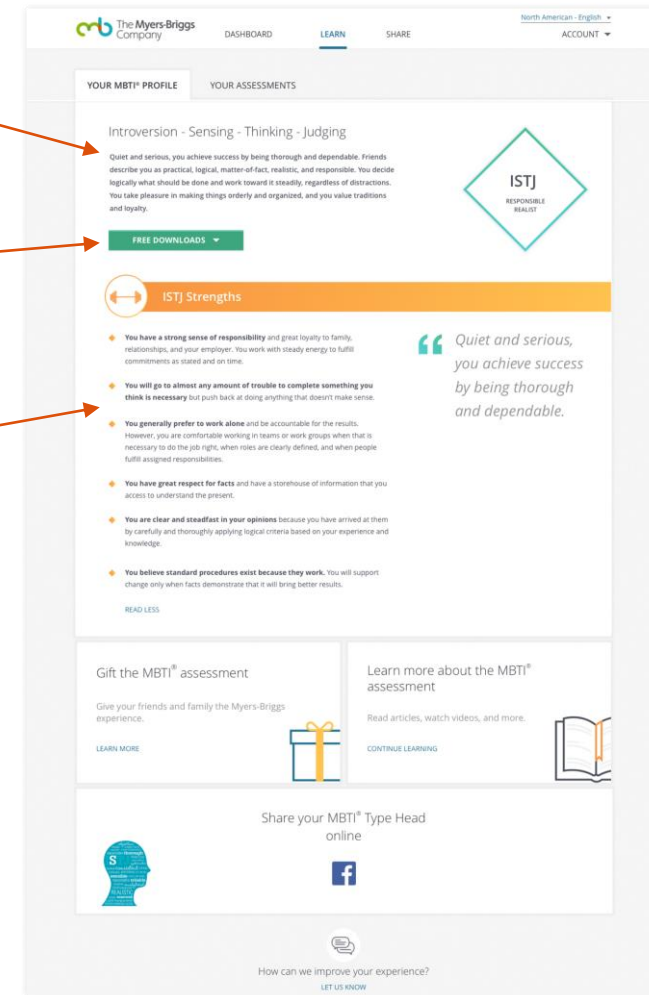
New Respondent Content

- Practitioners can share additional content on Elevate once the respondent's verified type has been confirmed
- The MBTI Global Report purchased can be added to the respondent's account for download

Type Description

Downloads
(Type head and Stress heads)

Type strengths

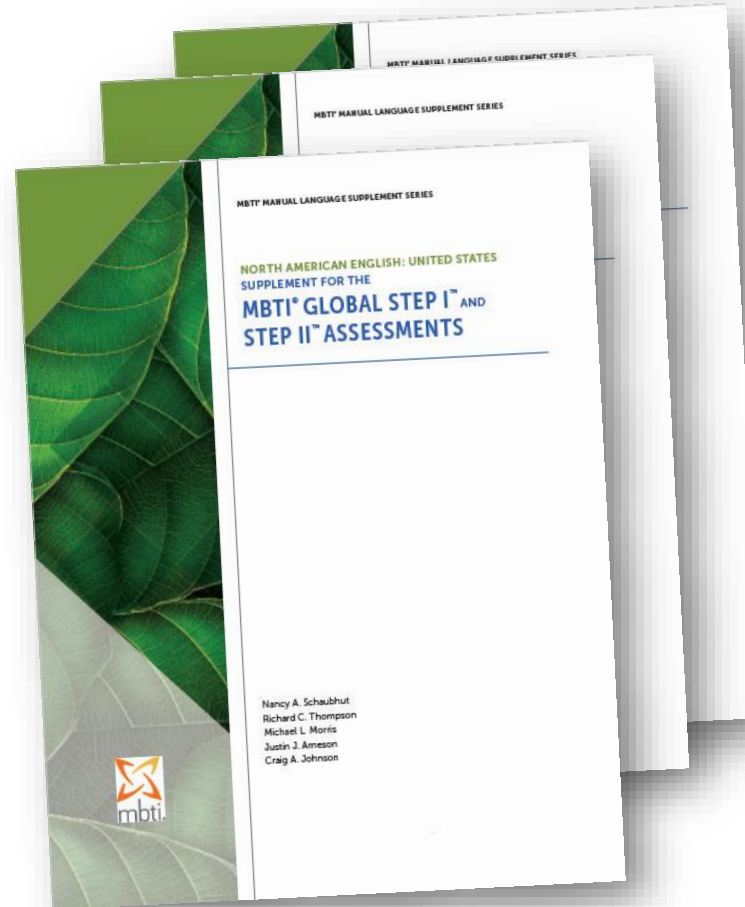
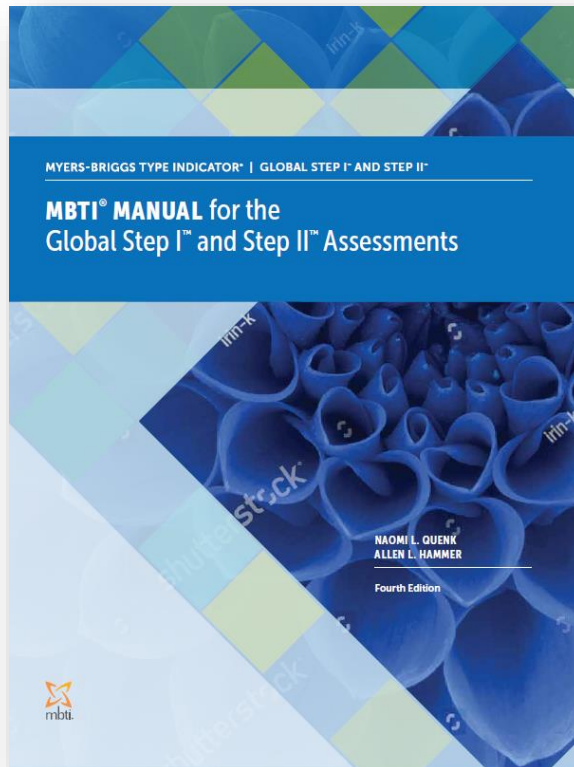


The screenshot shows the 'YOUR MBTI® PROFILE' page for an ISTJ (Introversion - Sensing - Thinking - Judging) type. The page includes a 'FREE DOWNLOADS' button, a section for 'ISTJ Strengths' with a list of six key traits, and a quote: 'Quiet and serious, you achieve success by being thorough and dependable.' Below the strengths section are two promotional boxes: 'Gift the MBTI® assessment' and 'Learn more about the MBTI® assessment'. At the bottom, there is a 'Share your MBTI® Type Head online' section with social media icons and a feedback prompt: 'How can we improve your experience? LET US KNOW'.



MBTI Global Manual

English Language Supplements and Technical Briefs



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MBTI® Manual Supplements Series for the Global Step I™ and Step II™ Assessments

Here you will find information on the MBTI® Manual Supplements Series which accompanies the MBTI® Manual for the Global Step I™ and Step II™ Assessments (4th edition). The MBTI® Global Assessment was based on a combined sample of 16,733 participants, and the supplements below provide detailed information about each of the samples, including psychometric data and sample descriptions.

Full details on the construction of the assessments, their reliability and validity can be found in the [MBTI® Manual for the Global Step I™ and Step II™ Assessments \(4th edition\)](#)

About the Global Step I™ and Step II™ assessments

The MBTI® Global Step I™ and Step II™ questionnaires represent the latest versions of the instrument. They are based upon a single set of global data with a common set of items; this means that the same questionnaire can be taken all over the world. The MBTI® Global Assessment was based on a combined sample of 16,733 participants. The sample included 9,002 women and 7,771 men. The average age of the sample was 41, with ages ranging from 15 to 88 years. Full details on the construction of the assessments, their reliability and validity can be found in the [MBTI® Manual for the Global Step I™ and Step II™ Assessments \(4th edition\)](#).

MBTI® Manual Supplements Series

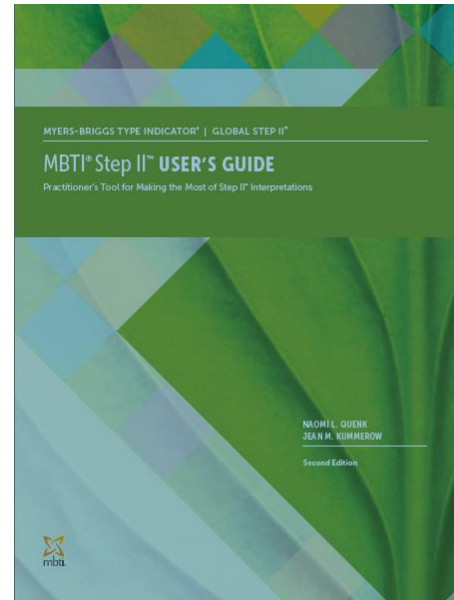
Twenty-three individual samples were compiled and included in the Global Step I™ and Global Step II™ assessments. Within the 23 samples, data were collected in 19 languages and in 20 countries. The MBTI® Manual Supplements Series provide detailed information about each of the samples included in the global research, including psychometric data and sample descriptions.

Country	Language	Supplement	Download
Australia	North American English	Australia (North American English) supplement to the MBTI® manual for the Global Step I™ and Step II™ assessments	Download
Canada	Canadian French	Canada (Canadian French) supplement to the MBTI® manual for the Global Step I™ and Step II™ assessments	Download
Canada	North American English	Canada (North American English) supplement to the MBTI® manual for the Global Step I™ and Step II™ assessments	Download
China	Simplified Chinese	China (Simplified Chinese) supplement to the MBTI® manual for the Global Step I™ and Step II™ assessments	Download
China	Traditional Chinese	China (Traditional Chinese) supplement to the MBTI® manual for the Global Step I™ and Step II™ assessments	Download
Germany	German	Germany (German) supplement to the MBTI® manual for the Global Step I™ and Step II™ Assessments	Coming Soon
Ireland	European English	Ireland (European English) supplement to the MBTI® Manual for the Global Step I™ and Step II™ Assessments	Download
Mexico	Latin American Spanish	Mexico (Latin American Spanish) supplement to the MBTI® Manual for the Global Step I™ and Step II™ Assessments	Coming Soon
Netherlands	Dutch	Netherlands (Dutch) supplement to the MBTI® Manual for the Global Step I™ and Step II™ Assessments	Coming Soon
South Africa	Afrikaans	South Africa (Afrikaans) supplement to the MBTI® Manual for the Global Step I™ and Step II™ Assessments	Download
South Africa	North American English	South Africa (North American English) supplement to the MBTI® Manual for the Global Step I™ and Step II™ Assessments	Download

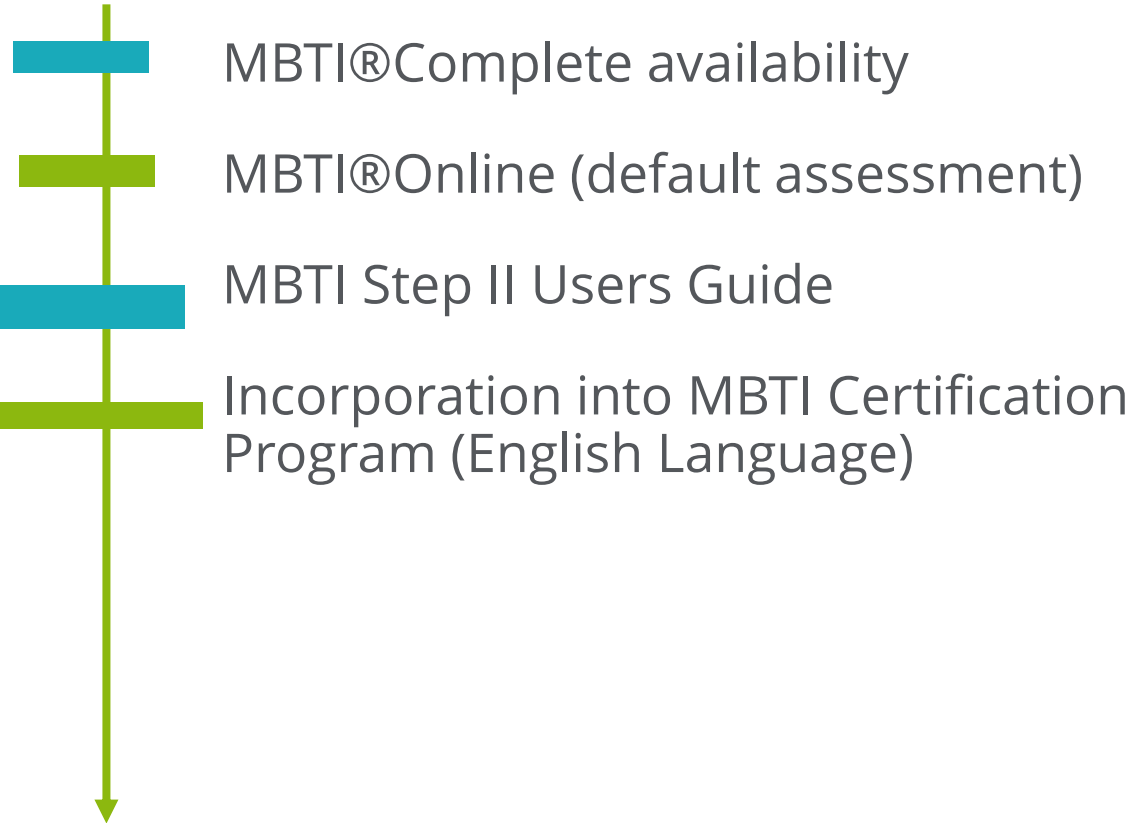


MBTI Global Support Materials

English Language



Coming in 2019





Positioning





Some key talking points

- Early access to the MBTI Global Assessment is Exclusive to Elevate users
- There are no immediate plans to retire Form M, Form Q or European Step I and II
- Practitioners are encouraged to use the assessment that works best for the projects they are working on
- We train practitioners to use the MBTI Instrument – not the assessment
- MBTI Certified Practitioners can use all versions of the assessment
- There is no need to recertify
- The Global Assessment will not be supported with a self scorable version



MBTI Manual For the Global Step I™ and Step II Assessments™

Betsy Kendall: Vice President, Global Programs, Content and Delivery

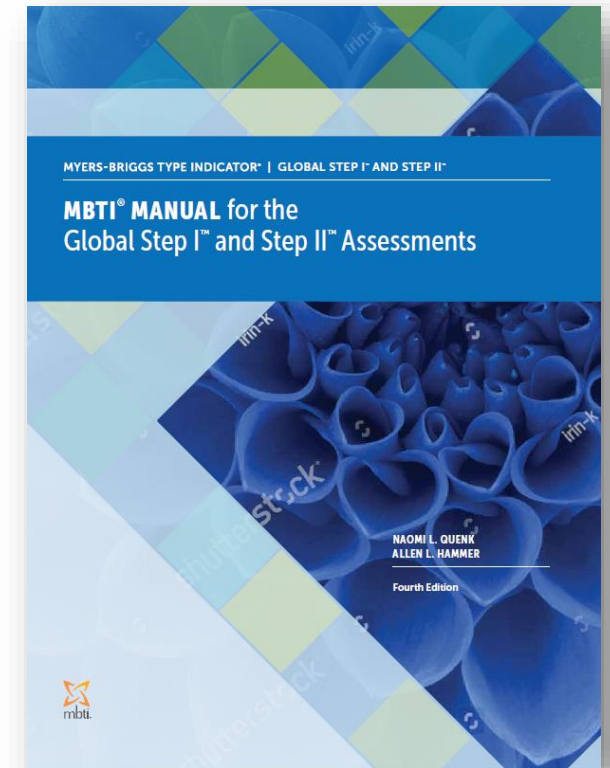


MBTI Manual

For the Global Step I™ and Step II Assessments™

Key Chapters

- Chapter 7: Construction of the MBTI® Global Assessments
 - Describes the procedures used to obtain global samples of respondents;
 - Construct, translate, and administer the research form to international samples;
 - Analyze the data obtained;
 - Select items;
 - Determine scoring methods; Explains how the probability index was created.



Manual walk through

- Table of Contents
- Validity (ch. 9 and 10)
- Global Sample Type Summaries *ch. 7, p156, table 7.8*
- Reliability (ch. 8)
 - P 162 – explanation of impact reliability and that there is no reliability inherent in an assessment
 - Reliability summary for Step I *p164 (table 8.1)*
 - Reliability summary for Step II *p 167 (table 8.6)*
- Validity
 - Correlations of forms *ch.9 p 184, (table 9.1)*
 - For the Global Forms specifically from ACL and CPI 260 correlations

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Thank you!