

MBTI® Comparison Overview

Introduction

The following document is based on written information sourced from the internet collected from 2011 – August 2013. This document has been created to support trainers when comparing Wiley’s DiSC® Classic profiles to the Myers-Briggs Type Indicator (MBTI®). Although it has been the overall goal to include all relevant information about the two models, we cannot guarantee that this has been accomplished. This document is to be treated confidentially.

You may share this document with your DiSC Certified Trainers and Associate Partners, but this document may not be distributed to others. You may use the information contained within this document as part of a discussion when asked about the differences between Wiley’s DiSC Classic profiles and the MBTI®.

About CPP

Publisher: **Consulting Psychologists Press (CPP Inc.)** is the current publisher. The questionnaire was first published in 1943 by the Educational Testing Services in the United States. In 1989 the **Oxford Psychologists Press (OPP)** was established in Europe as the first distributor working with translated version of the questionnaire. While CPP operates as both publisher and distributor in the US, OPP and other regional distributors work with MBTI outside the US. A list of regional partners is listed on: www.cpp.com

Website: www.cpp.com

About the Myers-Briggs Type Indicator (MBTI®)

The MBTI is available as a Step I™ or Step II™, where the difference is in the level of depth of both the input used (questionnaire) and the outputs (profiles). The availability of questionnaires and reports vary depending upon necessary language.

MBTI Step I Form M	<ul style="list-style-type: none">- Personality assessment and resource materials- Suitable for employees at all levels, including board level- 93 items, forced choice, expected to take 15-25 min. There may be additional items included for research purposes (source the MBTI manual p. 107&p.12).- Online or paper questionnaires available in 14 languages- Requires accreditation/qualification training
MBTI Step II Form Q	<ul style="list-style-type: none">- Breaks down each dimension of the Step I types into five facets- Recommended for leadership development and executive coaching- 144 items, forced choice, expected to take 25-35 min. Additional items may be included for research purposes (source the MBTI manual p. 12 & 107)- Online questionnaires available in 11 languages- An extension of Step I, where 20 facets of a person’s 4 letter combination (described in the model section on the following page) is analyzed at deeper level- Requires accreditation/qualification training
Applications:	<p>The MBTI is a “self-awareness and development tool” that is suggested to be used for:</p> <ul style="list-style-type: none">- Individual development, management and leadership development- Teambuilding, team development and improving communication- Education and career counseling- Relationship counseling

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Not recommended - Not recommended for selection. Designed to measure preferences according to Jung's typology based on the assumption that there are no right or wrong types

Model

- Personality questionnaire based on the theoretical work of Carl Jung.
- Measures personality preferences on four primary scales or dimensions
- Each dimension is a dichotomy – the individual is either e.g. *Extraverted* or *Introverted* (whereas DiSC® styles are viewed as continuous traits).
- The individual is classified into one of 16 types, made up of the four basic preferences (indicated by four-letter type “codes”).
- Extraversion-Introversion, relates to where a person focus their attention and get their energy from. The natural focus of the extrovert is on the external world while the introvert is more inclined to focus on the internal world.
- Sensing-Intuition, relates to how a person takes in and presents information. The sensing person uses a step-by-step approach while the intuitive uses a snapshot or big-picture approach.
- Thinking-Feeling, the thinking approach is about stepping back from the situation and taking an objective view and the feeling approach is about stepping into a situation and taking an empathetic and more likely subjective view.
- Judging-Perceiving, is about how a person deals with the outer world. When working towards a deadline this comes across as the judging applying a planned approach while the perceiving applying a more spontaneous approach with a rush of activity.
- Describes specific characteristics, strengths and potential development needs for each type.

MBTI® dimensions:

Extraversion-Introversion:
(E-I)

Sensing-iNtuition:
(S-N)

Thinking-Feeling:
(T-F)

Judging-Perceiving:
(J-P)

Materials

Reports

include brief and full narrative reports, team reports, career and work styles reports. There are

- Electronic reports available in 6-7 languages.
- Reports administered via OPPassessment electronic platform and Scoring Bureau service.

MBTI Step I paper and pencil questionnaire and supporting materials also available.

Materials

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Resources

Available Resources:	Extended DISC® Personal Analysis Profile sample report: http://www.onlinediscprofiles.com/extendeddiscsamples/Extended-DISC-Personal%20Analysis-4%200%20-%20Sample-report.pdf
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