

Scientifically valid or not?

There's only one Myers-Briggs Type Indicator®, but there are a lot of look-alikes out there. How do you know if you're taking the real, validated psychometric instrument?



1 You're taking it from a certified MBTI® practitioner



2 You're taking it on www.mbtionline.com

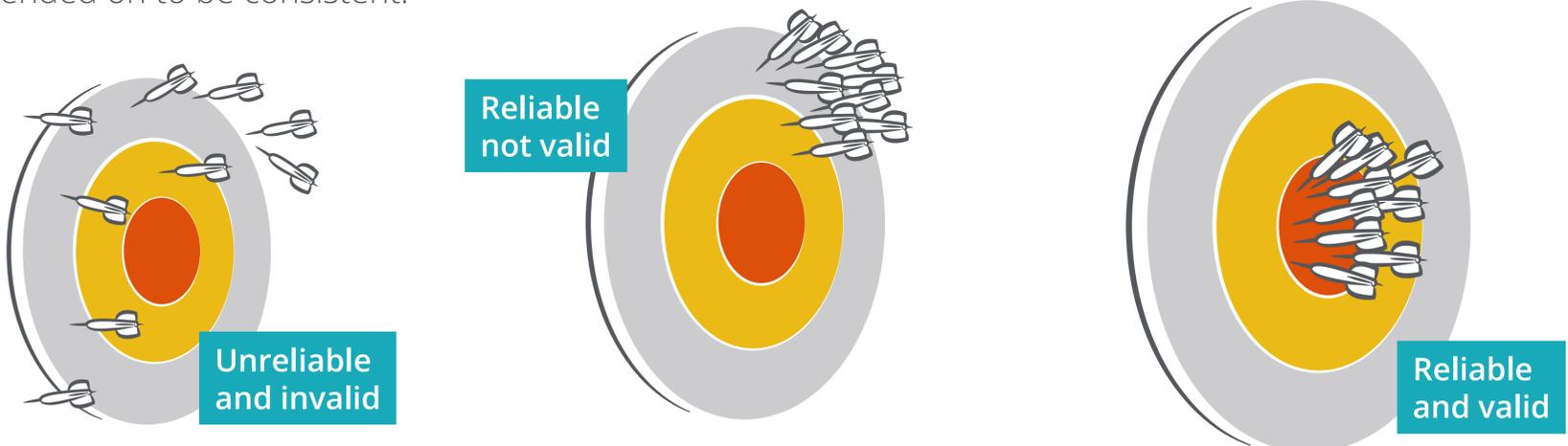
Why does taking the real MBTI matter? Because the reliability and validity numbers below are only for the real MBTI assessment.

Reliability

Definition: the degree to which the result of a measurement, calculation, or specification can be depended on to be consistent.

Validity

Definition: whether an assessment measures what it is supposed to measure.



Is the MBTI assessment reliable?

The general standard for a scale on any psychometric assessment is to have an internal consistency reliability of .70 or above.

Is the MBTI assessment scientifically valid?

The MBTI assessment has been validated in a number of ways, including with studies that evaluate the following:

	Weeks between assessments	Test-retest coefficient
Big Five	N/A	0.73**
NEO-FFI	12	0.79
Birkman Method	2	0.84
MBTI	up to 15	0.87*

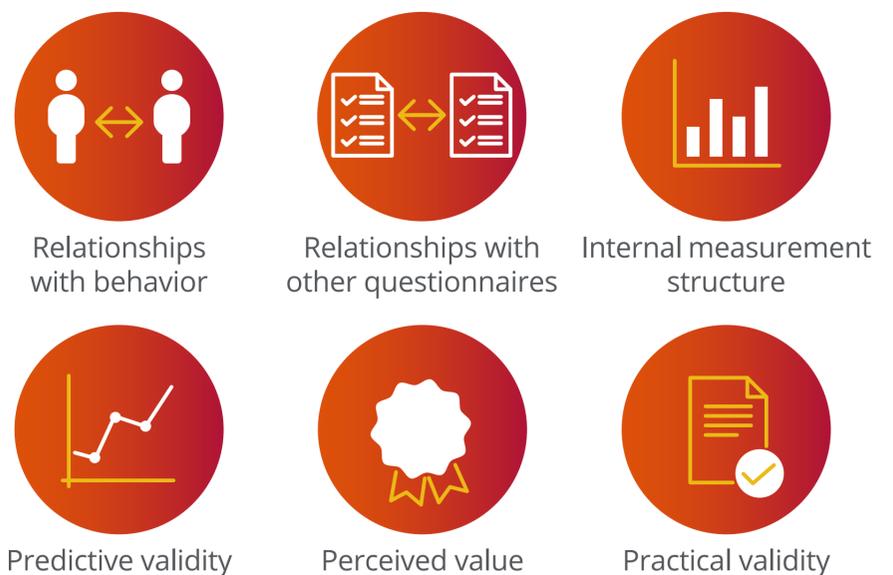
The Big Five personality trait composites has a mean test-retest reliability of .73. The Big Five personality assessment has a median aggregate dependability estimate of .81. (Gnamb, Timo. (2014). A meta-analysis of dependability coefficients (test-retest reliabilities) for measures of the Big Five. *Journal of Research in Personality*. 52. 20-28. 10.1016/j.jrp.2014.06.003.)

For comparison, the NEO-FFI scales (excluding neuroticism subscales) over a 12-week period has a mean test-retest coefficient of .79.

The Birkman Method scales has a mean test-retest coefficient of .84 over a 2-week period.

The global MBTI assessment's mean test-retest coefficient over the 4 preferences is .87 over an interval of up to 15 weeks.

*MBTI Manual, page 171 **Wiley Online Library



Want to read each validity study? Visit www.themyersbriggs.com/MBTIfacts, question #17

What it's not for:

- Hiring
- Selecting teams
- Firing
- Predicting performance
- Predicting the future



What it is for:

- Self-awareness
- Personal development
- Professional development
- Improving communication
- Team building
- Stress management
- Change management
- Leadership development

