

# THE MYERS-BRIGGS TYPE INDICATOR (MBTI®) ASSESSMENT

## OVERVIEW

The Myers-Briggs Type Indicator® (MBTI®) Assessment is used to help students learn about their Type, and how Type affects learning, communication, and interpersonal relationships.

Amateur psychologist Isabelle Briggs Myers and Katherine Briggs, a mother-daughter team, began studying Carl Jung's theory of psychological type. The result, after more than 20 years of research and testing, was the MBTI®.

The purpose of the MBTI® Assessment is to make the theory of psychological types described by Carl G. Jung's theory of psychological Type understandable and useful in people's lives. The essence of the theory is that much seemingly random variation in the behavior is quite orderly and consistent, due to underlying differences in the ways individuals prefer to use their perception and judgment. The indicator is used in the areas of pedagogy, career counseling, team building, group dynamics, professional development, marketing, family business, leadership training, executive coaching, life coaching, personal development, marriage counseling, and workers' compensation claims.

There are four (4) Dichotomies that the MBTI® encompasses:

1)	<b>E</b>	Extraversion	Or	<b>I</b>	Introversion
2)	<b>S</b>	Sensing	Or	<b>N</b>	Intuition
3)	<b>T</b>	Thinking	Or	<b>F</b>	Feeling
4)	<b>J</b>	Judgement	Or	<b>P</b>	Perception

Note that the terms used for each dichotomy have specific technical meanings relating to the MBTI® which differ from their everyday usage. For example, people who prefer judgment over perception are not necessarily more judgmental or less perceptive. Nor does the MBTI® instrument measure aptitude; it merely indicates for one preference over another. Someone reporting a high score for extraversion over introversion cannot be described as more extroverted; they merely have a clear preference. Point scores on each of the dichotomies can vary considerably from person to person, even among those with the same type.

The MBTI® instrument sorts for preferences and does not measure trait, ability, or character. The MBTI® tool is different from many other psychological instruments and different from other personality assessments. The MBTI® is an indicator; it is not a test; therefore, please do not search for the best answer.

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## INSTRUCTIONS

To ensure the results that best reflects your personality type:

- Complete the indicator in a relaxed setting where you can concentrate without distractions.
- Do not over think the questions or word pairs, merely answer naturally.
- You may like both words in the pairs of opposites. Please select the word you like best in the context of your ideal world. That is, answer without thinking of what is asked of you at work, school, relationships, etc. Which do you do without thinking? Which sounds most comfortable to you?
- Answer as you believe you are, not as you wish you were or how others think you should be.
- There is no right or wrong answers.

Plan to spend about 45 minutes completing the assessment.

Steps to determine your MBTI Typology:

- 1) Transfer your answers from the assessment sheet to the answer sheet below. Put ☒ in the 'a' or 'b' box for each number.
- 2) Add the number of times ☒ occurs in each column and enter the total in the box directly below the associated column
- 3) The answer sheet flows from left → to → right (Example: 1,2,3,4,5,6,7) not up and down.
- 4) Totals from the same letters should be added together. (Example: S1+S2 = S)
- 5) Place the highest score for each pair of letters. (Example E or I, S or N, T or F, J or P)
- 6) The resulting four (4) letters represent your MBTI Typology.

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## QUESTIONS

### 1) At a party do you:

- ☐ (a) Interact with many, including strangers
- ☐ (b) Interact with a few, known to you

### 2) Are you more:

- ☐ (a) Realistic
- ☐ (b) Philosophically inclined

### 3) Are you more intrigued by?

- ☐ (a) Facts
- ☐ (b) Similes (speech used in comparison)

### 4) Are you usually more:

- ☐ (a) Fair-minded (fair judgment)
- ☐ (b) Kind-hearted (showing kindness)

### 5) Do you tend to be more?

- ☐ (a) Dispassionate (unaffected)
- ☐ (b) Sympathetic (affected)

### 6) Do you prefer to work?

- ☐ (a) To deadlines
- ☐ (b) Just "whenever."

### 7) Do you tend to choose?

- ☐ (a) Rather carefully
- ☐ (b) Somewhat impulsively (involuntary)

### 8) At a party do you:

- ☐ (a) Stay late, with increasing energy
- ☐ (b) Leave early, with decreased energy

### 9) Are you a more:

- ☐ (a) Sensible person
- ☐ (b) Reflective person

### 10) Are you more drawn to?

- ☐ (a) Hard data (facts or numbers)
- ☐ (b) Abstruse ideas (concealed information)

### 11) Is it more natural for you to be?

- ☐ (a) Fair to others
- ☐ (b) Nice to others

### 12) In first approaching others are you more:

- ☐ (a) Impersonal and detached (not personal)
- ☐ (b) Personal and engaging

### 13) Are you usually more:

- ☐ (a) Punctual (on time)
- ☐ (b) Leisurely (unhurried)

### 14) Does it bother you more having things:

- ☐ (a) Incomplete
- ☐ (b) completed

### 15) In your social groups do you:

- ☐ (a) Keep abreast of others' happenings
- ☐ (b) Get behind on the news

### 16) Are you usually more interested in:

- ☐ (a) Specifics (precise)
- ☐ (b) Concepts (general ideas)

### 17) Do you prefer writers who:

- ☐ (a) Say what they mean
- ☐ (b) Use lots of analogies (comparisons)

### 18) Are you more naturally:

- ☐ (a) Impartial (fair)
- ☐ (b) Compassionate (sympathetic)

### 19) In judging are you more likely to be:

- ☐ (a) Impersonal
- ☐ (b) Sentimental

### 20) Do you usually:

- ☐ (a) Settle things
- ☐ (b) Keep options open

### 21) Are you usually rather:

- ☐ (a) Quick to agree to a time
- ☐ (b) Reluctant to agree to a time

### 22) In phoning do you:

- ☐ (a) Just start talking
- ☐ (b) Rehearse what you will say

### 23) Facts:

- ☐ (a) Speak for themselves
- ☐ (b) Usually, require interpretation.

### 24) Do you prefer to work with:

- ☐ (a) Practical information
- ☐ (c) Abstract ideas

### 25) Are you inclined to be more:

- ☐ (a) Cool-headed
- ☐ (b) Warm-hearted

### 26) Would you rather be:

- ☐ (a) More just than merciful (more right)
- ☐ (b) More merciful than just (kind and forgiving)

**27) Are you more comfortable:**

- ☐ (a) Setting a schedule
- ☐ (b) Putting things off

**28) Are you more comfortable with?**

- ☐ (a) Written agreements
- ☐ (b) Handshake agreements

**29) In company do you:**

- ☐ (a) Start conversations
- ☐ (b) Wait to be approached

**30) Traditional common sense is:**

- ☐ (a) Usually trustworthy
- ☐ (b) Often misleading

**31) Children often do not:**

- ☐ (a) Make themselves useful enough
- ☐ (b) Daydream enough

**32) Are you usually more:**

- ☐ (a) Tough-minded (strong-willed)
- ☐ (b) Tender-hearted (soft-hearted)

**33) Are you more:**

- ☐ (a) Firm than gentle
- ☐ (b) Gentle than firm

**34) Are you more prone to keep things?**

- ☐ (a) Well organized
- ☐ (b) Open-ended

**35) Do you put more value on the?**

- ☐ (a) Definite (precise; exact)
- ☐ (b) Variable (changeable)

**36) Does new interaction with others:**

- ☐ (a) Stimulate and energize you
- ☐ (b) Tax your reserves (energy)

**37) Are you more frequently:**

- ☐ (a) A practical sort of person
- ☐ (b) An abstract sort of person

**38) Which are you drawn to:**

- ☐ (a) Accurate perception (clear awareness)
- ☐ (b) Concept formation (ideas based on characteristic)

**39) Which is more satisfying:**

- ☐ (a) To discuss an issue thoroughly
- ☐ (b) To agree on an issue

**40) Which rules you more:**

- ☐ (a) Your head
- ☐ (b) Your heart

**41) Are you more comfortable with work:**

- ☐ (a) Contracted
- ☐ (b) Done on a casual basis

**42) Do you prefer things to be:**

- ☐ (a) Neat and orderly
- ☐ (b) Optional (left to choose)

**43) Do you prefer:**

- ☐ (a) Many friends with brief contact
- ☐ (b) A few friends with more extended contact

**44) Are you more drawn to:**

- ☐ (a) Substantial information
- ☐ (b) Credible assumptions (believability)

**45) Are you more interested in:**

- ☐ (a) Production
- ☐ (b) Research

**46) Are you more comfortable when you are:**

- ☐ (a) Objective (fair)
- ☐ (b) personal

**47) Do you value yourself more than you are:**

- ☐ (a) Unwavering (steady)
- ☐ (b) Devoted (loyal)

**48) Are you more comfortable with:**

- ☐ (a) Final statements
- ☐ (b) Tentative statements (uncertain)

**49) Are you more comfortable:**

- ☐ (a) After a decision
- ☐ (b) Before a decision

**50) Do you:**

- ☐ (a) Speak easily and at length with strangers
- ☐ (b) Find little to say to strangers

**51) Are you usually more interested in the:**

- ☐ (a) Instance (specific)
- ☐ (b) General case

**52) Do you feel:**

- ☐ (a) More practical than ingenious (actual)
- ☐ (b) More ingenious than practical (resourceful)

**53) Are you typically more a person of:**

- ☐ (a) Clear reason
- ☐ (b) Strong feelings

**54) Are you inclined more to be?**

- ☐ (a) Fair-minded
- ☐ (b) sympathetic

**55) Is it preferable mostly to:**

- ☐ (a) Make sure things are arranged
- ☐ (b) Just let things happen

**56) Is it your way more to?**

- ☐ (a) Get things settled
- ☐ (b) Put off settlement

**57) When the phone rings do you:**

- ☐ (a) Hasten to get to it first
- ☐ (b) Hope someone else will answer

**58) Do you prize more for yourself?**

- ☐ (a) A good sense of reality
- ☐ (b) Vivid imagination

**59) Are you more drawn to?**

- ☐ (a) Fundamentals
- ☐ (b) Overtones (suggestions)

**60) In judging are you usually more:**

- ☐ (a) Neutral (not taking sides)
- ☐ (b) Charitable (generous)

**61) Do you consider yourself more?**

- ☐ (a) Clear-headed
- ☐ (b) Good willed

**62) Which situation appeals to you more?**

- ☐ (a) The structured and scheduled
- ☐ (b) The more unstructured and unscheduled

**63) Are you the person that is more?**

- ☐ (a) Routinized (regular)
- ☐ (b) Whimsical (unpredictable)

**64) Are you more inclined to be?**

- ☐ (a) Easy to approach
- ☐ (b) Somewhat reserved

**65) Do you have more fun with?**

- ☐ (a) Hands-on experience
- ☐ (b) Blue-sky fantasy (not grounded)

**66) In writings do you prefer:**

- ☐ (a) The more literal (strict meaning)
- ☐ (b) The more figurative (resembling)

**67) Are you usually more:**

- ☐ (a) Unbiased
- ☐ (b) compassionate

**68) Are you typically more:**

- ☐ (a) Just than lenient (lawful)
- ☐ (b) Lenient than just (tolerant)

**69) Is it more like you to:**

- ☐ (a) Make snap judgments
- ☐ (b) Delay making judgments

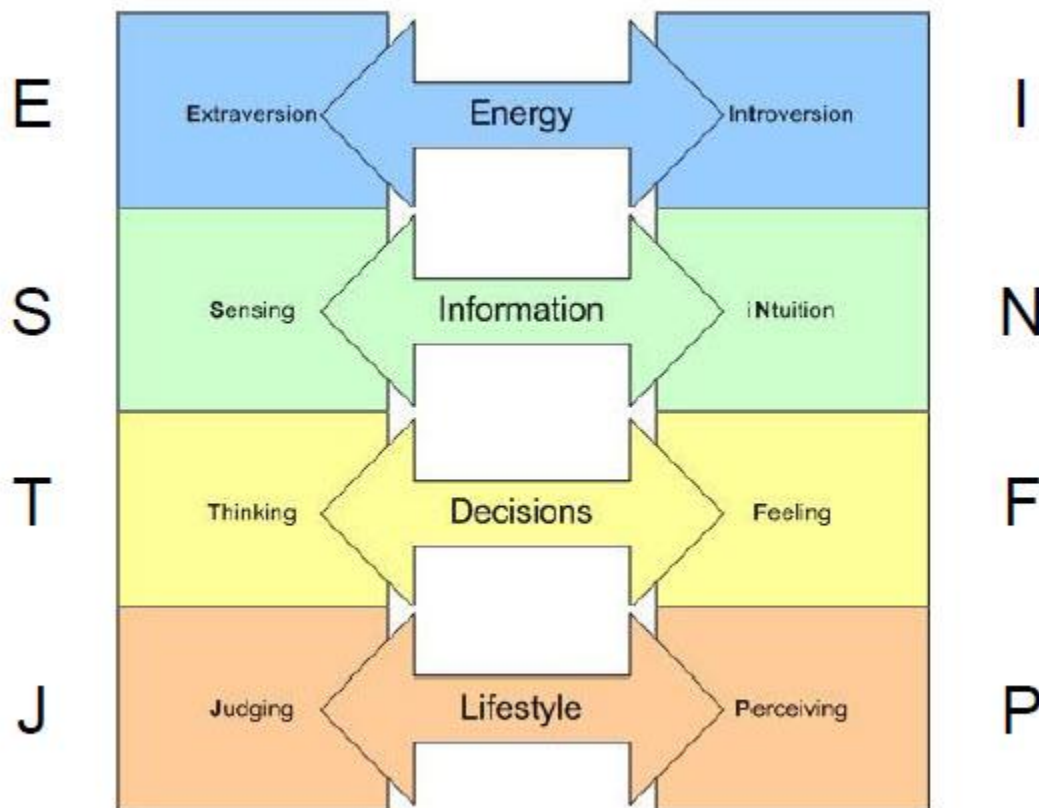
**70) Do you tend to be more:**


- ☐ (a) Deliberate than spontaneous (careful)
- ☐ (b) Spontaneous than deliberate (impulsive)



# THE MYERS-BRIGGS TYPE INDICATOR (MBTI®)

## Four (4) Dichotomies/Eight (8) Differences



 **Important Note:** Be aware that Extraversion/Introversion is not about social ability or social confidence. Extravert here doesn't mean gregarious, friendly and socially confident. Introvert here doesn't mean shy, unfriendly and socially unconfident. Both extraverts and introverts can be good social speakers and presenters. Extraversion and introversion here purely refers to the environments that give us energy and those which take it away.

Are you energized by the outer world of interaction and people or more so by an internal world of thought and reflection? Do you enjoy more of your days filled with lots of noise, networking, face-to-face meetings and discussions or do you prefer quieter environments where you can gather your thoughts, really think things through, communicate in writing and take the time to focus on a few important relationships?

Knowing which environments give you energy and which ones take it away; and how we prefer to communicate is extremely important if we are to be effective and efficient in our work. Extraverts may feel frustrated by remote working and constant emails; preferring a conference call or face-to-face meeting. Introverts may prefer all the information in advance in written form and well before the meeting and may feel frustrated as they cannot contribute fully; their best thoughts happening after the meeting itself.