

## MYERS-BRIGGS TYPE INDICATOR™ PERSONALITY PROFILE

### THE BASICS

#### What is the MBTI® Personality Assessment Tool?

The Myers-Briggs Type Indicator® personality assessment tool is a written instrument that "indicates" a person's likely psychological type. Psychological type describes the different ways people:

- prefer to take in information,
- prefer to make decisions,
- are energized by the outside world or by the inner world, and
- prefer to keep things open or to move towards closure.

These four preferences result in a person's psychological type, sometimes called personality type. The theory of psychological type says that people with different preferences naturally have different interests, perspectives, behaviors, and motivations. Awareness of preferences helps people understand and value others who think and act quite differently.

#### Valuing Differences

All preferences are equally valuable and each type brings an important perspective to human interactions. For this reason, a mixture of types tends to lead to the most effective work in groups. Type indicates a person's preference but not necessarily ability or character. It should therefore never be used as the sole criteria for important choices like careers, partners, jobs, or schools.

#### Falsification of Type

Sometimes people are not able to use their natural preferences because of the influence of parents, spouses, the job environment, or cultural influences. This "falsification" of type can lead to stress, conflict with others, and frustration, particularly when the person is unaware or not accepting of his or her natural type.

#### How Is the MBTI® Instrument Used?

The MBTI® instrument, which was pioneered among medical students, is now used in almost every aspect of life to help people understand themselves and others and to value the differences. Psychological type is used in:

- Career counseling and outplacement
- Management and supervision
- Sales and influencing
- Teambuilding

- Conflict management
- Leadership training
- Healthcare
- Personal development (counseling and psychotherapy)
- Stress management
- Spirituality ... And new uses are coming up every day! [www.myers-briggs.org](http://www.myers-briggs.org)