

DOWNLOAD PDF PSYCHOLOGICAL TYPE INDICATOR ADMINISTRATORS MANUAL

Chapter 1 : MBTI Certification, Myers-Briggs Certification | HR Training

The Psychological Type Indicator (PTI) is a carefully crafted personality measure that is designed to give individuals guidance about their psychological type using the scales first presented by Carl Jung.

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 simply indicates for one preference over another. Point scores on each of the dichotomies can vary considerably from person to person, even among those with the same type. However, Isabel Myers considered the direction of the preference for example, E vs. I to be more important than the degree of the preference for example, very clear vs. The preferences interact through type dynamics and type development. Extraversion means literally outward-turning and introversion, inward-turning. Extraversion is the spelling used in MBTI publications. The preferences for extraversion and introversion are often called " attitudes ". Briggs and Myers recognized that each of the cognitive functions can operate in the external world of behavior, action, people, and things "extraverted attitude" or the internal world of ideas and reflection "introverted attitude". The MBTI assessment sorts for an overall preference for one or the other. People who prefer extraversion draw energy from action: If they are inactive, their motivation tends to decline. To rebuild their energy, extraverts need breaks from time spent in reflection. Conversely, those who prefer introversion "expend" energy through action: To rebuild their energy, introverts need quiet time alone, away from activity. Contrasting characteristics between extraverted and introverted people include: Extraverted are action-oriented, while introverted are thought-oriented. Extraverted seek breadth of knowledge and influence, while introverted seek depth of knowledge and influence. Extraverted often prefer more frequent interaction, while introverted prefer more substantial interaction. Extraverted recharge and get their energy from spending time with people, while introverted recharge and get their energy from spending time alone; they consume their energy through the opposite process. Sensing and intuition are the information-gathering perceiving functions. They describe how new information is understood and interpreted. People who prefer sensing are more likely to trust information that is in the present, tangible, and concrete: They tend to distrust hunches, which seem to come "out of nowhere". For them, the meaning is in the data. On the other hand, those who prefer intuition tend to trust information that is less dependent upon the senses, that can be associated with other information either remembered or discovered by seeking a wider context or pattern. They may be more interested in future possibilities. For them, the meaning is in the underlying theory and principles which are manifested in the data. Thinking and feeling are the decision-making judging functions. The thinking and feeling functions are both used to make rational decisions, based on the data received from their information-gathering functions sensing or intuition. Those who prefer thinking tend to decide things from a more detached standpoint, measuring the decision by what seems reasonable, logical, causal, consistent, and matching a given set of rules. Thinkers usually have trouble interacting with people who are inconsistent or illogical, and tend to give very direct feedback to others. They are concerned with the truth and view it as more important. As noted already, people who prefer thinking do not necessarily, in the everyday sense, "think better" than their feeling counterparts, in the common sense; the opposite preference is considered an equally rational way of coming to decisions and, in any case, the MBTI assessment is a measure of preference, not ability. Similarly, those who prefer feeling do not necessarily have "better" emotional reactions than their thinking counterparts. In many cases, however, people who use thinking functions as either dominant or auxiliary tend to have more underdeveloped feeling functions, and often have more trouble with regulating and making healthy and productive decisions based on their feelings. Dominant function[edit] A diagram depicting the cognitive functions of each type: According to Jung, people use all four cognitive functions. However, one function is generally used in a more conscious and confident way. This dominant function is supported by the secondary auxiliary function, and to a lesser

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degree the tertiary function. The fourth and least conscious function is always the opposite of the dominant function. Myers called this inferior function the "shadow". Each function is used in either an extraverted or introverted way. A person whose dominant function is extraverted intuition, for example, uses intuition very differently from someone whose dominant function is introverted intuition. Myers and Briggs held that types with a preference for judging show the world their preferred judging function thinking or feeling. So, TJ types tend to appear to the world as logical and FJ types as empathetic. According to Myers, [1]: Those types who prefer perception show the world their preferred perceiving function sensing or intuition. So, SP types tend to appear to the world as concrete and NP types as abstract. For extraverts, the J or P indicates their dominant function; for introverts, the J or P indicates their auxiliary function. Introverts tend to show their dominant function outwardly only in matters "important to their inner worlds". Because the ENTJ type is extraverted, the J indicates that the dominant function is the preferred judging function extraverted thinking. The ENTJ type introverts the auxiliary perceiving function introverted intuition. The tertiary function is sensing and the inferior function is introverted feeling. Because the INTJ type is introverted, however, the J instead indicates that the auxiliary function is the preferred judging function extraverted thinking. The INTJ type introverts the dominant perceiving function introverted intuition. The tertiary function is feeling and the inferior function is extraverted sensing. The choices are a mixture of word pairs and short statements. Choices are not literal opposites, but chosen to reflect opposite preferences on the same dichotomy. Participants may skip questions if they feel they are unable to choose. Using psychometric techniques, such as item response theory, the MBTI will then be scored and will attempt to identify the preference, and clarity of preference, in each dichotomy. After taking the MBTI, participants are usually asked to complete a "Best Fit" exercise see below and then given a readout of their Reported Type, which will usually include a bar graph and number Preference Clarity Index to show how clear they were about each preference when they completed the questionnaire. During the early development of the MBTI, thousands of items were used. Most were eventually discarded because they did not have high "midpoint discrimination", meaning the results of that one item did not, on average, move an individual score away from the midpoint. Using only items with high midpoint discrimination allows the MBTI to have fewer items on it, but still provide as much statistical information as other instruments with many more items with lower midpoint discrimination. Additional formats[edit] Isabel Myers had noted that people of any given type shared differences, as well as similarities. At the time of her death, she was developing a more in-depth method of measuring how people express and experience their individual type pattern. In , an advanced scoring system was developed for the MBTI. From this was developed the Type Differentiation Indicator Saunders, which is a scoring system for the longer MBTI, Form J, [26] which includes the items written by Myers that had survived her previous item analyses. It yields 20 subscales five under each of the four dichotomous preference scales, plus seven additional subscales for a new "Comfort-Discomfort" factor which purportedly corresponds to the missing factor of neuroticism. They also load onto one of the four type dimensions: There are also scales for type-scale consistency and comfort-scale consistency. Reliability of 23 of the 27 TDI subscales is greater than 0. In , a scoring system was developed for only the 20 subscales for the original four dichotomies. Step III was advertised as addressing type development and the use of perception and judgment by respondents. It allows the clarity of a preference to be ascertained Bill clearly prefers introversion, but not the strength of preference Jane strongly prefers extraversion or degree of aptitude Harry is good at thinking. In this sense, it differs from trait-based tools such as 16PF. Type preferences are polar opposites: Own best judge People are considered the best judge of their own type. A Best Fit Process is usually used to allow respondents to develop their understanding of the four dichotomies, to form their own hypothesis as to their overall Type, and to compare this against the Reported Type. Using the clarity of each preference, any potential for bias in the report, and often, a comparison of two or more whole Types may then help respondents determine their own Best Fit. No right or wrong No preference or total type is considered better or worse than another. It should always be taken voluntarily. Not for selection The results of the assessment should not be used to "label, evaluate, or

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limit the respondent in any way" emphasis original. Many professions contain highly competent individuals of different types with complementary preferences. Importance of proper feedback People should always be given detailed feedback from a trained administrator and an opportunity to undertake a Best Fit exercise to check against their Reported Type. This feedback can be given in person, by telephone or electronically. Type dynamics and development[edit] The Sixteen Types.

Chapter 2 : Myers Briggs Psychological Test

WC Personality, Inc. 6 Introduction Thank you for picking up this Myers-Briggs Type Indicator Manual. In it, you will find ways to interact with your co-workers, peers, friends, and even relatives, even if they are of a different.

In total, there are 16 unique types, and many more possible two and three letter combinations, which each have their own descriptive name. Additionally, it is sometimes possible to observe the interactions that each preference combination will have with another combination, although this is more unorthodox. Complete descriptions will contain the unique interactions of all four preferences in that person, and these are typically written by licensed psychologists based on data gathered from thousands of interviews and studies. Ethics Before purchasing the Myers-Briggs Type Indicator MBTI, practitioners are required to consent to an ethical code, in addition to meeting the educational requirements of class B and C psychological tests and assessments. After consenting to this code the usage of the indicator is largely unmonitored, which sometimes leads to abuse of the instrument. The ethical code contains, but is not limited to, the following points: Results should be given directly to respondents and are strictly confidential, including from employers. Respondents should be informed of the nature of the test before taking it, and must choose to take it voluntarily. Allow respondents to clarify their results. They are always the last word as to which type is truly theirs. They should then be provided a written description of their preferences. The test must be used in accordance with The Manual. The statistical validity of the Myers-Briggs Type Indicator MBTI as a psychometric instrument has also been subject to criticism, in particular, the dichotomous scoring of dimensions. It has been estimated that between a third and a half of the published material on the MBTI has been produced for conferences of the Center for the Application of Psychological Type which provides training in the MBTI or as papers in the Journal of Psychological Type which is edited by Myers-Briggs advocates and it has been argued that this reflects a lack of critical scrutiny. The reliability of the test has been interpreted as being low, with test takers who retake the test often being assigned a different type. Skeptics claim that the Myers-Briggs Type Indicator MBTI lacks falsifiability, which can cause confirmation bias in the interpretation of results with the terminology of the MBTI so vague that it allows any kind of behavior to fit any personality type, resulting in the Forer effect, where an individual gives a high rating to a positive description that supposedly applies specifically to them so that when people are asked to compare their preferred type to that assigned by the Myers-Briggs Type Indicator MBTI only half of people pick the same profile. The relevance of the Myers-Briggs Type Indicator MBTI for career-planning has been questioned, with reservations about the relevance of type to job performance or satisfaction, and concerns about the potential misuse of the instrument in labeling individuals. Different Personality Types The following adaptation from C. On the basis of your answers on the test questions, you are placed in one of sixteen types, with the understanding that some people might find themselves somewhere between two or three types. The authors believe that what type you are says quite a bit about you -- your likes and dislikes, your likely career choices, your compatibility with others, and so on. It has the unusual quality among personality tests of not being too judgmental: None of the types is terribly negative, nor are any overly positive. The "Myers-Briggs" simply opens up your personality for exploration. The test has four scales. Extroversion - Introversion E-I is the most important. The next is Thinking - Feeling T-F. Although these are distributed evenly through the population, researchers have found that two-thirds of men are thinkers, while two-thirds of women are feelers. This might seem like stereotyping, but keep in mind that feeling and thinking are both valued equally by Jungians, and that one-third of men are feelers and one-third of women are thinkers. Generally, judging people are more careful, perhaps inhibited, in their lives. Perceiving people tend to be more spontaneous, sometimes careless. If you are an extrovert and a "J," you are a thinker or feeler, whichever is stronger. Extroverted and "P" means you are a senser or intuiter. On the other hand, an introvert with a high "J" score will be a senser or intuiter, while an introvert with a high "P" score will be a thinker or feeler. J and P are equally distributed in the population. Each type is identified

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by four letters, such as ENFJ. ENFJ Extroverted feeling with intuiting: These people are easy speakers. They tend to idealize their friends. They make good parents, but have a tendency to allow themselves to be used. They make good therapists, teachers, executives, and salespeople. ENFP Extroverted intuiting with feeling: These people love novelty and surprises. They are big on emotions and expression. They are susceptible to muscle tension and tend to be hyperalert. They are good at sales, advertising, politics, and acting. ENTJ Extroverted thinking with intuiting: In charge at home, they expect a lot from spouses and kids. They like organization and structure and tend to make good executives and administrators. ENTP Extroverted intuiting with thinking: These are lively people, not humdrum or orderly. As mates, they are a little dangerous, especially economically. They are good at analysis and make good entrepreneurs. They do tend to play at oneupmanship. ESFJ Extroverted feeling with sensing: These people like harmony. They tend to have strong shoulds and should-nots. They may be dependent, first on parents and later on spouses. They wear their hearts on their sleeves and excel in service occupations involving personal contact. ESFP Extroverted sensing with feeling: Very generous and impulsive, they have a low tolerance for anxiety. They make good performers, they like public relations, and they love the phone. They should avoid scholarly pursuits, especially science. ESTJ Extroverted thinking with sensing: These are responsible mates and parents and are loyal to the workplace. They are realistic, down-to-earth, orderly, and love tradition. They often find themselves joining civic clubs! ESTP Extroverted sensing with thinking: These are action-oriented people, often sophisticated, sometimes ruthless -- our "James Bonds. They make good promoters, entrepreneurs, and con artists. INFJ Introverted intuiting with feeling: These are serious students and workers who really want to contribute. They are private and easily hurt. They make good spouses, but tend to be physically reserved. People often think they are psychic. They make good therapists, general practitioners, ministers, and so on. INFP Introverted feeling with intuiting: These people are idealistic, self-sacrificing, and somewhat cool or reserved. You find them in psychology, architecture, and religion, but never in business. Both Jung and I admire this type. Of course, both Jung and I are this type! INTJ Introverted intuiting with thinking: These are the most independent of all types. They love logic and ideas and are drawn to scientific research. They can be rather single-minded, though. INTP Introverted thinking with intuiting: Faithful, preoccupied, and forgetful, these are the bookworms. They tend to be very precise in their use of language. They are good at logic and math and make good philosophers and theoretical scientists, but not writers or salespeople. ISFJ Introverted sensing with feeling: These people are service and work oriented. They may suffer from fatigue and tend to be attracted to troublemakers. They are good nurses, teachers, secretaries, general practitioners, librarians, middle managers, and housekeepers. ISFP Introverted feeling with sensing: They are shy and retiring, are not talkative, but like sensuous action. They like painting, drawing, sculpting, composing, dancing -- the arts generally -- and they like nature. They are not big on commitment. ISTJ Introverted sensing with thinking: These are dependable pillars of strength. They often try to reform their mates and other people.

Chapter 3 : MBTI® Step II - Form Q | Psychometrics Canada

The Myers-Briggs Type Indicator (MBTI) is an introspective self-report questionnaire with the purpose of indicating differing psychological preferences in how people perceive the world around them and make decisions.

Chapter 4 : Myers's® Briggs Type Indicator - Wikipedia

Home > My MBTI ® Personality Type > Take the MBTI ® Instrument > Certified Administrators The MBTI ® instrument is a complex assessment of personality type. It offers the respondent enormous benefits when understood and applied appropriately, accurately, and ethically.

Chapter 5 : Personality Types | 16Personalities

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THE MYERS-BRIGGS PREFERENCE QUESTIONNAIRE (Personality Test) â€¢ This is a 20 question questionnaire designed to help see who you are. â€¢ Self-evaluating is not foolproof.

Chapter 6 : The Myers-Briggs Company | Browser is out of date

Includes a general introduction to type and the Murphy-Meisgeier Type Indicator for ChildrenÂ® (MMTICÂ®) assessment. The development, administration, and scoring of the MMTIC assessment are explained, along with information on the reliability and validity of the instrument. It also contains.

Chapter 7 : Psychological Type Indicator Technical and Administration Manual | Management Learning Res

The Myers-Briggs Type Indicator (MBTI) is an introspective self-report questionnaire designed to indicate psychological preferences in how people perceive the world and make decisions.

Chapter 8 : Free Myers Briggs Test | MBTI Personality Types

Do I need special qualifications to give the MBTI Â® assessment to other people?. Yes. Since the MBTI is a psychological instrument, it is restricted, and specific educational requirements are necessary before you can purchase and use the assessment.