

MBTI Information

The purpose of the Myers-Briggs Type Indicator® (MBTI®) personality inventory is to make the theory of psychological types described by C. G. Jung understandable and useful in people's lives. The essence of the theory is that much seemingly random variation in the behaviour is actually quite orderly and consistent, being due to basic differences in the ways individuals prefer to use their perception and judgment.

"Perception involves all the ways of becoming aware of things, people, happenings, or ideas. Judgment involves all the ways of coming to conclusions about what has been perceived. If people differ systematically in what they perceive and in how they reach conclusions, then it is only reasonable for them to differ correspondingly in their interests, reactions, values, motivations, and skills."

In developing the Myers-Briggs Type Indicator [instrument], the aim of Isabel Briggs Myers, and her mother, Katharine Briggs, was to make the insights of type theory accessible to individuals and groups. They addressed the two related goals in the developments and application of the MBTI instrument:

The identification of basic preferences of each of the four dichotomies specified or implicit in Jung's theory.

The identification and description of the 16 distinctive personality types that result from the interactions among the preferences.

Excerpted with permission from the *MBTI® Manual: A Guide to the Development and Use of the Myers-Briggs Type Indicator®*

Favourite world: Do you prefer to focus on the outer world or on your own inner world? This is called Extraversion (E) or Introversion (I).

Information: Do you prefer to focus on the basic information you take in or do you prefer to interpret and add meaning? This is called Sensing (S) or Intuition (N).

Decisions: When making decisions, do you prefer to first look at logic and consistency or first look at the people and special circumstances? This is called Thinking (T) or Feeling (F).

Structure: In dealing with the outside world, do you prefer to get things decided or do you prefer to stay open to new information and options? This is called Judging (J) or Perceiving (P).

Your Personality Type: When you decide on your preference in each category, you have your own personality type, which can be expressed as a code with four letters.

Four of these eight preferences (E or I, S or N, T or F, J or P) make up a person's MBTI® type, also called psychological or personality type. As you act on your type preferences, you create a unique approach to the world, to information, to decisions, and to other people.

The theory of psychological type says that people with different preferences naturally have different interests and views, behave differently, and are motivated by different things. Awareness of differences between types can help people understand and value other people who think and act quite differently.

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What to expect when you take the MBTI instrument:

- You fill out a multiple choice questionnaire online. There are no right or wrong answers. The MBTI instrument is not a test. You select the answers that best fit for you.
- Results are given in person through an interactive feedback discussion with a certified practitioner. An interactive feedback discussion with a certified MBTI practitioner allows for personal interpretation that enhances the understanding of MBTI results.
- Scored results come in the form of an MBTI[®] Profile Report that is given to you in printed form. This report is confidential and is treated accordingly by the professionals who deliver the report to you.
- Available reports include:

Name of report	Total Cost
Healthcare Professionals	£42.00
Communication	£34.20
Personal Impact	£84.00
Conflict Style	£34.20
Stress Management	£34.20
Decision Making	£34.20
Interpretive Report for Organisations (Working Style & workplace preferences)	£45.00

People who are certified to administer the MBTI instrument are committed to using it in an ethical way, which includes protecting your confidentiality, showing you how to verify your type, giving feedback interactively, and presenting all types as valuable.

£ Please note, there is a cost associated with the MBTI reports (see table above) which is met by your department. However, the individual and team feedback sessions are free.

**To arrange an MBTI assessment for yourself or your team
contact Rachel Cross, MBTI Practitioner,
on (01793) 60 4439 or email rachel.cross@gwh.nhs.uk**