

Myers-Briggs Type Indicator



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Myers-Briggs Type Indicator



Quick History
& Rise to Popularity

Myers-Briggs Type Indicator

An introspective self-report questionnaire
designed to indicate your preferences

Myers-Briggs Type Indicator

Katharine
Cook Briggs
1875-1968



Isabel
Briggs Myers
1897-1980

Based on Carl Jung's Psychological Types

Myers-Briggs Type Indicator

Sensation

Intuition

Feeling

Thinking

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We all have specific **preferences**
in the way we analyze
and interpret our experiences.

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Help women find
the most effective jobs
during WWII.

Initial Goal

Myers-Briggs Type Indicator



First manual published
in 1962.

Myers-Briggs Type Indicator



Supported

- ✓ University of California
- ✓ Michigan State University
- ✓ Auburn University
- ✓ University of Florida

Myers-Briggs Type Indicator

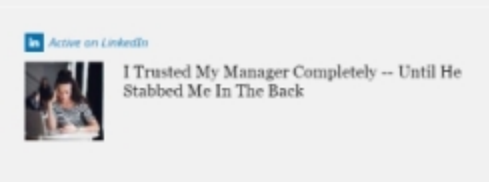


Over 2 million people
per year use it.

The Mysterious Popularity Of The Meaningless Myers-Briggs (MBTI)



Take Something Off: How To Get The Life And Career You Really Want



I Trusted My Manager Completely -- Until He Stabbed Me In The Back



The Real Reason People Hate Millennials



Does Your Business Have A Lease? The FASB Just Made A Big Change



Millennials Are Struggling With Face To Face Communication: Here's Why




Trump And Macron: Parallel Paths

The Mysterious Popularity Of The Meaningless Myers-Briggs (MBTI)



Todd Essig, CONTRIBUTOR

My beat is mental health, mental wealth and making the most of living [FULL BIO](#) 
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 The absurdity of a Myers-Briggs assessment is actually its strength

Myers-Briggs Type Indicator (MBTI) assessments are extremely popular, as well as profitable for both the publisher and the many certified consultants who use them. In fact, they are so popular as to be nearly ubiquitous in corporations and large organizations, including 89 of *Fortune* 100 companies. But they are also part of a mystery, a mysterious theft of rationality in which reducing anxiety again overwhelms reason.

According to the web-site of [its publisher CPP](#), as you might already know, the MBTI “measures four pairs of opposing preferences, which are inborn and value-neutral, to form a person’s four-letter type.” The self-report tool discerns a preference for either “Extraversion (E) or Introversion (I),” “Sensing (S) or Intuition (N),” “Thinking (T) or Feeling (F),” and Judging (J) or Perceiving (P).” The result is 16 different personality types, like an ISTF or ENTP. They claim doing so allows “companies to maximize individual and team effectiveness from entry to executive levels.”

Sounds pretty good, no mystery here, except for one thing. The MBTI is pretty much nonsense, sciencey snake oil. As is [well-established by research](#), it has no more reliability and validity than a good Tarot card reading.

To fully appreciate the mystery of its popularity one has to appreciate what a nonsensical procedure the MBTI really is. Using it to make career, personnel or leadership development decisions is like baking cookies with a saxophone; it’s just not the right tool for the job. To show the absurdity let’s avoid academic jargon about reliability and validity

Source: bit.ly/forbes-on-mbti

validity, it’s actually pretty absurd. And so too is the MBTI itself with its “four pairs of opposing preferences.”

Personality traits just don’t fit the either/or structure of the MBTI any more than weight does. And like our absurd fictional example, it is absurd to say they do.

Let’s continue with this fiction because it gets worse. You stand on the MBWI scale and you get your letter, (O) or (A).



Module Goal

✓ Share the facts

✓ Let you decide



Core Concepts

Coming up next

Myers-Briggs Type Indicator



Core Concepts

Myers-Briggs Type Indicator



Carl Jung
1875-1961

Based on the theory of
psychological types.

Myers-Briggs Type Indicator



People are either born with or develop **preferred ways** of perceiving and deciding.

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4 dichotomies

Extrovert

Introvert

Sensing

Intuitive

Thinking

Feeling

Judging

Perceiving

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ENFJ	INFJ	INTJ	ENTJ
ENFP	INFP	INTP	ENTP
ESFP	ISFP	ISTP	ESTP
ESFJ	ISFJ	ISTJ	ESTJ

16 types

Myers-Briggs Type Indicator

ENFJ	INFJ	INTJ	ENTJ
ENFP	INFP	INTP	ENTP
ESFP	ISFP	ISTP	ESTP
ESFJ	ISFJ	ISTJ	ESTJ

No type is better / superior.
They are **different.**

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Example

	Intuitive	Perceiving	
E	N	T	P
Extrovert	Thinking		

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Example

	Sensing	Judging	
I	S	F	J
Introverted	Feeling		

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High scores shows preference,
not skill.

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Direction is considered
more important than degree.

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Attitude

Function

Lifestyle

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Attitude

Extroversion

 Action

Introversion

 Thought

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Functions



Sensing / Intuition



Thinking / Feeling

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Lifestyle Preferences

How people relate
to the outside world.

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Summary

- ✓ Preference not skill
- ✓ 93 forced choice questions

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Step 2

Extraverting

Initiating
Expressive
Gregarious
Active
Enthusiastic

Introverting

Receiving
Contained
Intimate
Reflective
Quiet

Sensing

Concrete
Realistic
Practical
Experiential
Traditional

Intuiting

Abstract
Imaginative
Conceptual
Theoretical
Original

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Step 2

Thinking

Logical
Reasonable
Questioning
Critical
Tough

Feeling

Empathetic
Compassionate
Accommodating
Accepting
Tender

Judging

Systematic
Planful
Early Starting
Scheduled
Methodical

Perceiving

Casual
Open-ended
Prompted
Spontaneous
Emergent

Myers-Briggs Type Indicator

Where to take the test?



- ✔ mbtionline.com (50\$)
- ✔ Certified professional myersbriggs.org
- ✔ 16personalities.com (free)



MBTI Criticism

Coming up next



MBTI Criticism



Are dichotomies
the way?



A scaled version
would be more accurate.



Up to 50% got
different results.

Reliability



Does it measure
what it's supposed to measure?

Validity



The theory is
sound.



The results are
inconsistent.



Summary

- ✓ Real merit in identifying types
- ✓ Does not determine job performance
- ✓ Less effective than trait model tests
- ✓ Useful in team building efforts



DISC Behavior Assessment Tool

Coming up next
