

Myers-Briggs Type Indicator®

Uses & Overview

What is the MBTI® and how is it used?

The Myers-Briggs Type Indicator helps people identify their individual preferences in terms of how they make decisions, gather information, and relate to the world.

The MBTI is widely used within organizations to support a breadth of individual and group tasks, such as professional development, team building, conflict management, strategy development, decision-making and improving quality of communication. Jennifer Tucker, author of *Type and Project Management*, describes some of the key benefits of MBTI as follows:

- Provides a framework and process that can quickly yield greater self-awareness, which can lead to better self-management
- Establishes a shared vocabulary for an important set of mental activities, allowing people to communicate more effectively about needs, expectations, and preferences
- Helps people become aware of their differences and, through the appreciation of those differences, reduce conflict
- Reveals possible strengths and blind spots for both individuals and teams, in a way that remains positive and development oriented

MBTI is backed by decades of rigorous testing and has been vetted in real-world application by corporations, non-profits, executive coaches and government agencies. It is the most widely used assessment of its kind in the world; between 2 to 4 million people take the MBTI every year.

What does the MBTI look like?

The indicator consists of 93 questions that individuals answer to help identify their preferred modes of operation. After completing the assessment, each individual or team works with a consultant to verify and understand their preferences in Extraversion/Introversion, Sensing/Intuition, Thinking/Feeling, and Judging/Perceiving. There are no “right” or “wrong” answers; each individual is unique and each preference offers its own gifts and talents. For example, some people prefer to talk through problems quickly in groups, while others prefer to reflect deeply on complex issues. Some people focus on and retain hard facts in a situation, while others prefer to explore a range of options and solutions.

Does my preference mean I’m not good at other things?

Not at all. We each have a broad range of skills and abilities, no matter what our preferences might be. For instance, there are many introverts who are fantastic public speakers. MBTI experts often work with individuals and groups to help strengthen skills and ways of thinking that may be under-utilized on a day to day basis.

Can I just take it online, on my own?

There are many MBTI-style quizzes online. However, the assessment that has been researched, tested and refined for over 40 years is not available on the web. The assessment is only offered through CPP, with the support of a trained professional. The Potomac Group is qualified to administer the assessment. We bring our depth of skill in organization development to support individuals, leaders and teams within the unique context of their own work environments.

