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MBTI Reviewed by Psychology Today Staff The Myers-Briggs Type Indicator (MBTI) is an assessment of personality based on questions about a person’s preferences in four domains: focusing outward or inward; attending to sensory information or adding interpretation; deciding by logic or by situation; and making judgments or remaining open to information. The MBTI was initially developed in the 1940s by Katharine Cook Briggs and her daughter, Isabell Briggs Myers, loosely based on a personality typology created by psychoanalyst Carl Jung. When responses are scored, the assessment yields a psychological “type” summarized in four letters, one for each preference: Extraversion (E) or Introversion (I); Sensing (S) or Intuiting (N); Thinking (T) or Feeling (F); and Judging (J) or Perceiving (P). The results combined into one of 16 possible type descriptions, such as ENTJ or ISFP. While the MBTI is used by many organizations to select new personnel and has been taken millions of times, personality psychologists and other scientists report that it has relatively little scientific validity. Psychologists who investigate personality typically rely on scientifically developed assessments of traits clustered into five (the Big Five) or six (HEXACO) domains. Why do experts take issue with the MBTI? One reason is that while the Myers-Briggs assigns people distinct types, scientific evidence indicates that personalities do not fit neatly into 16 boxes. Traits are more accurately viewed not as categorical dichotomies—extrovert or introvert, thinker or feeler—but as continuous dimensions: For each trait, an individual can rate relatively high, low, or somewhere in the middle, and most people fall in the middle. Personality tests favored by scientists, such as the Big Five Inventory, describe each personality not in categorical terms, but rather based on how high or low a person scores on each of five (or six) non-overlapping traits. The MBTI’s type-based feedback is also not especially consistent; a person who takes the test twice may well receive two different type designations. Moreover, the MBTI omits genuine aspects of personality that have negative connotations, such as neuroticism (emotional instability) or facets of low conscientiousness. It is untrue that the MBTI measures nothing at all, however. Research suggests that when MBTI preferences are evaluated as continuous dimensions, rather than split into categories, there is some correlation with scores on the Big Five traits. Is the Myers-Briggs reliable? The MBTI’s type for any one individual is often not consistent over time: People may take the test on multiple occasions and receive different personality types, even if they have not changed drastically in real life. Research has found that over a period of only a few weeks, up to half of participants received two different type scores. Developers of the MBTI even acknowledged that in their sample, 35 percent received a different type after a four-week period. And despite the use of the MBTI in work settings, research does not suggest that the MBTI types are especially good predictors of job outcomes. What are the limitations of type-based tests? Forced choice fails to capture the dimensional nature of personality. The MBTI’s scoring format places individuals into one of each pair of categories regardless of how extreme their scores are. A person who scores a 53 percent on the introversion-extraversion dimension receives the same result as someone who scores 95 percent: Both are labelled “extravert.” The person who scores 53 percent, however, is probably much more similar to the “introvert” who scored just below the 50 percent mark. Personality “types,” therefore, miss a lot of information; characterizing everyone as either an introvert or an extravert glosses over the reality that most people actually land somewhere in the middle of the spectrum. Why does it matter if the Myers-Briggs is legitimate or not? The notion that personality is completely fixed from birth isn’t accurate, and it can be valuable to possess flexibility in how people view themselves and their ability to evolve. But when people take a personality test, they may adopt that label and incorporate it into their identity and life narrative. Labels can be limiting, which is why it’s important to acknowledge the limited nature of the Myers-Briggs itself. What are the consequences of administering the Myers-Briggs in different settings? The MBTI has been used in an array of domains. Companies have used it to hire and organize employees. Career advisors have used it to recommend which professions individuals should explore. Premarital counselors have used it to gauge the “compatibility” of couples. However, there is little evidence to support the connection between the Myers-Briggs and outcomes such as job performance or relationship success. Are there benefits to the Myers-Briggs? Despite its limits as a valid personality assessment, the Myers-Briggs can be a valuable tool for self-reflection. Taking a fun personality test can serve as a starting point for people to consider how they view their personality, how human behavior can vary, and how they relate to others in their life. The MBTI can provide an initial vocabulary from which to expand. article continues after advertisement Personality tests have almost become ubiquitous. A high school guidance counselor may assign students to take a personality test to determine which colleges to apply to. Corporations may administer tests for hiring decisions or team-building activities. Personality tests may lead friends to bond over a shared “personality type,” find others like them, or put words to different dimensions of character. The desire to understand ourselves better and categorize the world around us helps drive the popularity of the Myers-Briggs and others like it. Why are personality tests so popular? People are endlessly fascinated by personality tests. This may be because people seek hidden information about themselves, wanting to understand and access their true nature. People also have an inherent desire to belong; identifying with a “type” can help people feel normal and understood—there are similar people out there. People also appreciate simple ways to categorize and interact with other people. Why do people believe personality test results? The Myers-Briggs often delivers results that aren’t entirely reliable—so why do people trust them? One reason for this illusion of accuracy is confirmation bias: When people believe something is true, they begin to filter information based on that belief. People may also love the feeling of being recognized, like the test “gets” them. The results are fairly general which makes them widely applicable, and they skew positive so people are often happy to accept them. What are other personality tests? The MBTI is perhaps the most well-known, but other popular personality tests include the Enneagram, which assigns personality descriptions based on nine primary types and often secondary types called “wings,” and the DISC, assessments that assign individuals one of four types, or a blend of the types: Dominance (D), Influence (I), Steadiness (S), and Conscientiousness (C). Psychologists generally agree that tests of the Big Five personality traits are most valid. The current version of this assessment is the Big Five Inventory-2 (BFI-2). What’s the most reliable personality test? Most personality psychologists use tests that measure the Big Five personality traits: extraversion, agreeableness, conscientiousness, emotional stability, and openness to experience. These five traits represent five categories of individual characteristics that tend to cluster together in people. This framework has the benefit of 1) being developed with the scientific method 2) using continuums rather than categories 3) showing how people change over time 4) predicting outcomes that personality should predict, such as life satisfaction, education and academic performance, job performance and satisfaction, relationship satisfaction and divorce, physical health, how long people live, and more. Introverts Aren't Who You Think They Are Introverts often face biases at work. Research examines specific beliefs about and responses to introversion that can create challenges for quiet professionals. Introverts often face biases at work. Research examines specific beliefs about and responses to introversion that can create challenges for quiet professionals. Do you have ADHD and feel like you are always swimming upstream? Understanding yourself, prioritizing self-care, and focusing on your strengths can bring you more ease. Do you have ADHD and feel like you are always swimming upstream? Understanding yourself, prioritizing self-care, and focusing on your strengths can bring you more ease. Thinking of using a personality test to help you sort out important career decisions? You may want to think again. It is not unusual for the last pair of chatters in a room to include one introvert who secretly has been attempting to escape the conversation for some time. Would Santa Claus be an outgoing introvert or reclusive extravert? Is he energized by the smiling faces, or is a feeling that people drain him the reason he sneaks in the dark? How can a psychologist tell from your answers to a personality quiz whether you are really an Introvert, Extravert, or In-Between? Have you ever taken a personality test? A new book reviews the scientific evidence showing how your personality actually changes, and then shows you how to change it deliberately. Get the help you need from a therapist near you–a FREE service from Psychology Today. Atlanta, GA Austin, TX Baltimore, MD Boston, MA Brooklyn, NY Charlotte, NC Chicago, IL Columbus, OH Dallas, TX Denver, CO Detroit, MI Houston, TX Indianapolis, IN Jacksonville, FL Las Vegas, NV Los Angeles, CA Louisville, KY Memphis, TN Miami, FL Milwaukee, WI Minneapolis, MN Nashville, TN New York, NY Oakland, CA Omaha, NE Philadelphia, PA Phoenix, AZ Pittsburgh, PA Portland, OR Raleigh, NC Sacramento, CA Saint Louis, MO San Antonio, TX San Diego, CA San Francisco, CA San Jose, CA Seattle, WA Tucson, AZ Washington, DC Non-scientific personality questionnaire Several terms (e.g., ENTP, INTP, INTJ and ISFJ) redirect here. These are Myers–Briggs personality types but are also used in Socionics and the Keirsey Temperament Sorter. "MBTI" redirects here; not to be confused with MTBI. A chart with descriptions of each Myers–Briggs personality type and the four dichotomies central to the theory The Myers–Briggs Type Indicator (MBTI) is a self-report questionnaire that makes pseudoscientific claims[6] to categorize individuals into 16 distinct "psychological types" or "personality types". The MBTI was constructed during World War II by Americans Katharine Cook Briggs and her daughter Isabel Briggs Myers, inspired by Swiss psychiatrist Carl Jung's 1921 book Psychological Types.[7] The test assigns a binary value to each of four categories: introversion or extraversion, sensing or intuition, thinking or feeling, and judging or perceiving. One letter from each category is taken to produce a four-letter test result representing one of 16 possible types, such as "INFP" or "ESTJ".[8][9] The perceived accuracy of test results relies on the Barnum effect, flattery, and confirmation bias, leading participants to personally identify with descriptions that are somewhat desirable, vague, and widely applicable.[10] As a psychometric indicator, the test exhibits significant deficiencies, including poor validity, poor reliability, measuring supposedly dichotomous categories that are not independent, and not being comprehensive.[11][12][13][14] Most of the research supporting the MBTI's validity has been produced by the Center for Applications of Psychological Type, an organization run by the Myers–Briggs Foundation, and published in the center's own journal, the Journal of Psychological Type (JPT), raising questions of independence, bias and conflict of interest.[5] Despite controversies over validity, the instrument has demonstrated widespread influence since its adoption by the Educational Testing Service in 1962. It is estimated that 50 million people have taken the Myers–Briggs Type Indicator and that 10,000 businesses, 2,500 colleges and universities, and 200 government agencies in the United States use the MBTI.[15] Katharine Cook Briggs and Isabel Briggs Myers extrapolated their MBTI theory from Carl Jung's writings in his 1921 book Psychological Types Briggs began her research into personality in 1917. Upon meeting her future son-in-law, she observed marked differences between his personality and that of other family members. Briggs embarked on a project of reading biographies and subsequently developed a typology wherein she proposed four temperaments: meditative (or thoughtful), spontaneous, executive, and social.[16][17] After the publication in 1923 of an English translation of Carl Jung's book Psychological Types (first published in German as Psychologische Typen in 1921), Briggs recognized that Jung's theory resembled, but went far beyond, her own.[18] Briggs's four types were later identified as corresponding to the IXXXs (Introverts: "meditative"), EXXPs (Extraverts & Prospectors: "spontaneous"), EXTJs (Extraverts, Thinkers & Judgers: "executive") and EXFJs (Extraverts, Feelers & Judgers: "social").[i][16][17] Her first publications were two articles describing Jung's theory, in The New Republic, "Meet Yourself Using the Personality Paint Box" (1926)[19] and "Up From Barbarism" (1928).[20] After extensively studying the work of Jung, Briggs and her daughter extended their interest in human behavior into efforts to turn the theory of psychological types to practical use.[9][16] Isabel Myers was particularly fascinated by the concept of introversion and she typed herself as an "INFP". However, she felt the book was too complex for the general public, and therefore she tried to organize the Jungian cognitive functions to make it more accessible.[21] Although Myers graduated from Swarthmore College in political science in 1919,[22] neither Myers nor Briggs were formally educated in the discipline of psychology, and both were self-taught in the field of psychometric testing.[23] Myers therefore apprenticed herself to Edward N. Hay (1891–1958), the head personnel officer for a large Philadelphia bank. From Hay, Myers learned rudimentary test construction, scoring, validation, and statistical methods.[24] Briggs and Myers began creating their indicator during World War II (1939–1945)[9] in the belief that a knowledge of personality preferences would help women entering the industrial workforce for the first time to identify the sorts of war-time jobs that would be the "most comfortable and effective" for them.[23] The Briggs Myers Type Indicator Handbook, published in 1944, was re-published as "Myers–Briggs Type Indicator" in 1956.[25] Myers' work attracted the attention of Henry Chauncey, head of the Educational Testing Service, a private assessment organization. Under these auspices, the first MBTI "manual" was published, in 1962. The MBTI received further support from Donald W. MacKinnon, head of the Institute of Personality and Social Research at the University of California, Berkeley; W. Harold Grant, a professor at Michigan State University and Auburn University; and Mary H. McCaulley of the University of Florida. The publication of the MBTI was transferred to Consulting Psychologists Press in 1975, and the Center for Applications of Psychological Type was founded as a research laboratory.[26] After Myers' death in May 1980, Mary McCaulley updated the MBTI manual, and the second edition was published in 1985. The third edition appeared in 1998.[27] In 1987, an advanced scoring-system was developed[28] for the MBTI. From this was developed the Type Differentiation Indicator (TDI),[29] which is a scoring system for the longer MBTI, Form J,[30] which includes the 290 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 parallels, though not perfectly measuring, the NEO-PI factor of neuroticism).[31][32] This factor's scales indicate a sense of overall comfort and confidence versus discomfort and anxiety. They also load onto one of the four type-dimensions:[33] guarded-optimistic (T/F), defiant-compliant (T/F), carefree-worried (T/F), decisive-ambivalent (J/P), intrepid-inhibited (E/I), leader-follower (E/I), and proactive-distractible (J/P). Also included is a composite of these called "strain". There are also scales for type-scale consistency and comfort-scale consistency. Reliability of 23 of the 27 TDI subscales is greater than 0.50, "an acceptable result given the brevity of the subscales".[29] In 1989, a scoring system was developed[citation needed] for only the 20 subscales for the original four dichotomies. This was initially known[citation needed] as "Form K" or "the Expanded Analysis Report". This tool is now called the MBTI Step II.[34] Form J or the TDI included the items (derived from Myers' and McCaulley's earlier work) necessary to score what became known as Step III.[35] (The 1998 MBTI Manual reported that the two instruments were one and the same[36]) Step III was developed in a joint project involving the following organizations: the Myers–Briggs Company, the publisher of all the MBTI works; the Center for Applications of Psychological Type (CAPT), which holds all of Myers' and McCaulley's original work; and the MBTI Trust headed by Katharine and Peter Myers. CAPT advertised Step III as addressing type development and the use of "perception and judgment" by respondents.[37] The MBTI is based on the theory of psychological types proposed by Swiss psychiatrist Carl Jung in 1921,[38] which was partially based on the four elements of classical cosmology.[39] Jung speculated that people experience the world using four principal psychological functions—sensation, intuition, feeling, and thinking—and that one of these four functions is dominant in an individual, a majority of the time. In MBTI theory, the four categories are introversion/extraversion, sensing/intuition, thinking/feeling, and judging/perceiving. According to the MBTI, each person is said to have one preferred quality from each category, producing 16 unique types.[40] The MBTI Manual states that the indicator "is designed to implement a theory; therefore, the theory must be understood to understand the MBTI".[41] Fundamental to the MBTI is the hypothesis of psychological types as originally developed by Carl Jung.[23] Jung proposed the existence of two dichotomous pairs of cognitive functions: The "rational" (judging) functions: thinking and feeling. The "irrational" (perceiving) functions: sensation and intuition. Jung believed that for every person, each of the functions is expressed primarily in either an introverted or extraverted form.[42] Based on Jung's original concepts, Briggs and Myers developed their own theory of psychological type, described below, on which the MBTI is based. According to psychologist Hans Eysenck writing in 1995 the 16 personality types used in MBTI are incomplete, as Jung's theory used 32 types, 16 of which could not be measured by questionnaire. Per Eysenck, it was unfair to Jung to claim the scale accurately measured Jungian concepts.[43] Both Jung's original model and the simplified MBTI remain hypothetical, with no controlled scientific studies supporting either.[44] Jung did not see the type preferences (such as introversion and extraversion) as dualistic, but rather as tendencies: both are innate and have the potential to balance.[45] Jung's typology theories postulated a sequence of four cognitive functions (thinking, feeling, sensation, and intuition), each having one of two polar tendencies (extraversion or introversion), giving a total of eight dominant functions. The MBTI is based on these eight hypothetical functions. While the Jungian model proposes the first three dichotomies, Myers and Briggs added the judgment-perception preference.[7] According to Myers' and Briggs', J or P indicates a person's most preferred extraverted function, which is the dominant function for extraverted types and the auxiliary function for introverted types.[46] A diagram depicting the cognitive functions of each type: A type's background color represents its dominant function and its text color represents its auxiliary function. The MBTI sorts some psychological differences into four sets of opposite pairs, or "dichotomies", with a resulting 16 possible psychological types. None of these are considered to be "better" or "worse"; however, Briggs and Myers theorized that people innately "prefer" one overall combination of type differences.[47] The 16 types are typically referred to by an abbreviation of four letters – the initial letters of each of their four type preferences (except in the case of intuition, which uses the abbreviation "N" to distinguish it from introversion). For instance: ENTJ: extraversion (E), intuition (N), thinking (T), judgment (J) ISFP: introversion (I), sensing (S), feeling (F), perception (P) These abbreviations are applied to all 16 types. The interaction of two, three, or four preferences is known as "type dynamics". Type dynamics has received little or no empirical support to substantiate its viability as a scientific theory.[48] Myers and Briggs asserted that for each of the 16 four-preference types, one function is the most dominant and is likely to be evident earliest in life. A secondary or auxiliary function typically becomes more evident (differentiated) during teenage years and provides balance to the dominant. In normal development, individuals tend to become more fluent with a third, tertiary function during mid-life, while the fourth, inferior function remains least consciously developed. The inferior function is purportedly associated with the unconscious, and is most evident in situations such as high stress (sometimes referred to as being "in the grip" of the inferior function).[49] The use of type dynamics is disputed: in the conclusion of various studies on the subject of type dynamics, psychologist James H. Reynierse writes, "Type dynamics has persistent logical problems and is fundamentally based on a series of category mistakes; it provides, at best, a limited and incomplete account of type related phenomena"; and "type dynamics relies on anecdotal evidence, fails most efficacy tests, and does not fit the empirical facts". His studies gave the clear result that the descriptions and workings of type dynamics do not fit the real behavior of people. He suggests getting completely rid of type dynamics, because it does not help, but hinders understanding of personality. The presumed order of functions 1 to 4 did only occur in one out of 540 test results.[48] Carl Jung Subjective Objective Perception Intuition/Sensing Introversion/Extraversion 1 Judging Feeling/Thinking Introversion/Extraversion 2 Myers–Briggs, 16 Personalities Subjective Objective Deduction Deduction, Induction Intuition/Sensing Introversion/Extraversion Intuition/Observing Induction Retroduction Feeling/Thinking Perception/Judging Prospecting/Judging The four pairs of preferences or "dichotomies" proposed by Briggs and Myers are shown in the adjacent table. The terms as used in the MBTI may 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 attempt to measure aptitude, instead it attempts to indicates personal preference.[50] 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. slight).[27] Myers–Briggs literature uses the terms extraversion and introversion as Jung first used them. Extraversion means literally outward-turning and introversion, inward-turning.[51] These specific definitions differ somewhat from the popular usage of the words. Extraversion is the spelling used in MBTI publications. Jung identified two pairs of psychological functions: Two perceiving functions: sensation (usually called sensing in MBTI writings) and intuition Two judging functions: thinking and feeling According to Jung's typology model, each person uses one of these four functions more dominantly and proficiently than the other three; however, all four functions are used at different times depending on the circumstances. Each of these proposed function can manifest in either an extraverted or an introverted attitude, so Jung's model includes eight combinations of functions and attitudes, four of which are largely conscious and four unconscious.[8] John Beebe created a model that combines ideas of archetypes and the dialogical self with functions, each function viewed as performing the role of an archetype within an internal dialog.[52] According to Briggs and Meyers, people who prefer sensing are more likely to trust information that is in the present, tangible, and concrete. They tend to distrust hunches.[53] Those who prefer intuition tend to trust information that is associated with other information, either remembered or discovered from context.[8] Thinking and feeling are described as the decision-making (judging) functions by Briggs and Meyers. These functions are used to make rational decisions, based on the data received from their information-gathering functions. Those who prefer thinking tend to decide things from a more detached standpoint. Those who prefer feeling tend to come to decisions by associating or empathizing with the situation.[54] People who prefer thinking do not necessarily, in the everyday sense, "think better" than their feeling counterparts, as the MBTI attempts to measure of preference, not ability or skill. Similarly, those who prefer feeling do not necessarily have "better" emotional reactions than their thinking counterparts.[8] 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 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."[55] The four functions operate in conjunction with the attitudes (extraversion and introversion). Each function is used in either an extraverted or introverted way.[56] Myers and Briggs added a dimension to Jung's typological model, claiming that people have a preference for using either the judging function (thinking or feeling) or their perceiving function (sensing or intuition) when relating to the outside world (extraversion).[citation needed] According to Myers, judging types like to "have matters settled", while perceptive types prefer to "keep decisions open".[57] ... a major task in interpretation is to help respondents with less clear reported preferences arrive at a comfortable and accurate assessment of their type. This is accomplished in an interpretation session mainly through an exploration of how type preferences appear in client behaviors. The MBTI Manual, Chapter 6: Interpreting Results of the MBTI and Verifying Type[58] Despite its popularity, the MBTI has been widely regarded as pseudoscience by the scientific community.[1][3][2] The validity (statistical validity and test validity) of the MBTI as a psychometric instrument has been the subject of much criticism. Media reports have called the test "pretty much meaningless",[59] and "one of the worst personality tests in existence".[60] The psychologist Adam Grant is especially vocal against MBTI. He called it "the fad that won't die" in a Psychology Today article.[11] Psychometric specialist Robert Hogan wrote: "Most personality psychologists regard the MBTI as little more than an elaborate Chinese fortune cookie".[61] Nicholas Campion comments that this is "a fascinating example of 'disguised astrology', masquerading as science in order to claim respectability."[62] It has been estimated that between a third and a half of the published material on the MBTI has been produced for the special conferences of the Center for the Application of Psychological Type (which provide the training in the MBTI, and are funded by sales of the MBTI) or as papers in the Journal of Psychological Type (which is edited and supported by Myers–Briggs advocates and by sales of the indicator).[63] It has been argued that this reflects a lack of critical scrutiny.[63] Many of the studies that endorse MBTI are methodologically weak or unscientific.[13] A 1996 review by Gardner and Martinko concluded: "It is clear that efforts to detect simplistic linkages between type preferences and managerial effectiveness have been disappointing. Indeed, given the mixed quality of research and the inconsistent findings, no definitive conclusion regarding these relationships can be drawn."[13][64] The test has been likened to horoscopes, as both rely on the Barnum effect, flattery, and confirmation bias, leading participants to personally identify with descriptions that are somewhat desirable, vague, and widely applicable.[10][65] MBTI is not recommended in counseling.[66] As previously stated in the Myers–Briggs Type Indicator § Four dichotomies section, Isabel Myers considered the direction of the preference (for example, E vs. I) to be more important than its degree. This would mean that scores on each MBTI scale would show a bimodal distribution with most people scoring near the ends of the scales, thus dividing people into either, e.g., an extraverted or an introverted psychological type. However, most studies have found that scores on the individual scales were actually distributed in a centrally peaked manner, similar to a normal distribution, indicating that the majority of people were actually in the middle of the scale and were thus neither clearly introverted nor extraverted. But in order for the MBTI to be scored, a cut-off line is used at the middle of each scale and all those scoring below the line are classified as a low type and those scoring above the line are given the opposite type. Thus, psychometric assessment research fails to support the concept of type, but rather shows that most people lie near the middle of a continuous curve.[12][67][68][69][70] Although we do not conclude that the absence of bimodality necessarily proves that the MBTI developers' theory-based assumption of categorical "types" of personality is invalid, the absence of empirical bimodality in IRT-based research of MBTI scores does indeed remove a potentially powerful line of evidence that was previously available to "type" advocates to cite in defense of their position.[70] Some MBTI supporters argue that the application of type dynamics to MBTI (e.g., where inferred "dominant" or "auxiliary" functions like Se / "Extraverted Sensing" or Ni / "Introverted Intuition" are presumed to exist) is a logical category error that has little empirical evidence backing it.[48] Instead, they argue that Myers–Briggs validity as a psychometric tool is highest when each type of category is viewed independently as a dichotomy.[48] The content of the MBTI scales is problematic. In 1991, a National Academy of Sciences committee reviewed data from MBTI research studies and concluded that only the I-E scale has high correlations with comparable scales of other instruments and low correlations with instruments designed to assess different concepts, showing strong validity. In contrast, the S-N and T-F scales show relatively weak validity. The 1991 review committee concluded at the time there was "not sufficient, well-designed research to justify the use of the MBTI in career counseling programs".[71] This study based its measurement of validity on "criterion-related validity (i.e. does the MBTI predict specific outcomes related to interpersonal relations or career success/job performance?)."[71] The committee stressed the discrepancy between popularity of the MBTI and research results stating, "the popularity of this instrument in the absence of proven scientific worth is troublesome."[72] There is insufficient evidence to make claims about utility, particularly of the four letter type derived from a person's responses to the MBTI items.[12] The accuracy of the MBTI depends on honest self-reporting.[73] Unlike some personality questionnaires, such as the 16PF Questionnaire, the Minnesota Multiphasic Personality Inventory, or the Personality Assessment Inventory, the MBTI does not use validity scales to assess exaggerated or socially desirable responses.[14] As a result, individuals motivated to do so can fake their responses.[74] One study found a weak but statistically significant correlation between the MBTI judging scale and the Eysenck Personality Questionnaire lie scale, suggesting that more socially conformant individuals are more likely to be considered judging according to the MBTI.[75] If respondents "fear they have something to lose, they may answer as they assume they should."[76] However, the MBTI ethical guidelines state, "It is unethical and in many cases illegal to require job applicants to take the Indicator if the results will be used to screen out applicants."[77] The intent of the MBTI is to provide "a framework for understanding individual differences, and... a dynamic model of individual development".[78] The terminology of the MBTI has been criticized as being very "vague and general",[79] so as to allow any kind of behavior to fit any personality type, which may result in the Barnum effect, where people give a high rating to a positive description that supposedly applies specifically to them.[12][44] Others argue that while the MBTI type descriptions are brief, they are also distinctive and precise.[80] Some authors, such as David Keirsey, have created their own systems that claim to provide more detail. For instance, Keirsey's descriptions of his four temperaments, which he correlated with the 16 MBTI personality types, claims to show how the temperaments differ in terms of language use, intellectual orientation, educational and vocational interests, social orientation, self-image, personal values, social roles, and characteristic hand gestures.[81] Researchers have reported that the JP and the SN scales correlate with one another.[67] One factor-analytic study based on (N=1291) college-aged students found six different factors instead of the four purported dimensions, thereby raising doubts as to the construct validity of the MBTI.[82] According to Hans Eysenck: The main dimension in the MBTI is called E-I, or extraversion-introversion; this is mostly a sociability scale, correlating quite well with the MMPI social introversion scale (negatively) and the Eysenck Extraversion scale (positively).[83] Unfortunately, the scale also has a loading on neuroticism, which correlates with the introverted end. Thus introversion correlates roughly (i.e., averaging values for males and females) −.44 with dominance, +.37 with abasement, +.46 with counselling readiness, −.52 with self-confidence, −.36 with personal adjustment, and −.45 with empathy.[ii][iii] The failure of the scale to disentangle Introversion and Neuroticism (there is no scale for neurotic and other psychopathological attributes in the MBTI) is its worst feature, only equalled by the failure to use factor analysis in order to test the arrangement of items in the scale.[85] The test-retest reliability of the MBTI tends to be low. Large numbers of people (between 39% and 76% of respondents) obtain different type classifications when retaking the indicator after only five weeks.[12][68][11] In a 2013 Fortune Magazine article titled "Have we all been duped by the Myers-Briggs Test?", Roman Krznaric wrote: The interesting – and somewhat alarming – fact about the MBTI is that, despite its popularity, it has been subject to sustained criticism by professional psychologists for over three decades. One problem is that it displays what statisticians call low "test-retest reliability." So if you retake the test after only a five-week gap, there's around a 50% chance that you will fall into a different personality category compared to the first time you took the test. A second criticism is that the MBTI mistakenly assumes that personality falls into mutually exclusive categories. ... The consequence is that the scores of two people labelled "introverted" and "extraverted" may be almost exactly the same, but they could be placed into different categories since they fall on either side of an imaginary dividing line.[86] Within each dichotomy scale, as measured on Form G, about 83% of categorizations remain the same when people are retested within nine months and around 75% when retested after nine months. About 50% of people re-administered the MBTI within nine months remain the same overall type and 36% the same type after more than nine months.[87] For Form M (the most current form of the MBTI instrument), the MBTI Manual reports that these scores are higher.[88] In one study, when people were asked to compare their preferred type to that assigned by the MBTI assessment, only half of people chose the same profile.[89] Robert and Mary Capraro in 2002 meta-analysis published in the journal Educational and Psychological Measurement found out that "In general, the MBTI and its scales yielded scores with strong internal consistency and test-retest reliability estimates, although variation was observed." The analysis found that of 210 studies from 1998 to 2001, 14 (7%) reported directly on the reliability of the data, 26% reported reliability via prior studies or the test manual, and 56% did not mention reliability at all.[90] It has been argued that criticisms regarding the MBTI mostly come down to questions regarding the validity of its origins, not questions regarding the validity of the MBTI's usefulness.[91] Others argue that the MBTI can be a reliable measurement of personality, and "like all measures, the MBTI yields scores that are dependent on sample characteristics and testing conditions".[90] A 1973 study of university students in the United States found the INFP type was the most common type among students studying the fine arts and art education subjects, with 36% of fine arts students and 26% of art education students being INFPs.[92] A 1973 study of the personality types of teachers in the United States found Intuitive-Perceptive types (ENFP, INFP, ENTP, INTP) were over-represented in teachers of subjects such as English, social studies and art, as opposed to science and mathematics, which featured more sensing (S) and judging (J) types.[93] A questionnaire of 27,787 high school students suggested INFP students among them showed a significant preference for art, English, and music subjects.[94] Isabel Myers claimed that the proportion of different personality types varied by choice of career or course of study.[27][95] However, researchers examining the proportions of each type within varying professions report that the proportion of MBTI types within each occupation is close to that within a random sample of the population.[12] Some researchers have expressed reservations about the relevance of type to job satisfaction, as well as concerns about the potential misuse of the instrument in labeling people.[12][96] The Myers-Briggs Company, then known as Consulting Psychologists Press (and later CPP), became the exclusive publisher of the MBTI in 1975. They call it "the world's most widely used personality assessment", with as many as two million assessments administered annually.[97] The Myers-Briggs Company and other proponents state that the indicator meets or exceeds the reliability of other psychological instruments.[68][98][99] The MBTI has poor predictive validity of employees' job performance ratings.[12][71][100] As noted above under Precepts and ethics, the MBTI measures preferences, not ability. The use of the MBTI as a predictor of job success is expressly discouraged in the Manual.[101] It is argued that the MBTI only continues to be popular because many people are qualified to administer it, it is not difficult to understand, and there are many supporting books, websites and other sources which are readily available to the general public.[102] David Keirsey developed the Keirsey Temperament Sorter after learning about the MBTI system, though he traces four "temperaments" back to Ancient Greek traditions. He maps these temperaments to the Myers–Briggs groupings SP, SJ, NF, and NT. He also gives each of the 16 MBTI types a name, as shown in the below table. ISITEJInspector ISIFEJProtector INIFEJCounselor INITEJMastermind ISETIPCrafter ISEFIPComposer INEFIPHealer INETIPArchitect ESETIPPromoter ESEFIPPerformer ENEFIPChampion ENETIPInventor ESITEJSupervisor ESIFEJProvider ENIFEJTeacher ENITEJFieldmarshal McCrae and Costa based their Five Factor Model (FFM) on Goldberg's Big Five theory.[103] McCrae and Costa[67] present correlations between the MBTI scales and the Big Five personality constructs measured, for example, by the NEO-PI-R.[104] The five purported personality constructs have been labeled: extraversion, openness, agreeableness, conscientiousness, and neuroticism (emotional instability), although there is not universal agreement on the Big Five theory and the related Five-Factor Model (FFM).[105][106] The following correlations are based on the results from 267 men and 201 women as part of a longitudinal study of aging.[67] Extraversion Openness Agreeableness Conscientiousness Neuroticism E–I −0.74 0.03 −0.03 0.08 0.16 S–N 0.10 0.72 0.04 −0.15 −0.06 T–F 0.19 0.02 0.44 −0.15 0.06 J–P 0.15 0.30 −0.06 −0.49 0.11 The closer the number is to 1.0 or −1.0, the higher the degree of correlation. These correlations refer to the second letter shown, i.e., the table shows that I and P have negative correlations with extraversion and conscientiousness, respectively, while F and N have positive correlations with agreeableness and openness, respectively. These results suggest that the four MBTI scales can be incorporated within the Big Five personality trait constructs, but that the MBTI lacks a measure for emotional stability dimension of the Big Five (though the TDI, discussed above, has addressed that dimension). Emotional stability (or neuroticism) is a predictor of depression and anxiety disorders. These findings led McCrae and Costa to conclude that, "correlational analyses showed that the four MBTI indices did measure aspects of four of the five major dimensions of normal personality. The five-factor model provides an alternative basis for interpreting MBTI findings within a broader, more commonly shared conceptual framework." However, "there was no support for the view that the MBTI measures truly dichotomous preferences or qualitatively distinct types, instead, the instrument measures four relatively independent dimensions."[67] At the time of the COVID-19 pandemic, MBTI testing became a fad among young South Koreans who were using it in an attempt to find compatible dating partners. The fad originated with a website called 16Personalities.com, which offers a free approximation of the official paid test.[107][108] Both independent experts and a representative of the MBTI publishing company have cautioned against using the MBTI test for dating, as the test was not designed for this purpose.[109] South Korea experienced a similar trend in the early 2000s with the blood type personality theory.[109][107][110] One survey reported that by December 2021, nearly half of the population had taken the MBTI personality test. The MBTI personality test also became an issue in 2022 presidential election.[110] In March 2022, Korea JoongAng Daily reported that "A growing number of Korean companies are asking job candidates to reveal their MBTI personality test results, angering job hunters who argue that the test is an unreasonable standard to screen and evaluate their capabilities."[108] A survey of South Korean job-seekers in their twenties found that 60% opposed the use of the test for such purposes.[108] 16Personalities.com also influenced an MBTI fad in China, where some employers and job recruiters have asked applicants about their MBTI or 16Personalities results. The trend in China also led to MBTI-related products, paid services, and social media such as podcasts and memes.[111] In 2021, director Tim Travers Hawkins's film Persona: The Dark Truth Behind Personality Tests premiered on HBO.[112] The company which owns the test condemns its misuse, writing the test "is not, and was never intended to be predictive, and should never be used for hiring, screening or to dictate life decisions".[113] Psychology portal Adjective Check List (ACL) Brain types Riso–Hudson Enneagram Type Indicator Jungian Type Index Revised NEO Personality Inventory Minnesota Multiphasic Personality Inventory Thomas Kilmann Conflict Mode Instrument Two-factor models of personality § Factors integrated into modern instruments (CPI 260) ^ "X" stands for dichotomies: in this particular case, what letter goes in which place doesn't matter for the description. (e.g., EXXPs may be (1) ENFPs, (2) ESFPs, (3) ENTPs, or (4) ESTPs.) ^ It also correlates −.24 with aggression, but is it doubtful whether this correlation is really unfortunate. ^ By a rule of thumb, these correlations should be considered weak, weak, weak, moderate, weak, weak and noise respectively. Overall, this makes a non-correlation of −0.1475±0.01, similar to the quoted result of a longitudinal study of aging later in this article.[84] ^ a b Edwards, Jim (2022-10-12). "How thousands of companies ended up using a bogus psychology test on their staff". The Independent. Retrieved 2024-09-25. dozens of scientists have pointed out that Myers-Briggs is pseudoscience. There is no peer-reviewed, statistically significant, double-blind research demonstrating that it works. ^ a b Schweiger, David M. (August 1985). "Measuring managerial cognitive styles: On the logical validity of the Myers-Briggs Type Indicator". 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Journal of Technology Education. 7 (1). doi:10.21061/jte.v7i1.a.5. hdl:10919/8594. Media related to Myers-Briggs Type Indicator at Wikimedia Commons Quotations related to Psychological Type at Wikiquote "Meet Yourself: How to Use the Personality Paint Box". findingaids.lib.msu.edu. December 22, 1926. Retrieved 2023-10-13. Patrick Vermeren, The (uncomfortable) truth of HR and leadership development, TEDxKMA Retrieved from " From the Enneagram, to StrengthsFinder, to the Myers-Briggs Type Indicator, personality assessments are pretty commonplace these days, and you might even be asked to take one at work. Ever wondered why? Just what is the Myers-Briggs test used for? At a previous job, my team began using Myers-Briggs after two employees were having trouble working together. The test revealed that one person was an extrovert who wanted the other person, an introvert, to engage in collaborative brainstorming and come up with ideas on the fly, which just isn't how introverts operate. After the results came in, these two team members discovered that they interact with the world and process information in very different ways.Eventually the entire team was assessed, and we were even given an overall team type. Because our team was almost entirely remote and consisted of people from multiple countries and backgrounds, the MBTI was invaluable in helping us work more efficiently and take things less personally. "When you understand your type preferences, you can approach your own work in a manner that best suits your style, including: how you manage your time, problem solving, best approaches for decision making, and dealing with stress," the Myers & Briggs Foundation explained on its website. "Knowledge of type can help you better understand the culture of the place you work, develop new skills, understand your participation in teams, and cope with change in the workplace."I'm an INFP, which means I'm an introvert who processes things through intuition, feeling, and perception. Once we took the MBTI at my previous job, another MBTI type who had taken to calling me whenever she had a question suddenly understood why this was so disruptive to me. After that she always messaged me first to ask if I had time to chat, which went a long way toward improving our working relationship. The MBTI, developed by Katharine Cook Briggs and her daughter Isabel Briggs Myers, is based on the theories of psychoanalyst Carl Jung. "The essence of the theory is that much seemingly random variation in the behavior is actually quite orderly and consistent, being due to basic differences in the ways individuals prefer to use their perception and judgment," the Myers & Briggs Foundation noted.It's no secret that almost all interpersonal problems in life come from people not understanding each other. Humans tend to take everything personally and often fail to consider, or even wonder, why someone else is acting a certain way because we tend to judge everything based on our own experiences. What's more, people also ascribe intent to the actions and behaviors of others when that's not always the case. For example, "ISTJs tend to clash with intuitives, who are future oriented and often unimpressed with past data," Jack Spear wrote for Delta Associates. In your personal life, the MBTI can help you understand why you behave in certain ways, why you prefer certain things, and the best ways to stay organized based on your MBTI type. In its most basic form, the MBTI helps people better understand one another. Once you learn what each type means, it becomes easy to determine which type someone might be just by observing them. "INFPs live half their lives in a fairytale. Many ESTPs can curse like a sailor and not really care what people think of them. ESFPs are fun and light-hearted," Leon Sao, a life coach and MBTI meetup organizer, told the Atlantic. "Over time, you get to figure out the noticeable vibe that each type gives off."Another good reason to take the MBTI is because most people have a hard time being objective about themselves, which means you might be surprised when your type comes back different than what you expected. "People who aren't objective and want to take the test will gain by spending time in self-reflection," Brianna Whitney wrote on Quora. "It's equally important for a person to study theories regarding human behavior. People are the crux of our planet and society's fate. Finding out the way you and other people act gives you a great amount of power and influence. If you understand and are able to change yourself and people around you, you'll have the ability to change fate."It's important to note that the MBTI, like astrology, is not an exact science. What's more, your MBTI can evolve and change over time. However, learning more about your motivations, judgments, and perceptions can be a useful tool to help you make better decisions in your life. And, even though a lot of people claim personality tests are a bunch of new age mumbo jumbo, I have found every personality assessment I have taken — the enneagram, Gallup's StrengthsFinder, and the MBTI — invaluable in helping me better understand myself and others, which ultimately leads to fewer kerfuffles. The magic of the MBTI is that is lets you know that everyone is different, which is actually a really good thing. IMO, the most important thing the MBTI does is help people learn to accept and appreciate those differences.Get Even More From Bustle — Sign Up For The NewsletterFrom hair trends to relationship advice, our daily newsletter has everything you need to sound like a person who's on TikTok, even if you aren't. Ever wondered why someone describes themselves as an INTP or as an ENFJ? Chances are they've just taken a Myers-Briggs Type Indicator test. This test, also called the MBTI, was developed during World War II to categorize a person's personality type. You take a formal questionnaire, which then lumps you into one of 16 personality groups. While it can be fun and may reveal some things about yourself that you didn't realize, experts warn that you should take your result with a grain of salt. "It's a lot of fun, and it can help you figure out some of your personality traits," explained Rehan Aziz, MD, a psychiatrist at Hackensack Meridian Health in Perth Amboy, New Jersey. "But most of us don't fall neatly into bucket categories. There are so many different factors that come into play to shape how someone is." Taking the Myers-Briggs Type Indicator can help you self-reflect. But don't take it too seriously – the test isn't backed with much scientific evidence. (Photo Credit: iStock/Getty Images) The MBTI was developed by Katharine Cook Briggs and her daughter Isabel Briggs Myers during World War II. It's based on the research of psychiatrist Carl Jung. He had a theory of "individual preference." He believed that people feel emotions differently from one another because of basic differences in how they function mentally and emotionally. Briggs and Myers thought that people could use his ideas to help them recognize their own personalities. They spent two decades researching it, and the first MBTI instrument was published in 1962. While it was designed for health care workers and to help doctors communicate with patients, it's now used by career and development coaches, educators, and some workplaces and universities. It's not intended to be used as a tool to hire someone. Instead, the goal is to help figure out an employee's best team, role, or function.Is the Myers-Brigg Type Indicator backed by science?The Myers-Brigg Type Indicator test is still sometimes used by corporations and universities. But it's not widely used – or accepted – by psychologists. "It's a commercial product that wasn't developed by trained psychologists," said Randy Stein, PhD, an associate professor of marketing in the College of Business Administration at California State Polytechnic University in Pomona. He published a paper in 2019 in the journal Social and Personality Psychology Compass that concluded the MBTI doesn't have scientific evidence to back it up. "It appears to be a scientific personality test, and it has a manual that's written in the style of an academic paper, and they cite a lot of statistics," he explained. "But there's no such thing as customer service science. They're a profit-driven company."The biggest issue, he noted, is that they try to fit people into specific buckets. "Most people are in the middle, and don't fit into one category or another," Stein explains. "It's fun to take, and it might give you some useful insights about yourself. But you shouldn't take the results that seriously."The MBTI categorizes people into four preference pairs based on four distinct traits. It stresses that there are no right or wrong preferences. Still, the theory is that if you know your preference pair, it will help you make the right choices in both your professional and personal life. Here's a closer look at each one.Introversion vs. extroversion (I vs. E)This category indicates where you focus your attention. Extroverts are energized when they interact with others. They take action quickly, sometimes before they have time to think it through. Introverts, on the other hand, gain energy when they spend time alone in self-contemplation. They like to think things through before they act on them. These traits can affect:How you rechargeYour approach to meeting peopleWhat sort of work environment you likeWhen you start on a taskYour interests and hobbiesIntuition vs. sensing (N vs. S)This measures how you take in information. People who are sensing tend to prefer to gather concrete information. They pay attention to detail and often rely on their five senses. But people who are intuitive tend to look more at the big picture. They often rely on hunches, or listen to their gut. These preferences can affect:How you see thingsYour learning approachThe information you need to make a purchaseYour response to change Thinking vs. feeling (T vs. F)This preference pair focuses on how you make decisions. Thinkers are more likely to use logic and data. They have a critical eye and often come across as tough-minded. They like to consider the pros and cons of each and every situation. Feelers, on the other hand, rely on how they feel. They tend to be more empathetic and take other people's thoughts into account. They often make decisions based on their personal and social values. This pairing affects:How you make decisionsHow you help others, including how you provide feedbackHow you deal with different viewpointsJudging vs. perceiving (J vs. P)The final preference pair provides insight as to how you deal with the world. Those who judge like structure and organization. They like to make plans, and stick to them. They thrive on schedules, organization, and structure, and they try to avoid last-minute changes. People who are perceivers are more flexible. They like to keep their options open, and they tend to go with the flow. They often do their best work at the last minute. These preferences affect:How you approach complicated tasksHow you handle deadlinesHow you plan eventsYour attitude toward work and playThe next part of the MBTI is to combine the different personalities above into 16 personality types. These bunches of letters may look like alphabet soup, but they're actually four-letter codes for your individual personality. INTJThese folks are original thinkers. They are motivated to put ideas into play and to achieve their goals. They are quick to see patterns and to understand them. One of their biggest strengths is their ability to always see projects through. They are also very independent and apply a healthy dose of skepticism to any situation they find themselves in. INTJ-ers often do well in scientific or technical fields like engineering, computing, and law.INFJThis personality type is compassionate and idealistic. While they often make decisions in private, their focus is on a shared vision. They want to understand what motivates other people. Once they come up with their vision, they are very decisive about putting it in motion. They thrive in careers like teaching, social work, and the arts. ISFJThese folks are patient. They rely on common sense and experience to help others. They are very responsible and loyal, and they like to help others. They can sometimes err on the side of too much caution. They thrive in jobs such as health care, secretarial roles, and social work. ISFJs thrive in orderly, harmonious environments, both at work and at home. ISTJIf you are an ISTJ personality type, you are quiet and reliable, and are successful because you're dependable and pay careful attention to detail. ISTJ-ers decide what to do and work steadily toward that goal despite distractions. They thrive when all aspects of their life – both work and home – are orderly and organized. But they can become overly set in their ways. Good career options include law enforcement and accounting.INTPThis group is logical and analytical, but also innovative. They tend to be detached, which actually often allows them to come up with new ways to attack complex problems. INTP-ers are very good at focusing in depth, when it's a topic that interests them. But since they're more interested in ideas than social interaction, it can be hard for them to work in teams. They do best in technical and scientific fields where they can often work alone. Good career choices include architecture, research, and social science. INFPINFP-ers are idealistic. They are loyal to their values and to those close to them. They strive to live their life in line with what they believe in. They also tend to be flexible and even spontaneous. But while they are curious and quick to see possibilities in others, they also sometimes struggle to speak up. Since they're often creative, they flourish in artistic fields like writing and visual arts.ISFPThese folks are sensitive, attentive, quiet, and kind. They take joy in the present. They like to have their own space and do things on their own time. They are loyal to their values and to the people who are close to them. They don't like conflict and won't force their beliefs on others. But since they're often not assertive, they can have trouble making decisions. They thrive best in workplace environments that are supportive, not cutthroat or competitive.ISTPIf you are an ISTP personality type, you can be calm, quiet, and tolerant, but also very productive. When there's a problem, you work quickly to find a solution. That calmness helps during a crisis, too. But while ISTP-ers are able to work quickly and decisively in the moment, sometimes it's harder for them to see the big picture. You're best off at a job that's hands-on where you can work alone, like surgery, agriculture, or engineering. ENTPPeople with this personality type are alert and outspoken. They're always up to the challenge of solving complicated problems. They tend to get bored with routine. While all of these are great qualities, sometimes they can backfire: ENTP-ers sometimes get an idea in their head that they want to take on which just isn't likely to work. They need a career that is fast and high-energy, like business, finance, or engineering.ENFPThis personality type has a lot of imagination and enthusiasm. They have a lot of energy and move quickly from project to project. They work well with others and are eager to provide positive feedback and support. They are also very good at improvising. ENFP-ers do very well in careers that promote teamwork. Possibilities include coaching, teaching, and religious callings. ESFPPeople who have the ESFP personality type are very outgoing and social. They love life and being around people. They work very well with others. They also know how to balance common sense with having fun. The downside is they can sometimes struggle with deadlines, as they get easily distracted. They do well at jobs where they can extend care to others, like health care and teaching. ESTPESTP-ers have a lot of energy and enthusiasm. But they are also pragmatic. They bring a lot of common sense to any project they work on. They also live in the moment and want to enjoy as much time as they can with other people. While they are great in the here and now, they can lose steam when it comes to long-term focus. They make great marketers and may do well in careers in protective services, agriculture, or manufacturing.ENTJThis type is practical and decisive. They see the big picture, and they want to get to their goals as efficiently as possible. They are good at getting things done. They are also good leaders. The downside to their take-charge personality is that they may overlook the needs of workers around them. People who have the ENTJ personality type often end up in positions of leadership. ENFJThese folks are natural, inspirational leaders. They are warm and empathic. They are highly responsive to other people's needs. They are nurturing and find potential in everyone around them. They also respond well to praise and criticism. But because they are such people persons, they often don't do well with conflict. They thrive in collaborative environments. Careers in counseling, teaching, or religion are good choices. ESFJThey are very social, but also conscientious. They crave harmony and work hard to get it. They like to work with others and are very loyal. They are attuned to others' needs and wants and try to provide them. They also crave appreciation and positive feedback. They do best in fields that promote collaboration. Good choices include child care, nursing, and teaching.ESTJESTJ-ers are driven and organized. They want to get things done as efficiently as possible. When they are faced with a tough project or decision, they use logic and attention to detail. This can also become an issue, though. They can be so focused on their goal that they don't take into account the wishes and needs of others. They do well in fields with clear roles and responsibilities, like law enforcement.You can take the MBTI test online here. The $60 cost includes the test and an interpretation of your results. You can also take it with an MBTI-certified practitioner. You can find one in your area here. If your school or organization offers it, you can take it through them, too. The Myers-Briggs Type Indicator (MBTI) is a test you can take online to figure out your personality type. You answer a bunch of questions, and then you've given one of 16 types. It's a lot of fun, and you may gain new insights about yourself, but it's not backed up by scientific research.What are the 4 main MBTI types?There are four main MBTI types:Introversion vs. extroversion (I vs. E), which reflects how you recharge and feel energizedIntuition vs. sensing (N vs. S), how you take in informationThinking vs. feeling (T vs. F), the way you come to conclusionsJudging vs. perceiving (J vs. P), or your approach to the outside worldIs the 16 personalities test accurate?The 16 personalities test is an offshoot of the MBTI test. There's no research to suggest it's scientifically accurate, Aziz says. What are the 3 rarest MBTI types?There isn't great data to know for sure the three rarest MBTI types. But a 2018 survey from the Myers-Briggs company found that among people who knew their personality type, ISFP was the rarest (1.8%), followed by ESTP (2.2%), and then ISTP (2.3%). The Myers-Briggs Type Indicator® (MBTI®) assessment is a tool that helps people increase their self-awareness, understand and appreciate differences in others, and apply personality insights to improve their personal and professional effectiveness. Today, the MBTI tool is the most widely used and recognized personality tool in the world. Around two million people complete it every year, but how did it begin? Who created the MBTI assessment? It began with Katharine Cook Briggs and her daughter, Isabel Briggs Myers, in the United States in the early mid-20th century. Briggs was inspired to research personality type theory when she met Isabel's future husband, Clarence Myers. She noticed he had a different way of seeing the world. This intrigued her enough to start a literature review to understand different temperaments. What is Jung's influence on MBTI theory? Carl G Jung published Psychological Types in 1921. Briggs read the English translation (1923) and saw similarities between their ideas. However, Jung's theories of personal difference were much more developed. Briggs and Myers thought Jung's work was so useful that they wanted to make his ideas accessible to a wider audience. When was the MBTI assessment first published? World War II was a huge influence on the project's development. Myers believed that if people understood each other better, they'd work together better and there'd be less conflict. The post-war world could be a better place. She was determined to find a way to give people access to their psychological type. This led to the idea of a type indicator, and Myers dedicated the rest of her life to its development. She spent the next 20 years developing questions and validating the instrument and the theory. The MBTI instrument was first published in 1962. Who publishes the MBTI questionnaire now? The Myers-Briggs Company (formerly CPP, Inc.) has published, researched and updated the MBTI instrument since 1975. It has trained practitioners since 1989. Today, The Myers-Briggs Company continues to follow Myers' guiding principle: that understanding personality and difference can change the world for the better. Key moments in MBTI history 1919 Isabel Briggs Myers graduates from Swarthmore College. Isabel's mother, Katharine Briggs, starts to research personality type theory 1921 Carl Jung publishes Psychological Types: The Psychology of Individuation 1943 Form A of the instrument is copyrighted 1962 Isabel self-publishes Introduction to Type. Educational Testing Services (ETS) publishes research version of the MBTI instrument and the MBTI Manual 1968 Katharine Cook Briggs dies. MBTI questionnaire published in Japan by industrial psychologist Takeshi Ohsawa. It's the first MBTI translation 1969 Isabel Briggs Myers and clinical psychologist Mary McCaulley start Typology Lab 1975 CPP, Inc. (formerly Consulting Psychologists Press) publishes the MBTI instrument. Typology Lab becomes the Center for Applications of Psychological Type (CAPT). It is the center for research, data collection, information, training and publications 1977 CAPT publishes first issue of The Journal of Psychological Type 1980 Isabel Briggs Myers dies. Peter and Katharine Myers become co-owners of the MBTI copyrights 1985 MBTI Manual second edition published 1990 Form K published. It is the precursor to the Step II assessment (Form Q) 1998 Step I™ (Form M) updated. MBTI Manual third edition published 2001 Step II™ (Form Q) and MBTI Step II Manual published 2007 MBTI Complete launched 2009 Step III™ published 2017 CPP, Inc. buys OPP Ltd 2018 CPP, Inc. becomes The Myers-Briggs Company 2019 New global versions of MBTI Step I and Step II assessments published. New version of MBTIonline launched Why type awareness is important in recognizing that all types are valuable. Descriptions of the 16 MBTI® personality types. Share — copy and redistribute the material in any medium or format for any purpose, even commercially. Adapt — remix, transform, and build upon the material for any purpose, even commercially. The licensor cannot revoke these freedoms as long as you follow the license terms. Attribution — You must give appropriate credit , provide a link to the license, and indicate if changes were made . You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use. ShareAlike — If you remix, transform, or build upon the material, you must distribute your contributions under the same license as the original. No additional restrictions — You may not apply legal terms or technological measures that legally restrict others from doing anything the license permits. You do not have to comply with the license for elements of the material in the public domain or where your use is permitted by an applicable exception or limitation . No warranties are given. The license may not give you all of the permissions necessary for your intended use. For example, other rights such as publicity, privacy, or moral rights may limit how you use the material. Yes. Four editions (1962, 1985, 1998, 2018) of its manual have been published, providing a wealth of research-based evidence on its reliability and validity. The manual also explains the theory behind the assessment, its construction, and the data collection and analysis of the scales. It is well established that the Myers-Briggs® assessment meets all requirements for educational and psychological tests, and you can access information on its validity and reliability. Scientists have been scrutinizing it for more than 50 years, and it has been cited and reviewed thousands of times (a Google Scholar search for "MBTI" found over 31,000 records). The Center for Applications of Psychological Type (CAPT) also publishes helpful information on the reliability and validity of the Myers-Briggs assessment. When psychologists or practitioners evaluate a psychometric test or questionnaire, they usually ask two main questions: "Is it reliable?" and "Is it valid?" On both of these criteria, the MBTI assessment performs well. Reputable psychometric tools have been developed through years of rigorous research, and The Myers-Briggs Company makes these research findings available via the MBTI® Manual for the Global Step I™ and Step II™ Assessments (Myers, McCaulley, Quenk, & Hammer, 2018). This manual is provided to all certified practitioners as part of their certification materials. Major findings are also published in data supplements that can be downloaded from The Myers-Briggs Company website for the current commercial version and prior commercial versions. In addition, there are many articles by independent researchers in established journals. Interested parties can find hundreds of these on a free searchable database published by the Center for Applications of Psychological Type (CAPT), called Mary and Isabel's Library Online (MILO), at www.capt.org/MILO. Finally, the MBTI assessment meets the stringent requirements for psychological assessments in psychology societies around the world (e.g., the British Psychological Society, The Health Professions Council of South Africa, and Sistema de Avaliação de Testes Psicológicos in Brazil). Furthermore, the MBTI assessment has been voluntarily submitted to organizations in the United States for independent review such as those provided in Buros Mental Measurements Yearbook, in Psyctests by the American Psychological Association, and in the Comprehensive Guide to Career Assessment (7th ed.) published by the National Career Development Association (NCDA). Note that the American Psychological Association (APA) does not approve or disprove the use of assessments in the United States. Instead, the APA provides ethical guidelines that put the onus on the users of assessments to evaluate their reliability, validity, and appropriateness. References Myers, I. B. (1962). Manual: The Myers-Briggs Type Indicator®. Princeton, NJ: Educational Testing Service. Myers, I. B., & McCaulley, M. H. (1985). Manual: A guide to the development and use of the Myers-Briggs Type Indicator® (2nd ed.). Mountain View, CA: CPP, Inc. Myers, I. B., McCaulley, M. H., Quenk, N. L., & Hammer, A. L. (1998). 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Personality assessments have become increasingly popular in workplace environments, with organizations seeking better ways to understand team dynamics and improve collaboration. The MBTI system stands as one of the most recognizable personality tests globally.Despite ongoing scientific debates about its validity, millions of professionals have used MBTI insights to enhance communication, resolve conflicts, and build stronger teams. Understanding this assessment's strengths and limitations helps organizations make informed decisions about implementation.This comprehensive guide explores the MBTI test's origins, methodology, criticisms, and practical workplace applications. Whether you're considering using the MBTI personality type in your organization or simply curious about type preferences assessment tools, you'll gain valuable insights into this influential framework.What is the MBTI test?The Myers-Briggs Type Indicator (MBTI) is a comprehensive personality assessment tool that categorizes individuals into 16 distinct personality types based on their psychological preferences. Understanding the MBTI meaning helps companies improve team dynamics, communication, and overall workplace effectiveness.This introspective questionnaire measures how people perceive the world around them and make decisions in various real-life situations. The assessment consists of forced-choice questions that reveal preferences across four key psychological dimensions, creating a unique four-letter personality code.Originally designed for personal development and self-understanding, the MBTI has evolved into one of the most widely used personality theory in corporate environments to improve organizational structure. Companies worldwide utilize this tool for team building, leadership development, career counseling, and improving interpersonal workplace relationships.The creators behind MBTI assessmentThe Myers-Briggs Type Indicator was developed by the mother-daughter team of Katharine Cook Briggs and Isabel Briggs Myers during the 1940s and 1950s. Neither woman had formal training in psychology, but both were passionate about understanding human personality differences and helping people appreciate individual strengths.Their work was heavily influenced by Swiss psychiatrist Carl Jung's 1921 theory of psychological types, which proposed that people have innate preferences for how they focus attention, gather information, make decisions, and other cognitive functions. The Myers-Briggs duo transformed Jung's complex theoretical framework into a practical four preferences tool.How the MBTI test worksThe MBTI assessment measures preferences across four dichotomies, creating 16 possible personality combinations. Participants answer forced-choice questions that reveal their natural tendencies, with each dimension representing opposing preferences that everyone uses but favors differently.Extraversion (E) vs Introversion (I)This dimension measures where you naturally direct your energy and attention. Extraverts typically gain energy from interacting with the external world and other people, while introverts prefer focusing inward and recharge through solitude and quiet reflection.Example question: "At a party, do you interact with many people or prefer deep conversations with a few close friends?"Sensing (S) vs Intuition (N)This scale determines how you prefer to take in and process information. Sensing Myers–Briggs personality types focus on concrete facts, details, and present realities, while intuitive types are drawn to patterns, possibilities, and future-oriented concepts and ideas.Example question: "When learning something new, do you prefer step-by-step instructions or exploring the big picture first?"Thinking (T) vs Feeling (F)This dimension reveals your preferred approach to making decisions and judgments. Thinking personality types prioritize logical analysis, objective criteria, and impersonal factors, while feeling types consider personal values, harmony, and the impact on people involved.Example question: "When making decisions, do you rely more on logical analysis or consider how others will be affected?"Judging (J) vs Perceiving (P)This scale indicates how you prefer to organize your outer world and approach life. Judging types like structure, plans, and closure, while perceiving types prefer flexibility, spontaneity, and keeping options open for as long as possible.Example question: "Do you prefer having a detailed schedule or keeping your plans flexible and adaptable?"Criticisms surrounding the MBTI testDespite its widespread popularity, the MBTI assessment faces significant criticism from the scientific and academic psychology community. Critics argue that the assessment lacks robust empirical support and fails to meet standard psychometric requirements for reliable personality measurement.Lack of scientific validity and reliabilityPeer-reviewed research consistently shows that MBTI results lack the reliability expected from professional psychological assessments. Studies indicate that 50% of people receive different results when retaking the test, undermining its consistency and accuracy.The assessment fails to demonstrate predictive validity, meaning MBTI scores don't reliably predict job performance, career satisfaction, or other meaningful workplace outcomes. This limitation raises serious questions about its practical utility in organizational settings.False dichotomy and oversimplificationThe MBTI forces people into binary categories that don't reflect the reality of human personality, which exists on a continuum. Most personality types fall on a spectrum rather than fitting neatly into opposing categories.This oversimplified approach ignores the complexity of human behavior and personality development. People often exhibit characteristics from both sides of each dimension, making the rigid type classifications potentially misleading and limiting.Limited theoretical foundationWhile based on Carl Jung's theories, a modern psychological type has moved beyond Jung's early 20th-century concepts. Contemporary research supports the Big Five model, which has stronger empirical backing and scientific acceptance.The MBTI hasn't evolved to incorporate decades of personality research advances. Its theoretical foundation remains largely unchanged since the 1940s, ignoring significant developments in psychological science and personality theory research.Why MBTI matters in workplace environmentsAlthough psychology research questions the MBTI's scientific validity, organizations continue finding value in personality-based discussions about team dynamics, communication styles, and workplace preferences. The framework provides a common language for understanding basic differences, even if not scientifically precise.Improves team communication and collaborationMBTI discussions help team members understand different communication preferences and working styles within their group. When colleagues recognize that some prefer detailed instructions while others want big-picture overviews, they can adapt their approach to improve collaboration and reduce misunderstandings.Facilitates leadership development and management trainingThe framework helps managers recognize that different employees need different motivational approaches and feedback styles. Understanding personality preferences and corresponding differences enables leaders to tailor their management approach, potentially improving employee engagement and reducing conflicts between supervisors and team members.Provides structure for workplace conversations about diversityMBTI offers a non-threatening way to discuss individual differences and strengths in professional settings. It creates opportunities for employees to share their preferences openly, fostering psychological safety and appreciation for diverse thinking styles and work approaches within teams.How to take and interpret MBTI resultsTaking an authentic MBTI assessment requires accessing legitimate, certified sources rather than free online knockoffs. Proper interpretation involves understanding your four-letter type code and how these preferences manifest in your work style and interpersonal relationships.Where to take the official MBTI test?The official Myers-Briggs assessment is only available through certified practitioners and licensed organizations. Authentic tests ensure accurate results and proper interpretation guidance, unlike free online versions that may provide misleading or invalid personality classifications.Contact certified MBTI practitioners through the Myers-Briggs Company website directoryAccess assessments through workplace HR departments that have licensed the official versionWork with career counselors or coaches who hold official MBTI certification credentialsNote: Avoid free online MBTI tests and unauthorized websites, as these often provide inaccurate results and misrepresent the actual Myers-Briggs methodology.How to interpret MBTI test results?Understanding your four-letter type code involves recognizing how your preferences influence communication, decision-making, and work style patterns. For comprehensive insights into each of the 16 personalities, we have an in-depth article covering detailed characteristics and workplace applications.Read your detailed type description to understand your natural preferences and strengthsIdentify potential blind spots and areas for personal and professional development opportunitiesApply insights to improve communication with colleagues who have different personality preferencesConclusionThe MBTI test represents a fascinating intersection between psychological theory and practical workplace application, offering organizations a framework for discussing personality differences and team dynamics. While scientific criticism raises valid concerns about validity and reliability, its continued popularity suggests real value.Understanding both the benefits and limitations of MBTI assessment helps organizations use it appropriately as a conversation starter rather than a definitive assessment tool. When implemented thoughtfully, personality frameworks can enhance team communication, leadership development, and workplace collaboration.The key lies in maintaining perspective about what MBTI can and cannot accomplish in professional settings. Use it as one tool among many for building stronger teams, but avoid making critical decisions based solely on personality type classifications. The Myers-Briggs Type Indicator (MBTI)—also referred to as the "Myers-Briggs personality test" or simply the "Myers-Briggs test"—is a self-reported questionnaire. The test helps people assess their personality using four specific dichotomies, or scales: introversion-extraversion, sensing-intuition, thinking-feeling and judging-perceiving. The MBTI was first developed in the 1940s by Isabel Briggs Myers and her mother Katharine Cook Briggs, and it's based on psychologist Carl Jung's theory of psychological types. The purpose of the test is to "make the theory of psychological types described by C.G. Jung understandable and useful in people's lives," according to the Myers & Briggs Foundation. In other words, the MTBI is intended to give clarity and understanding of a person's personality type in a practical way. Myers and Briggs first tested friends and family to collect data, workshop the questions and determine how to weigh each answer. In 1951, more than 5,000 medical students across 45 medical schools used the MBTI to help determine which areas of medicine in which they would specialize. Since then, the questionnaire has been used to help people both in and outside the workplace learn more about their personality and the personalities of the people around them. There are 16 personality types in the MBTI, all of which include a letter for each side of the four scales the person aligns with most. Letters always follow the same order, and scales are abbreviated using the following letters: Introversion-extraversion is represented by I or E Sensing-intuition is represented by S or N Thinking-feeling is represented by T or F Judging-perceiving is represented by J or P Each of the scales operates as a spectrum. Although a personality may not fall perfectly into one type, the four-letter type code represents the side of each of the four scales a person most closely fits. For example, a person who leans toward introversion, intuition, thinking and judging would be considered personality type INTJ. Naturally, there are 15 other personality permutations across these four spectrums. No personality type is superior to the others. Each one simply gives a clearer indication of a person's likes, dislikes, strengths and weaknesses. Is the Myers-Briggs Type Indicator Valid? "Despite the MBTI's brand name appeal, personality researchers have considerable skepticism concerning its actual validity compared to more conventional personality tests," says Romeo Vitelli, Ph.D., a private practice psychologist and psychology consultant at Mom Loves Best. While scientific journals have published thousands of studies using the MBTI over the decades, some researchers question the MBTI's objectivity, the questionnaire format and the reliability of the test scores. That said, the MBTI remains one of the most widely-recognized personality tests globally for its simplicity, ease of use and longstanding history as a workplace tool, he says. The MBTI test is a self-reported personality assessment. During the test, an individual answers approximately 94 questions that evaluate preference toward four different dichotomies: Introversion-extroversion, sensing-intuition, thinking-feeling and judging-perceiving. Depending on their responses, the MBTI classifies an individual into one of 16 different personality types based on their self-reported preferences and behaviors. Many businesses, including a large number of Fortune 500 companies, turn to the MBTI for guidance worldwide. The test has been used as a tool for team-building, conflict prevention and leadership development purposes. The MBTI may also help people determine how compatible they are with one another, romantically or platonically, says Vitelli. Discover Your Personality Within Minutes The Personality Lab's Personality Explorer Test provides you with detailed, unique information that can help you plan your life and work more successfully. Start The Test On The Personality Lab's Website Depending on how an individual aligns with the personality preference pairs, they may be classified into one of 16 different personality types. Consider the following traits of each personality type, according to the Myers & Briggs Foundation. ISTJ: Introversion, Sensing, Thinking, Judging Tend to be more quiet and serious Realistic, responsible and practical Earns success by being dependable and thorough Enjoys order and organization ISFJ: Introversion, Sensing, Feeling, Judging Quiet and conscientious Committed to meeting obligations Friendly, loyal and considerate of others' feelings Values order and harmony in their home and work environments INFJ: Introversion, Intuition, Feeling, Judging Concerned with serving the common good Insightful and eager to learn others' motivations Tends to seek meaning and connection in relationships and ideas Committed to their values INTJ: Introversion, Intuition, Thinking, Judging Original thinkers who are motivated to achieve their goals Identifies patterns in events to determine an explanatory perspective Skeptical and independent Maintains high standards for themselves and others ISTP: Introversion, Sensing, Thinking, Perceiving Quiet, sensitive and kind Committed to their values and people who are important to them Enjoys being alone and working at their own pace Conflict-averse ISFP: Introversion, Sensing, Feeling, Perceiving Tolerant, flexible and logical Quick to find workable solutions for problems Interested in cause and effect Values efficiency INFP: Introversion, Intuition, Feeling, Perceiving Idealistic, curious and adaptable Loyal to their values and people who are important to them Eager to understand others and help them reach their full potential Seeks to live a life that aligns with their values INTP: Introversion, Intuition, Thinking, Perceiving Theoretical, analytical and skeptical Interested in developing logical explanations for things that interest them Values ideas over social interaction Problem solvers ESTP: Extraversion, Sensing, Thinking, Perceiving Spontaneous, lives in the moment Prefer action when problem-solving over theoretical explanations Enjoys aesthetics and material comfort Learns by doing ESFP: Extraversion, Sensing, Thinking, Perceiving Enjoys working with others Spontaneous and easily adapts to new people and environments Realistic, outgoing and accepting Learns best while trying a new skill with other people ENFP: Extraversion, Intuition, Feeling, Perceiving Warm, enthusiastic and imaginative Desires affirmation from others Eager to offer appreciation and support Spontaneous, flexible, able to improvise ENTP: Extraversion, Intuition, Thinking, Perceiving Smart, outspoken and stimulating Resourceful when solving problems Good at reading other people Finds routine boring, often finds new ways of doing things ESTJ: Extraversion, Sensing, Thinking, Judging Practical, decisive and organized Values achieving results in the most efficient way possible Quick and forceful in implementing plans and decisions Maintains clear and logical standards for themselves and others ESFJ: Extraversion, Sensing, Feeling, Judging Cooperative, conscientious and kind Values harmony in their environment Desires appreciation for their contributions Enjoys working with others to complete tasks efficiently and accurately ENFJ: Extraversion, Intuition, Feeling, Judging Empathetic, responsible and loyal Attuned to others' emotions, needs and motivations Often acts as a catalyst for individual and community growth Responsive to praise and criticism ENTJ: Extraversion, Intuition, Thinking, Judging Enjoys long-term planning and goal-setting Often well-informed, well-read and eager to share their knowledge with others Skilled problem-solvers Readily assumes leadership, forceful in sharing their ideas To determine your MBTI personality type, you'll need to complete the MBTI questionnaire. The assessment can be taken online via the Myers & Briggs Foundation's website. There are no right or wrong answers, according to the company, and you'll choose the answers that best fit you. You'll receive your results in an MBTI Profile Report, which may be delivered virtually or in printed form. If you'd like to take the MBTI, you can visit MBTIonline.com or schedule an appointment with an MBTI-certified practitioner or an organization (such as a school or workplace) that administers the test. The assessment takes roughly 45 minutes to complete, according to MBTIonline. If you choose to take the MBTI, Vitelli recommends being honest, recognizing the tool's possible reliability and validity limitations, and not letting your four-letter code rule your existence. "That means accepting that your scores may change over time," he adds. "And the test shouldn't be used for making long-term decisions about your life or career." Think of the MBTI as a fluid self-awareness tool as opposed to a definitive measure of your personality. You may also choose to take it more than once to see if and how your four-letter personality type code changes over time. Taking the official MBTI assessment costs $59.95, although other online resources offer unofficial versions of the test for free. For those who opt to take the official assessment, a self-guided feedback system helps you understand and verify the accuracy of your results, according to the Myers & Briggs Foundation. To determine a person's four-letter personality code, the MBTI asks questions to help determine which sides of the four scales they most closely fit. Extraversion-Introversion This scale helps a person understand where they put their attention and how they get their energy. "Extraversion refers to the tendency to be outgoing and action-oriented while enjoying social interactions and feeling more energized as a result. Introversion lies on the opposite end of the scale and reflects the tendency to be more thought-oriented and withdrawn," says Vitelli. However, introversion doesn't always mean the same thing as being shy. Introversion can also indicate someone who enjoys "living in their head," reflecting on ideas, thoughts or memories. These types may enjoy company in small groups rather than large crowds and are often comfortable being alone. Other common traits of extraverts include: Feeling comfortable in groups Being popular or having a large friend group Not thinking something over before taking action Common traits of introverts include: Avoiding action by overthinking and/or contemplating Feeling removed from the outside world Sensing-Intuition This scale examines how people take in information from the world around them. "People who prefer sensing tend to be more reality-based and depend on their own senses and what they can learn from hands-on experience," says Vitelli. "Intuition [type] is more likely to depend on their impressions of the world around them and is more likely to rely on inner feelings to make conclusions." Common traits of sensing personalities include: Remembering accurate snapshots of events Being a fact-based problem solver A preference for a realistic "bottom line" approach Valuing experience more than words and/or symbols Overlooking potential possibilities due to overanalyzing facts Common traits of intuition personalities include: "Reading between the lines" An interest in new, different experiences Bouncing between possible scenarios Valuing impressions, metaphors and symbols more than lived experience A difficulty bringing possibilities to reality Thinking-Feeling With this scale, the idea is to understand whether a person focuses more on information as it relates to their five senses or on patterns and interpretations. "People scoring highly on thinking tend to be more logic-based and dependent on facts and objective information," Vitelli adds. "Feeling individuals are more likely to depend on emotions to conclude people and events." Thinking personalities commonly display as: Enjoying fields where logic is key Noticing errors or inconsistencies Searching for logical solutions to problems A desire to be fair and make decisions based on logic Believing in direct truth-telling Not always accounting for people's emotions or experiences Being task oriented and appearing indifferent or uncaring Feeling personalities typically present as: Enjoying fields involving people or communications Wanting harmony and becoming nervous around conflict Having concern for others Being compassionate and making emotion-based decisions Valuing people's emotions and believing in delivering news with tact Not always communicating difficult truths directly Appearing indirect, idealistic, or emotional Judging-Perceiving This scale assesses whether a person prefers more structure in their life or if they're open to a more flexible lifestyle. "People high on judging are more rigid and inflexible and prefer more structured environments," says Vitelli. "On the other hand, people high on perceiving tend to be more flexible, open-minded and spontaneous." Common displays of judging personalities may include: Enjoying when things are decided Being task oriented Enjoying to-do lists Having a "work before play" attitude Planning ahead to avoid rushing or procrastination Being highly goal oriented, but sometimes missing information due to narrow focus Perceiving personalities can appear as: Being open-minded Being casual or not one to make plans Mixing work with play Being productive in bursts of energy Receiving added stimulation from pressure or deadlines Having difficulty making decisions INFP (Introverted, Intuitive, Feeling, Perceiving) Personality Type INTP (Introverted, Intuitive, Thinking, Perceiving) Personality Type ISTJ (Introverted, Sensing, Thinking, Judging) Personality Type ENFP (Extroverted, Intuitive, Feeling, Perceiving) Personality Type ENFJ (Extroverted, Intuitive, Feeling, Judging) Personality Type The official MBTI assessment takes approximately 45 minutes to complete, according to the Myers-Briggs Company. While your personality may evolve over time, your personality type likely will not change, according to the Myers-Briggs Company. Your personality type is based on whether you naturally prefer introversion or extraversion, sensing or intuition, thinking or feeling and judging or perceiving. The Myers-Briggs framework argues that these four preferences remain stable over time. The rarest MBTI personality type is INFJ, making up approximately 1% to 3% of the U.S. population. The MBTI personality assessment may be worth taking to discover insights into your likes, dislikes, strengths and weaknesses. You can learn more about your personality type on the Myers & Briggs Foundation's website. The results from your self-report assessment may provide deeper insight into your personality type. The Myers-Briggs Type Indicator (MBTI) is a personality assessment tool based on Carl Jung's theory of psychological types. It categorizes individuals into 16 personality types based on four dimensions: introversion vs. extraversion, sensing vs. intuition, thinking vs. feeling, and judging vs. perceiving. The MBTI helps people understand their preferences in how they perceive the world and make decisions. The MBTI framework identifies four key dimensions of personality, each represented as a pair of opposite preferences: Energy Focus: Extraversion (E) vs. Introversion (I) Where individuals direct their energy and attention (external world vs. internal thoughts) Information Processing: Sensing (S) vs. Intuition (N) How individuals gather and process information (concrete, observable facts vs. patterns and possibilities) Decision Making: Thinking (T) vs. Feeling (F) How individuals make judgments and decisions (logical analysis vs. values and people-centered considerations) Lifestyle Approach: Judging (J) vs. Perceiving (P) How individuals approach structure and closure (preferring organization and resolution vs. flexibility and openness) The MBTI propose that four different cognitive functions determine one's personality: extraversion vs. introversion, sensing vs. intuition, thinking vs. feeling, and judging vs. perceiving. These four preference pairs combine to create 16 distinct personality types. Each individual has a preference from each pair, resulting in a unique four-letter code. For example: ISTJ: Introverted, Sensing, Thinking, Judging ENFP: Extraverted, Intuitive, Feeling, Perceiving The Myers-Briggs Type Indicator (MBTI) was developed in 1942 by Isabel Briggs Myers and her mother Katharine Cook Briggs, based on Carl Jung's theory of psychological types. The MBTI highlights that all personality types are equally valuable, with each having its own strengths and potential blind spots. It is widely used for: Self-understanding and personal development Improving communication and relationships Team building in organizational settings Career guidance and development Understanding different approaches to problem-solving and decision-making The MBTI provides a framework for understanding how people perceive the world and make decisions, while acknowledging that personality exists on a spectrum rather than in rigid categories. The Four Dichotomies MBTI assessment assigns individuals into one of four categories based on how they perceive the world and make decisions. The four categories are: introversion or extraversion, sensing or intuition, thinking or feeling, and judging or perceiving. Each person is said to have one preferred quality from each category, producing 16 unique personality types. These are opposite ways to direct and receive energy. Do you prefer to focus on the outer world (E) or your inner world (I)? This dichotomy describes how people respond and interact with others and orient themselves within the world around them. Extraverts tend to be action-oriented – focusing on other people and things, feeling energized by the presence of others, and emitting energy outwards. Introverts are more thought-oriented. They enjoy deep and meaningful social interactions and feel recharged after spending time alone. After attending a large social gathering, do you usually feel: A. Energized and ready for more interaction B. Drained and in need of alone time When faced with a problem, do you prefer to: A. Talk it out with others B. Reflect on it alone Which word resonates with you more: A. Outgoing B. Reserved Scoring: If you answered mostly A, you may lean towards Extraversion (E). If you answered mostly B, you may lean towards Introversion (I). Sensing (S) vs. Intuition (N) Do you prefer to focus on the basic information you take in (S), or do you prefer to interpret and add meaning (N)? This dichotomy describes how people gather and perceive information. Sensing-dominant people tend to prefer to focus on facts and details and perceive the world around them through their five senses. Intuition-dominant types are more abstract in their thinking, focusing on patterns, impressions, and future possibilities. Test When learning something new, do you prefer: A. Step-by-step instructions B. A broad overview of concepts In decision-making, do you rely more on: A. Past experiences and concrete facts B. Potential future outcomes and abstract theories Which word appeals to you more: A. Practical B. Imaginative Scoring: If you answered mostly A, you may lean towards Sensing (S). If you answered mostly B, you may lean towards Intuition (N). When making decisions, do you prefer to first look at logic and consistency (T) or first look at the people and special circumstances (F)? This dichotomy describes how people make decisions and use judgments. Thinking types use logic and facts to judge the world, while feeling types tend to consider emotions. When making a difficult decision, do you prioritize: A. Logical analysis and objective facts B. The impact on people involved and personal values In a debate, are you more concerned with: A. Winning the argument with sound logic B. Maintaining harmony and considering all perspectives Which word do you identify with more: A. Objective B. Empathetic Scoring: If you answered mostly A, you may lean towards Thinking (T). If you answered mostly B, you may lean towards Feeling (F). In dealing with the outside world, do you prefer to get things decided (J), or do you prefer to stay open to new information and options (P)? This dichotomy describes how people tend to operate in the outside world and reveals the specific attitudes of the functions. Those judging dominant tend to be more methodical and results-oriented and prefer structure and decision-making. Perceiving dominant individuals are more adaptable and flexible and tend to be good at multitasking. Do you prefer to: A. Have a detailed plan for your day B. Go with the flow and adapt as needed When working on a project, do you like to: A. Finish one task completely before moving to the next B. Juggle multiple tasks and switch between them Which word describes you better: A. Structured B. Flexible Scoring: If you answered mostly A, you may lean towards Judging (J). If you answered mostly B, you may lean towards Perceiving (P). The dominant function is the primary aspect of personality, while the auxiliary and tertiary functions play supportive roles. The 16 Personality Types ISTJ – The Logistician These individuals tend to be serious, matter-of-fact, and reserved. They appreciate order and organization and pay a great deal of attention to detail. They like to plan things out in advance and place an emphasis on tradition and law. They are responsible and realistic and can be described as dependable and trustworthy. Strengths Detail-oriented and organized: Skilled at managing projects, schedules, and logical processes. Dependable and thorough: Reliable in following through on commitments. Upholders of tradition: Often serve as the backbone of teams or families by preserving proven methods. Potential Challenges Difficulty adapting to change: May struggle when situations require quick, flexible thinking. Overly strict standards: Can be rigid in applying rules or judging others who don't meet exact expectations. Reserved communication style: May not always express emotions openly. ISFJ – The Defender These individuals are friendly, responsible, and reserved. ISFJs are service and work-oriented, committing to meeting their obligations and duties. They are loyal, considerate, and place a lot of focus on the care of others. They are non-confrontational and value an orderly and harmonious environment. Strengths Caring and supportive: Prioritize the well-being of others and excel at building harmonious relationships. Responsible and dependable: Typically fulfill obligations meticulously. Observant: Notice small details about people's needs and preferences. Potential Challenges Difficulty saying 'no': May overcommit to helping others and neglect personal boundaries or needs. Sensitivity to criticism: Might take feedback personally, leading to stress or self-doubt. Resistance to new methods: Prefers established procedures, which can limit innovation. INFJ – The Advocate People with this personality type are serious, logical and hardworking. They are also compassionate, conscientious, and reserved. INFJs value close, deep connections and are sensitive to the needs of others, but also need time and space alone to recharge. Strengths Empathetic and insightful: Skilled at understanding others' emotions and motivations. Idealistic yet goal-driven: Combine vision with a determination to make a meaningful impact. Deep connectors: Value authenticity in relationships, fostering a sense of trust and loyalty. Potential Challenges Prone to burnout: High standards and empathic listening can lead to emotional exhaustion. Reluctant to open up: May keep personal issues internal, complicating intimate communication. Overly perfectionistic: Tendency to overanalyze decisions or wait until conditions are "just right." INTJ The Architect These people are highly independent, self-confident and prefer to work alone. They are analytical, creative, logical, and driven. INTJs place an emphasis on logic and fact rather than emotion and can be viewed as perfectionist. They tend to have high expectations of competence and performance for themselves and others. Strengths Strategic thinking: Skilled at creating long-term plans and seeing complex patterns. Self-motivated: Driven to achieve personal objectives without relying on external validation. Innovative problem-solvers: Enjoy intellectual challenges and propose out-of-the-box solutions. Potential Challenges High standards for others: Can appear critical or impatient with those who don't meet their criteria. Difficulty expressing emotions: Risk coming across as distant or unempathetic. Overanalyzing: May get stuck in planning phases without moving to swift action. ISTP – The Crafter People with this personality type are fearless and independent. They love adventure, new experiences, and risk-taking. ISTPs tend to be quiet observers and are not well attuned to the emotional states of others, sometimes coming across as insensitive or stoic. They are results- oriented, acting quickly to find workable solutions and understand the underlying cause of practical problems. Strengths Resourceful and adaptable: React promptly and effectively to immediate challenges. Hands-on problem-solving: Excel at troubleshooting mechanical or technical issues. Calm under pressure: Generally composed in crisis situations. Potential Challenges Difficulty with emotional nuances: Might overlook others' feelings, creating relationship tension. May lose interest quickly: Can jump from one project or idea to another if not stimulated. Reserved communication style: Unlikely to share personal thoughts unless absolutely necessary. ISFP – The Artist These individuals are quiet, friendly, easy going, and sensitive. They have a strong need for personal space and time alone to recharge. ISFPs value deep connection and prefer to spend time with smaller groups of close friends and family. They are highly considerate and accepting, avoiding confrontation and committed to their values and to people who are important to them. Strengths Empathetic and sensitive: Attuned to others' emotional well-being. Creative and artistic: Often express themselves through art, music, or other hands-on mediums. Adaptable and open-minded: Willing to embrace new ideas in a supportive environment. Potential Challenges Conflict avoidance: May sidestep necessary confrontations, potentially causing unresolved issues. Self-critical: Feelings of inadequacy can arise if their work or ideas aren't well-received. Difficulty sharing inner thoughts: Can struggle to articulate deeper goals or concerns. INFP – The Mediator These people are creative, idealistic, caring, and loyal. They have high values and morals, and are constantly seeking out ways to understand people and to best serve humanity. INFPs are family and home-oriented and prefer to interact with a select group of close friends. Strengths Deeply empathetic: Motivated by a desire to help others and create harmony. Imaginative and reflective: Rich inner world that sparks creativity and unique perspectives. Value-driven: Often hold strong personal convictions and moral principles. Potential Challenges Prone to daydreaming: May get lost in ideas, making it difficult to follow through on tasks. Conflict aversion: Tendency to avoid disagreements, which can stifle open communication. Overly idealistic: Disappointment may arise when reality doesn't match their lofty expectations. INTP – The Thinker People with this personality type are described as quiet, contained, and analytical. They are highly focused on how things work and on solving problems, and tend to be good at logic and math. INTPs are more interested in ideas and theoretical concepts than in social interaction. They are loyal and affectionate to their closest friends and family, but tend to be difficult to get to know. Strengths Logical problem-solver: Skilled at dissecting problems and formulating rational solutions. Independent thinker: Enjoys exploring theoretical concepts and innovative ideas. Intellectually curious: Constantly questions assumptions and seeks deeper explanations. Potential Challenges Communication gaps: May struggle to communicate insights in a relatable way, leading to misunderstandings. Aloof or distant: Prefers solitary analysis, sometimes neglecting social bonds. Procrastination: Overthinking can delay action and completion of tasks. ESTP – The Entrepreneur These individuals are action-oriented, taking pragmatic approaches to obtain results and solve problems quickly. They are often sophisticated, charming, and spontaneous. ESTPs are outgoing and energetic, and enjoy spending time with a wide circle of friends and acquaintances. They focus on the here and now and prefer the practical over the abstract. Strengths Highly energetic: Thrive on excitement, competition, and new experiences. Pragmatic and adaptable: Skilled at taking quick, decisive action. Strong social presence: Communicate effectively in group settings and can be quite persuasive. Potential Challenges Impatience with theory: May dismiss detailed or long-term planning in favor of immediate results. Risk-taking behavior: Love for adventure can lead to impulsive decisions. Inconsistent follow-through: Can lose motivation once the initial thrill fades. ESFP – The Entertainer These people tend to be outgoing, friendly, and impulsive, seizing energy from other people. They love to be the center of attention and enjoy working with others in new environments. ESFPs can be described as easy going, fun, and optimistic. They are spontaneous and focused on the present moment, and enjoy learning through hands-on experiences with other people. Strengths Enthusiastic and sociable: Infuses groups with energy and excitement. Spontaneous and flexible: Comfortable adapting to changing circumstances. Observant of immediate surroundings: Enjoys experiences that engage the senses. Potential Challenges Short attention span: Long-term commitments or repetitive tasks can be challenging. Impulsivity: May act before thinking through potential consequences. Avoidance of conflict: Might gloss over issues in pursuit of positivity and fun. ENFP – The Champion These individuals are enthusiastic, creative, energetic, and highly imaginative. ENFPs have excellent people and communication skills and are good at giving others appreciation and support. They do, however, seek approval from others. They value emotions and expression. They dislike routine and might struggle with disorganization and procrastination. Strengths Inspiring and encouraging: Able to motivate and energize others with ease. Original thinking: Sees possibilities and connections that others might miss. Strong interpersonal skills: Skilled at forging quick rapport and building networks. Potential Challenges Scattered focus: May have difficulty finishing projects due to chasing new ideas. Oversensitivity to criticism: Seeking approval can lead to insecurity or defensiveness. Struggle with structure: Routine tasks or strict deadlines may feel stifling. ENTP – The Debater People with this personality type can be described as innovative, outspoken, and lively. ENTPs are idea-oriented and are more focused on the future rather than on the present moment. They enjoy interacting with a wide variety of people and love to engage with others in debates. They tend to be easy to get along with, but also can be argumentative at times. They are great conversationalists and make good entrepreneurs. Strengths Inventive and quick-witted: Thrive on brainstorming and conceptual exploration. Articulate debater: Expresses arguments confidently and can challenge assumptions. Adaptable: Enjoys novel situations and takes pleasure in solving complex problems. Potential Challenges Argumentative tendencies: May engage in debates for fun, alienating more harmony-oriented individuals. Restless mind: Easily bored if not stimulated by fresh challenges or perspectives. Tendency to overanalyze: Might get trapped in endless idea generation without concrete follow-through. ESTJ – The Director These people are responsible, practical, and organized. They are assertive and like to take charge, focused on getting results in the most efficient way possible. ESTJs have clear standards and place a high value on tradition and rules. They can be seen as rigid, stubborn, or bossy as they are forceful in implementing their plans. However, they tend to excel at putting plans into action because they are hardworking, self-confident, and dependable. Strengths Organized and methodical: Good at setting structures, processes, and timelines. Goal-oriented: Motivated by measurable accomplishments and tangible outcomes. Leadership readiness: Natural inclination toward delegating tasks and coordinating efforts. Potential Challenges Overbearing management style: Strong push for efficiency can feel controlling to others. Resistance to new methods: Can be hesitant about unconventional approaches if they feel untested. Inflexibility: Might dismiss the emotional aspects of a situation if it conflicts with established procedures. ESFJ – The Caregiver These individuals are warmhearted, conscientious, and harmonious. They wear their hearts on their sleeves and tend to see the best in others. ESFJs enjoy helping others and providing the care that people need, but want to be appreciated and noticed for their contributions. They are careful observers of others and excel in situations involving personal contact and community. Strengths Empathetic and sociable: Skilled at creating an inclusive, friendly atmosphere. Highly responsible: Eager to fulfill duties and meet expectations. Community-focused: Finds fulfillment in group settings and service-oriented work. Potential Challenges Craving approval: May become stressed or hurt if contributions go unrecognized. Reluctance to address conflict: Tendency to smooth over issues rather than solve root problems. Resistance to change: Often prefers familiar traditions, which can limit adaptability. ENFJ – Protagonist These people are responsible, warm, and loyal. They are highly attuned to the emotions of others and capable of forging friendships with essentially anybody. ENFJs have a desire to help others fulfill their potential, and they derive personal satisfaction from helping others. They tend to make good leaders as they are highly capable of facilitating agreement among diverse groups of people. Strengths Inspirational leadership: Motivates and unites people around shared visions. Empathetic: Highly sensitive to group morale and emotional undercurrents. Encouraging and supportive: Genuinely invests in others' growth and development. Potential Challenges Overcommitting: May stretch themselves too thin trying to help everyone. Struggle with self-care: Tendency to focus on others' well-being rather than their own. Conflict avoidance: Discomfort with disagreement can hinder honest feedback. ENTJ – The Commander These individuals like to take charge. They value organization and structure and appreciate long-term planning and goal setting. ENTJs have strong people skills and enjoy interacting with others, but they are not necessarily attuned to their own emotions or the emotions of others. They have strong leadership skills and tend to make good executives, captains, and administrators. Strengths Strategic and driven: Skilled at creating roadmaps for achieving ambitious objectives. Confident leadership: Capable of rallying teams and delegating tasks effectively. Goal-focused: Prioritizes efficiency and results, making them effective in high-pressure environments. Potential Challenges Overly dominant: May intimidate or overshadow more reserved team members. Impatient with inefficiency: High standards can strain relationships if not balanced with empathy. Limited emotional insight: Focus on logic and outcomes can mean overlooking personal needs- both their own and others'. Benefits of MBTI Below are some of the strengths and possible benefits of the MBTI: Enhanced self-awareness: The MBTI can be useful for individuals to understand their own preferences and how they might approach different situations. Framework for understanding others: The MBTI can help people understand and appreciate differences in others, potentially improving interpersonal relationships and team dynamics. Stress Management: Understanding one's MBTI type may provide insights into personal stressors and effective coping mechanisms. Learning Preferences: MBTI may indicate preferred learning styles, helping educators tailor their teaching methods and students optimize their study habits. Personal Growth: MBTI can highlight areas for potential personal development by encouraging exploration of less-preferred functions. Criticisms of MBTI The MBTI has been criticized as a pseudoscience and does not tend to be widely endorsed by psychologists or other researchers in the field. Some of these critiques include: Categorization vs. Continuous Traits: The MBTI forces individuals into dichotomous categories (e.g., introvert or extrovert) when personality traits are more likely to be continuously distributed. This can lead to oversimplification and misrepresentation of an individual's personality. Low Test-Retest Reliability: Studies have shown that the MBTI has relatively low test-retest reliability, meaning individuals can get different results when taking the test multiple times. This inconsistency raises concerns about the stability and accuracy of the MBTI in identifying a person's "true type". Lack of Predictive Validity: Despite its popularity in workplace settings, the MBTI has shown limited predictive validity for job performance or other important outcomes. This lack of empirical support undermines its effectiveness as a selection or development tool. Conceptual Overlap with the Big Five: Research suggests that the MBTI dimensions overlap significantly with the more robust and widely accepted Big Five personality traits. This overlap calls into question the unique contribution of the MBTI. Not based on scientific framework: The scales show relatively weak validity as the psychological types created by Carl Jung were not based on any controlled studies and many of the studies that endorse MBTI are methodologically weak or unscientific. Vague language: The terminology of the MBTI is incomprehensive and vague, allowing any kind of behavior to fit any personality type. Confirmation Bias: Once labeled as a certain type, individuals may consciously or unconsciously interpret new information in ways that confirm the type description. This self-fulfilling prophecy can reinforce belief in the assessment's accuracy, even if the content is partly generic or context-dependent. Barnum Effect: Also known as the Forer Effect, this bias occurs when people find generic statements about personality to be highly accurate for them personally. For example, an individual might read an MBTI description and feel it "perfectly" describes them, even though many statements could apply to a broad range of people. MBTI vs. Other Personality Models Personality assessments come in many forms, each with a unique theoretical foundation and method of measurement. Understanding how MBTI compares to other widely recognized models can help users decide when and why MBTI might be useful, or when another approach may be more appropriate. Big Five (Five-Factor Model) Scientific Origin: The Big Five (Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism) emerged from factor-analytic research, meaning it was derived by statistically identifying clusters of common behaviors and traits across populations. MBTI, by contrast, has Jungian roots and was developed without broad-scale empirical factor analysis at its inception. Continuous vs. Dichotomous: The Big Five treats each personality trait as a spectrum – you can be moderately extraverted or extremely introverted, for example. MBTI categorizes preferences as either E or I, T or F, etc., creating dichotomous splits rather than scales. Critics argue this can lose nuance since many people fall somewhere in between. Predictive Validity: Research consistently shows the Big Five is better at predicting real-world outcomes (e.g., job performance, life satisfaction). MBTI's predictive power is comparatively weaker, making it more suitable for self-reflection than for selection or diagnostic purposes. HEXACO Model Six Factors: The HEXACO model expands on the Big Five by adding Honesty-Humility as a sixth trait, reflecting recent research into moral character and humility as key aspects of personality. MBTI doesn't address such a factor directly, focusing more on cognitive-attitudinal dichotomies. Empirical Foundation: Like the Big Five, the HEXACO framework is supported by factor-analytic studies across multiple cultures. It measures individuals along a continuum of six broad dimensions rather than assigning categorical "types." Strengths and Limitations of MBTI Accessibility & Popularity: MBTI remains widely used for team-building and personal development in organizations, partly because its four-letter type structure is easy to grasp. In contrast, the Big Five and HEXACO can feel more abstract, as they rely on numeric scales and statistical constructs that may be less intuitive without prior knowledge. User Engagement: MBTI's simple, descriptive profiles can make people feel instantly identified with a group, which can boost interest and conversation. Critics note this appeal can also reflect cognitive biases—such as the Barnum effect—where generic statements feel individually tailored. Practical Takeaways: For personal reflection, MBTI can still provide value: it highlights potential strengths and challenges, spurring self-awareness. However, scientific applications (e.g., formal research, rigorous hiring or diagnostic processes) typically rely on the Big Five or HEXACO due to stronger reliability and validity data. Choosing the Right Tool Purpose Matters: If your goal is to gain quick insight into how you or a team prefer to think, communicate, and organize tasks, MBTI's straightforward style may suffice. If you need a research-backed measure with strong predictive power—such as studying the link between personality and job performance—a Big Five or HEXACO assessment is often recommended by psychologists. Take the MBTI (Paper Version) Practical Applications of MBTI While the MBTI shouldn't be treated as all-encompassing or fixed, understanding your personality preferences can help inform decisions about career, relationships, and team dynamics. 1. Career Choices and Personal Growth Finding a Fulfilling Career Path:Each personality type has natural tendencies that can lend themselves to certain environments or job roles. For instance, Intuitive (N) types often gravitate toward roles requiring big-picture thinking (e.g., strategist, designer), while Sensing (S) types might prefer positions focused on concrete details (e.g., accountant, technician). Similarly, Thinking (T) types may enjoy problem-solving, technical, or analytical roles, whereas Feeling (F) types might be drawn to positions that emphasize empathy (e.g., counseling, social work). Embracing Strengths, Improving Weaknesses:Analyzing your MBTI preferences can help you identify your natural strengths and see how these translate into marketable skills. For example, an ENFJ might be particularly strong in leadership and interpersonal communication, making them ideal for roles that require team-building or mentorship. At the same time, understanding the associated weaknesses (e.g., difficulty making quick, objective decisions under pressure) offers an opportunity to develop strategies for growth. Aligning Personal Values with Work:Since some MBTI types are strongly values-driven (like the NF combination), reflecting on how personal ideals match a potential career environment is crucial. You might look for mission-oriented organizations, nonprofits, or startups that align with your desire to create meaningful change. 2. Improving Relationships and Communication Understanding Communication Styles:Preferences such as Extraversion vs. Introversion can reveal why some people need alone time while others thrive in social settings. By acknowledging these differences, couples, friends, or colleagues can avoid misunderstandings – for instance, recognizing that an Introvert who needs solitude after a busy day isn't being aloof but simply recharging. Enhancing Empathy and Conflict Resolution:Identifying whether you (or someone else) is predominantly a Thinking (T) or Feeling (F) type can shed light on why certain arguments flare up. If one person uses logic to approach disagreements and the other values emotional harmony, consciously balancing both perspectives can lead to healthier resolutions. Fostering Deeper Connections:People often discover new ways to connect once they realize their partner or friend processes information (S/N) or makes decisions (T/F) differently. This awareness helps reduce friction, encourage open dialogue, and celebrate diverse viewpoints within personal relationships. 3. Team Dynamics and Collaboration Allocating Tasks Based on Strengths:Work teams often benefit from a mix of MBTI types, where each person's unique approach complements the rest of the group. For instance, Perceiving (P) types may excel at brainstorming and adapting on the fly, while Judging (J) types keep projects on track with organized plans and timelines. Balancing Group Energy:Recognizing Introverts (I) in a team might require giving them time and space to process ideas internally before contributing. Conversely, Extraverts (E) often thrive on group discussion and immediate feedback. Making space for both styles can improve group morale and reduce conflict. Minimizing Miscommunication:Misunderstandings often arise when team members overlook different communication preferences. By being proactive—encouraging Intuitives (N) to share their big-picture visions while ensuring Sensors (S) also have opportunities to raise practical concerns—teams can harness each person's perspective effectively. 4. Tips for Maximizing the Value of MBTI Keep an Open Mind: Your MBTI type doesn't define you completely; it's a set of tendencies and preferences. Remain open to personal growth that may challenge your usual habits. Seek Complementary Partners: In study groups, personal relationships, or work teams, look for those whose strengths are your areas of growth (and vice versa). Opposite types can learn much from each other. Use the Tool Responsibly: While it's tempting to make major life decisions based solely on MBTI, it's best used as one piece of a broader self-assessment—paired with reflection, feedback from peers, and real-world experiences. Revisit Your Results: Preferences can shift over time, or certain situations may prompt growth in less-preferred functions. Taking the assessment again later can help you notice changes. Sources Francis, L. J., & Village, A. (2022). The Francis Psychological Type Scales (FPTS): Factor structure, internal consistency reliability, and concurrent validity with the MBTI. Mental Health, Religion & Culture, 25(9), 931-951. Furnham, A. (2022). 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Retrieved from Saul McLeod, PhD BSc (Hons) Psychology, MRes, PhD, University of Manchester Editor-in-Chief for Simply Psychology Saul McLeod, PhD., is a qualified psychology teacher with over 18 years of experience in further and higher education. He has been published in peer-reviewed journals, including the Journal of Clinical Psychology. Olivia Guy-Evans, MSc BSc (Hons) Psychology, MSc Psychology of Education Associate Editor for Simply Psychology Olivia Guy-Evans is a writer and associate editor for Simply Psychology. She has previously worked in healthcare and educational sectors. Julia Simkus Editor at Simply Psychology BA (Hons) Psychology, Princeton University Julia Simkus is a graduate of Princeton University with a Bachelor of Arts in Psychology. She is currently studying for a Master's Degree in Counseling for Mental Health and Wellness in September 2023. Julia's research has been published in peer reviewed journals. The Myers-Briggs Type Indicator (MBTI) is a self-assessment questionnaire designed to help define personality types. It was developed by Isabel Briggs-Myers and her mother Katherine Briggs during World War Two to help place women into employment while men were fighting. The test was based on Carl Jung's theory of personality types, to help women to find roles that were best suited to their strengths and weaknesses.Myers-Briggs The Myers-Briggs model took Jung's archetypal personality descriptions and expanded on them, creating a usable methodology that could reliably assess each test-taker and place them in one of 16 personality brackets. Jung's personality theory was based on the four major archetypes; the persona (how we present to the world), the shadow (our repressed ideas and weaknesses); the anima/animus (or masculine/feminine features); and the self (unified conscious and unconscious). From these major archetypes, there are many 'lesser' archetypes based around a higher focus on one or another, such as the caregiver, the ruler, the rebel, the jester, the hero, and the lover – and Jung said these can be found universally in the collective unconscious. The model assigns personality traits based on the answers to 'either/or' questions and each of the sixteen possible results is designated with a 4-letter acronym. What Is the Myers-Briggs Personality Test Used For? The MBTI is used to assess personality and understand the way that seemingly random variations in behavior are actually quite orderly and consistent. It is not designed to be a screening test for employment or as a decision-making tool in considering an employee for promotion, but rather a tool for self-assessment. The MBTI results help you to explore and understand your strengths and weaknesses, what your likes and dislikes are and your compatibility with other people. It can help you to understand how others view you and what career paths might be most suited to your talents. The Myers-Briggs Type Indicator does not value one type above another; no traits are considered better or worse than others, but it can help you realize what your shortcomings may be so that you can work on self-improvement. Myers-Briggs Personality Test Results Overview The test is based on four different scales of personality based on how view the world, how you make decisions and how you deal with the world. It also looks at whether you prefer your inner world or the outside world.Myers-Briggs Extraverts tend to be focused outward, enjoying frequent social interaction and are generally energized when they spend time interacting with other people. They are usually action-oriented rather than thought-oriented. Introverts are inward-turning, and although they may be considered anti-social, it is more that they prefer deep and meaningful social interactions. Introverts are generally recharged when they spend time alone and tend to be thought-oriented. Although people will have both extroverted and introverted reactions to different situations, you will likely prefer type one over the other. Sensing/Intuition (S/N) This part of the assessment describes how you take information from the world. Those who are considered 'Sensing' take information from their senses and try to mostly base their information on external factors, facts and hands-on experience. For the Intuitive personality, imagination, abstract theories and possibilities color their experiences and they tend to look for patterns and thoughts in it instead.Practice Mayers-Briggs Test with JobTestPrep How you make decisions based on the information that you are given depends on whether you mostly use logic or emotion. People who use objective data and facts to make decisions can be considered Thinkers. They are often impersonal but consistent and logical. Those who are more Feeling in their decision-making are more likely to consider the emotions of themselves and other people.If you need to prepare for a number of different employment tests and want to outsmart the competition, choose a Premium Membership from JobTestPrep. You will get access to three PrepPacks of your choice, from a database that covers all the major test providers and employers and tailored profession packs.Get a Premium Package Now This is about how you deal with the outside world. In this context, Judging does not mean 'judgmental'. If you prefer structure, firm decisions, routine and traditions you are likely to score higher for Judging. People view high Judging scorers as being task-orientated and wanting to finish work before relaxing. Whereas those who are more flexible, open and adaptable are more Perceiving and tend to take longer to make decisions as they are always looking for more information about a situation. They may miss deadlines as they take a long time to finalize projects. What Is the Myers-Briggs Personality Test Format? In the official MBTI test, there is no time limit, and you have to answer 93 questions in the North American version and 88 in the European English version. These questions are described as 'forced-choice' – to answer, you must select one of two possibilities and cannot say "no preference". The answers are a mixture of word pairs and short statements that are related to each of the four scales; while they may not be literal opposites, they represent either side. If you really cannot choose, you can skip questions, although this will mean there are fewer data to derive your personality type from. Once the test is complete, you will be presented with your type and some detailed information about what that actually means for you. One piece of this detailed information is called the Preference Clarity Index and indicates how clearly you fall to one side or another in the pairings. Example Questions: Choose the statement that best describes you: 1. a) I am the life of the party b) I prefer small gatherings 2. a) I think of the future b) I stay in the present 3. a) I dream of tangible things b) I dream of abstract thingsMyers-Briggs Practice Test Here are thumbnail sketches of the 16 personality types. For each, career options are suggested to best suit the personality's typical traits.Myers-BriggsBut keep in mind that these are not hard-coded in you – no particular personality type is always and completely the best or worst at any particular job or career. These are suggestions to make the most of the personality's strengths. ISTJ Prefers own company (I) Fact/detail-oriented (S) Decisions based on logic/reason (T) Structured/Prepared (J) The ISTJ personality is hardworking and dependable, with excellent time management and an eye for detail. They are reliable and committed but can be stubborn and inflexible and not interested in feelings. Great careers for the ISTJ personality revolve around accuracy, order, and facts, like engineering, finance, and technology. ISFJ Prefers own company (I) Fact/detail-oriented (S) Decisions based on emotions/feelings (F) Structured/Prepared (J) ISFJs are natural caregivers as they are supportive and practical. Organized, methodical, dependable and reliable, they offer emotional intelligence and resourcefulness. They can take on too much responsibility, take things too personally and spend too much energy on other people to care for themselves. Careers that offer structure and stability while allowing the ISFJ to be warm and caring are most appropriate, such as nursing, office management and bookkeeping. INTJ Prefers own company (I) Pattern/possibility oriented (N) Decisions based on facts/data (T) Structured/Prepared (J) INTJs combine creativity with logical reasoning. They are intelligent and ambitious introverts, who come across as self-confident and independent. INTJs can struggle to connect with emotions and can be overly critical of others, overthinking and avoiding small talk. Careers for the INTJ personality are ideal in science, technology and engineering; for example, in accounting, law and computer programming. ISTP Prefers own company (I) Fact/detail-oriented (S) Decisions based on facts/data (T) Flexible/Adaptable (P) The ISTP personality wants to know how something works and loves problem-solving. They are calm, efficient and pragmatic with great common sense and practicality. ISTP personalities may be considered insensitive because of their directness and distance from other's emotions. In terms of career options, roles that involve solving problems and hands-on engineering are good, like construction or an electrician. ISFP Prefers own company (I) Fact/detail-oriented (S) Decisions based on emotions/feelings (F) Flexible/adaptable (P) Spontaneous and artistic, the ISFP is curious and fun-loving but also empathetic and loyal. They are naturally observant, picking up on details. They do not enjoy conflict and can be sensitive. They can get bored easily and act unpredictably. Career choices that are more suitable for the ISFP include being an artist, chef or nurse – anything where they can be hands-on in a fast-paced environment and be organized while developing human connections.If you need to prepare for a number of different employment tests and want to outsmart the competition, choose a Premium Membership from JobTestPrep. You will get access to three PrepPacks of your choice, from a database that covers all the major test providers and employers and tailored profession packs.Get a Premium Package Now Prefers own company (I) Pattern/possibility oriented (N) Decisions based on emotions/feelings (F) Flexible/adaptable (P) The imaginative and idealistic INFP is spontaneous in action and looks for a compromise to minimize conflict. They are dedicated and work with integrity. Sometimes the INFP's idealism can become impractical, and they can be too selfless when compromising, developing resentment inside because they cannot stand up for their own needs. A career that offers moral purpose without unnecessary bureaucracy, such as an artist, professor or psychologist, suits the personality of the INFP. INTP Prefers own company (I) Pattern/possibility oriented (N) Decisions based on logic/reason (T) Flexible/adaptable (P) Creative and inventive, the INTP is an enthusiastic and liberal worker. An analytical thinker, the INTP can develop unique views. They can come across as condescending and intolerant to those who do not hold their views and can also be absent-minded when it comes to the finer details. Careers that focus on creativity while using that analytical focus, like engineering, computer programming and law, are suited for the INTP. ESTP Prefer the company of others (E) Fact/detail-oriented (S) Decisions based on logic/reason (T) Flexible/adaptable (P) Sociable and logical, the passionate ESTP personality does not like structure or routine. In contrast, they thrive on working hard and being adventurous. They tend to be practical, perceptive natural leaders. However, they can push boundaries too far and find it difficult to stay focused, often failing to plan in the thrill of doing. Careers that offer a challenge and create a tangible result are good for ESTP personalities. They could be entrepreneurs, actors and even detectives. ESFP Prefer the company of others (E) Fact/detail-oriented (S) Decisions based on feelings/emotions (F) Flexible/adaptable (P) ESFP personalities are sociable with lots of friends because they are emotionally observant. They have strong people skills but are also practical problem solvers with a creative outlook. Although they are motivated by new experiences, they are poor forward planners and can lack focus. They are not well-suited to conflict and are susceptible to criticism. A career that is service-oriented like hospitality or sales is great for an ESFP, or a role like a party coordinator, fashion designer or educational experience facilitator. ENFP Prefer the company of others (E) Pattern/possibility oriented (N) Decisions based on feelings/emotions (F) Flexible/adaptable (P) ENFPs are excellent communicators, making them natural managers. They are outgoing and creative with a strong social conscience, but they can lack follow-through and discipline. They are keen for approval and can be oversensitive, reading too much into the behavior of others. A career that combines challenge with a less rigid structure such as a brand manager, salesperson or designer is perfect. ENTP Prefer the company of others (E) Pattern/possibility oriented (N) Decisions based on facts/details (T) Flexible/adaptable (P) The ENTP personality is innovative and curious, questioning everything. Charismatic and confident, they are great at thinking beyond classical restrictions and improvising. On the other hand, they can be unreliable and chaotic, avoiding rules and norms. A career that is intellectually stimulating and places value on power is good for the ENTP personality, like a stock trader, film producer or PR specialist. ESTJ Prefer the company of others (E) Fact/detail-oriented (S) Decisions based on logic/reason (T) Structured/prepared (J) ESTJ personalities tend to make decisions according to reason; they are not impulsive They are charismatic, straight-talking and highly responsible, demonstrating initiative to move situations forward. Their straight-talking can seem forceful at times, and they are often stubborn and judgmental. They can sometimes find emotions difficult to process and demonstrate. A traditional environment that involves management and the opportunity to be high-performing is suitable for the ESTJ personality. Roles like a judge or financial officer – or better, CEO or MD – offer the power and responsibility that the ESTJ enjoys. ESFJ Prefer the company of others (E) Fact/detail-oriented (S) Decisions based on feelings/emotions (F) Structured/prepared (J) Conscientious caregivers, the ESFJ personality is sociable and enthusiastic with excellent communication skills. They are practical and reliable, enjoying fulfilling duties with traditional values. They can become emotional and oversensitive, invested in social status, and may try and change the behavior of others around them 'for their own good'. Any career that involves organizing people or tasks, like nursing or childcare, or perhaps training others are good choices for the ESFJ personality. ENFJ Prefer the company of others (E) Pattern/possibility oriented (N) Decisions based on feelings/emotions (F) Structured/prepared (J) Charismatic, engaging and genuine, the ENFJ personality is altruistic and intuitive. With a genuine desire to help, their finely-tuned people skills and emotional intelligence make them excellent listeners and natural leaders. But they can have low self-esteem and be sensitive to criticism, finding it difficult to say no. Careers that offer a social environment and offer positive change like teaching, event management or being a PA is suitable for the typical ENFJ. ENTJ Prefer the company of others (E) Pattern/possibility oriented (N) Decisions based on logic/reason (T) Structured/prepared (J) The ENTJ person is outgoing, logical and thrives under pressure through their strategic vision. They are objective, intellectual and decisive, offering strong leadership. However, they may seem to lack empathy and be intolerant and impatient of others, as well as stubborn and arrogant. A role that allows them to lead, have a position of authority and offer strategic insight suits the ENTJ personality. Careers in politics, as a management consultant or in the armed forces are good options. Validity of the MBTI There have been some questions about the validity of the MBTI. Some critics point to the 1983 study by personality researchers McCarley and Carskadon, which demonstrated that 50% of test-takers got a different result five weeks after the original test – demonstrating that it might not be reliable. Other commentators mention that there is limited validity in the real world – nothing tangible links the types to life outcomes. The black-and-white questions do not allow for the shades of grey that exist in the normal personality scale and do not appear to have any bearing on other personality facets like honesty and patience. According to the Myers-Briggs Foundation, these are common misconceptions based on outdated information. The study regarding the low reliability of the test came out in 1983 and was based on an older model of the MBTI. More recent research from 2009 (presented in the MBTI Form M Manual Supplement) by the Foundation shows an average test-retest reliability of 72% over more than a year, comparable or better than DISC or NEO personality tests. Further, previous research by Carskadon (from 1977, before the 1983 low-reliability paper) also found test-retest reliability of 72–87%.Myers-BriggsIn the end, the MBTI is meant to be descriptive, not predictive. It does not diagnose clinical psychopathology. It consolidates all the preferences you give it into a simple-to-understand label. It does not consider your skills, what you are good at through training, only how you prefer to be. The best way to use it is as a tool of self-analysis, reflection and development. Some people find simply answering the questions prompts a fair amount of introspection they can use to better understand themselves. Where Can I Take the MBTI? The Myers-Briggs Foundation generally recommends you take it in conjunction with a certified professional; however, they also offer an online version for quicker results that can later be discussed further with e.g. a counselor. The official online MBTI can be taken here for $49.95. This gets you lifetime access to retake as many times as you want as well as personalized courses and action guides. Developed and administered by the Myers-Briggs Foundation, this is the official test and has the most reliable results. Free versions of the test are available online, but they can only give you the basics and are at best an approximate result. They may be an indicator but are not the legitimate test and actual results may vary. In a workplace situation, you may find that a certified MBTI consultant will administer the test and provide the results alongside some more detailed information about what each facet of your type means and what you can develop as part of your self-awareness. This can be very in-depth and is always unique to you because you can have a one-on-one conversation to get the answers you need. If you would like detailed feedback about your MBTI results, several registered MBTI professionals are available so you can find one in your area through the Myers-Briggs Foundation website.Myers-Briggs Practice Test The Myers-Briggs Type Indicator is a personality evaluation instrument that is best suited for use as a self-assessment tool. It can offer insight into your psychological preferences, helping you to explore and understand your strengths and weaknesses, how you communicate and possible career preferences. The assessment itself is not used in the same way as other psychometric tests and should not be part of a pre-employment screen. But it can be useful in training and development for the workplace to help employees understand more about themselves and how they can be compatible with other people. "The understanding of type can make your perceptions clearer, your judgements sounder, and your life closer to your heart's desire. Isabel Briggs Myers

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