

# the MBTI<sup>®</sup> instrument

*the most widely used personality assessment*

## One of the world's leading personality tools

The MBTI<sup>®</sup> instrument is recognised all over the world as a foundation for individual development and improved self-awareness. It's deceptively simple but based on sound and durable psychological theory. The MBTI's positive approach to understanding differences between people has made it the world's most popular personality assessment.

## What is the MBTI instrument?

The MBTI questionnaire provides a highly insightful framework for individual and group development, provoking self-awareness by looking at how a person perceives the world and how they prefer to interact with others. The MBTI tool sorts individuals into psychological 'types' so that they can identify how they are similar to some people and different to others, and how they can improve their working and personal relationships in a positive and constructive way.

- MBTI Step I identifies an individual's type (made up of four basic preferences) and provides a common language around how we interact with the world and each other
- MBTI Step II enables exploration of the unique way in which an individual expresses their preferences by providing analyses of the five facets of each Step I dimension

## How does this tool improve my work?

- Practitioners and respondents alike find both MBTI Step I and Step II easy to grasp, insightful and thought-provoking. Respondents often experience 'light bulb moments' as they navigate the various applications of type preference and facets.
- Organisations make it their instrument of choice across their development programmes because it provides a common language for appreciating interpersonal differences.
- For individuals, to be able to safely explore their understanding of themselves as they relate to the world and to others can be life-transforming.



## Who is the tool suitable for?

The MBTI Step I instrument and the MBTI Step II instrument are self-awareness and development tools suitable for employees at all levels, including board level.

## How do I get started?

For MBTI Step I, you'll need to complete one of the following qualifications:

- MBTI Step I Qualifying Programme
- MBTI Step I Conversion Programme
- OPP's Level B (Intermediate Plus) Programme

For MBTI Step II, you'll need to complete the following qualification:

- MBTI Step II Qualifying Programme

## How can I use the MBTI?

This tool works best in:

- Team fit
- Leadership and development
- Development at all levels
- Conflict management
- Line manager coaching
- Executive coaching
- Relationships with stakeholders
- Stress management
- Interpersonal skills development
- Career transition and planning

### What is 'type'?

A psychological type is an underlying personality pattern resulting from the dynamic interaction of our four preferences.

The MBTI preferences or 'dichotomies' explore the following:

**E-I**

**(Extraversion or Introversion)**

*Where you prefer to obtain and focus your 'energy' or attention*

**S-N**

**(Sensing or Intuition)**

*The kind of information you prefer to gather and trust*

**T-F**

**(Thinking or Feeling)**

*The process you prefer to use in coming to decisions*

**J-P**

**(Judging or Perceiving)**

*How you prefer to deal with the world around you, or your 'lifestyle'*

### What are 'facets'?

Each of the four MBTI dichotomies is multi-faceted, comprising a number of component parts, or facets, that represent aspects of the complex nature of the dichotomy. Scores on the facets will differ from person to person within the same overall type preference.

## What are the benefits for me and my organisation?

- Respondents find the process enjoyable, the results enlightening and the framework easy to work with
- The MBTI instrument promotes a constructive approach to individual differences, demonstrating that different working styles can be complementary, rather than a source of friction
- The MBTI instrument has an impressive and prestigious reputation, with organisations from all industry sectors successfully addressing a variety of workplace issues. For examples from a range of clients, see Case Studies on our website
- The MBTI instrument is a truly international tool, helping your organisation develop a common framework across cultures.
- The continual development of the instrument ensures its ongoing relevance - an extensive range of books and materials are available to help you apply the instrument

## What formats are available?

- The MBTI Step I questionnaire is available in two different formats, OPPassessment; and paper and pencil, and in a wide range of languages. Depending on the format, a number of professional reports can be produced.
- The MBTI Step II questionnaire is available via OPPassessment so that you can generate the in-depth and comprehensive MBTI Step II Interpretive Report.

## OPPassessment

OPPassessment is the online system for administering and scoring OPP's portfolio of instruments. It offers a fast, easy and secure way to complete and analyse candidate responses, and to produce professional reports.



## Expert reports

Sample reports are available from our website at [www.opp.eu.com/samples](http://www.opp.eu.com/samples).

### **MBTI Profile Report – a cost effective profile of MBTI type**

This entry-level MBTI report offers you a simple two-page outline of personalised information about your respondent's type and associated characteristics. The report can be generated from Step I or Step II questionnaires.

### **MBTI Interpretive Report for Organisations – build on employee strengths**

This report describes how an individual's MBTI type may be expressed in an organisational setting, including the respondent's working style and their preferences in the workplace. This is followed by sections on communication and problem-solving styles, and personalised suggestions for development are made. The report can be generated from Step I or Step II questionnaires.

Available from OPP Scoring Bureau:

### **MBTI Step I Team Reports and Workshop Leader's Report**

Develop and inspire teams with this report.

### **MBTI Step I Career Report**

Find the best occupational match for you clients.

### **MBTI Step I Work Styles Report**

Help any two people learn to work together effectively.

## How can I buy?

Visit our online shop at [www.opp.eu.com/shop](http://www.opp.eu.com/shop) to purchase printed materials.

To start using OPPassessment – which offers no set-up fee or annual license fee - email [enquiry@opp.eu.com](mailto:enquiry@opp.eu.com) or phone our Customer Service team on 0845 603 9958.

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