



# MBTI® Certification Online Refresher

Renew your MBTI® Step I™ knowledge and confidence with this on-demand video course.

Feeling a bit rusty? **If you've successfully completed an MBTI Step I certification program but haven't used what you learned in a while, this self-paced online video course is for you.**

Designed to be completed in as little as a single afternoon, it provides a brief but comprehensive review of the information you need to quickly get back up to speed as an MBTI Certified Practitioner.

## COURSE OUTLINE

### 1. Introduction

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Welcome to our MBTI® Certification Online Refresher course. This introductory video walks you through what to expect and how to best use this course to maximize your facilitation of the MBTI assessment.

### 2. A Review of Type Basics

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This section covers the basics of the MBTI framework, starting with Jung's theory of personality types and the development of the MBTI assessment. You'll explore the meaning of *type preferences*, how the preference pairs work, and the differences between *type* and *trait* assessments.

- ◆ Jung's theory of personality types
- ◆ Briggs and Myers' contributions
- ◆ Correct and incorrect uses of the MBTI assessment
- ◆ The meaning of *preferences*
- ◆ The four preference pairs
- ◆ The 16 MBTI types
- ◆ Language use
- ◆ Personality vs. behavior
- ◆ Type vs. trait assessments



## 3. Administering the MBTI® Assessment

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This section looks at best practices for administering the MBTI assessment, including introducing type, establishing the correct mindset, and following ethical guidelines. It also provides a brief introduction to the best-fit type verification process.

*Note:* This video mentions the Elevate® assessment system and assessment options not currently available in Europe. Please see our [Language availability](#) page for a full list of assessments and reports available via OPPassessment in Europe.

- ◆ Introducing type with respondents
- ◆ Ethical guidelines and best practices
- ◆ Establishing the correct mindset
- ◆ The best-fit type verification process

## 4. Introducing the MBTI® Global Assessment

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This section offers an overview of the new MBTI® Global assessment.

*Note:* MBTI® Global is not currently available in Europe. You may want to skip this section.

## 5. Interpreting MBTI® Assessment Results

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In this section, you'll review the MBTI feedback process and look at how to interpret MBTI results. This is a great time to look through your MBTI® Step I™ Feedback Cards, which include illustrations and examples of each preference to guide you and your respondents through the feedback process. The bonus video at the end of this course also offers a full, 80-minute feedback demonstration using the feedback cards.

- ◆ Reported and best-fit type
- ◆ MBTI reports and preference clarity
- ◆ Exploring the preference pairs
- ◆ Best-fit challenges: What to do when you can't get to best-fit type
- ◆ Best-fit type verification: Why it's so important to "get it right"

*Note:* This video looks at preference clarity using reports from the Elevate assessment system in the United States. General advice in this video is relevant to all MBTI Step I reports.

## 6. Creating and Analyzing a Team Type Table

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This section provides an overview of some of the ways to analyze and explore a team type table.

- ◆ Looking at opposite preferences
- ◆ Exploring the process pairs (the middle letters of each four-letter type)



## 7. Type Dynamics

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This section explores type dynamics—the interaction of the four preferences in each MBTI type—and the insight we gain by understanding how individuals use all four mental processes.

- ◆ An overview of type dynamics
- ◆ The eight favorite processes
- ◆ Order of the processes
- ◆ Using *Introduction to Myers-Briggs® Type* to explore type dynamics

## 8. Learning Tasks for Applying Type with Teams

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In this section you'll look at some key activities you can use to make type exploration engaging and meaningful for groups.

- ◆ *Living Type Table*
- ◆ *Draw Your Room*
- ◆ *Type and Leadership*
- ◆ *Contributions and Needs*
- ◆ The team problem-solving model

Note: All these activities are available to download from the [knowledge center at www.themyersbriggs.com](http://www.themyersbriggs.com).

## 9. The Research Behind the MBTI® Assessment

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This section gives an overview of the research behind the MBTI assessment and explains why it matters.

- ◆ Construction of the MBTI assessment
- ◆ Reliability definition and measurement
- ◆ Validity definition and evidence

## 10. Responding to Criticism of the MBTI® Assessment

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This final section presents common misconceptions about, objections to, and criticisms of the MBTI assessment and provides the facts and information you need to speak knowledgeably on the subject.

- ◆ Common misconceptions and how to address them
- ◆ Common objections and how to address them

## 11. Closing Remarks

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### Bonus chapter: Giving Feedback to Individuals on the MBTI® Global Step I™ Assessment

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This 80-minute bonus video offers a real-life best-practices example of a full MBTI Step I feedback session.

Download MBTI Step I practitioner resources from the [knowledge center at www.themyersbriggs.com](http://www.themyersbriggs.com).