

# Frequently asked questions

## The MBTI® Global Assessment

### 1. Why are you releasing a new version of the MBTI® assessment?

The Myers-Briggs Company is publishing the MBTI Global assessment to preserve the integrity of the instrument and ensure that it remains accurate, relevant, and fit for the world in which it is being used.

### 2. What do you mean by the MBTI Global assessment?

The MBTI Global Step I™ and Step II™ questionnaires represent the latest versions of the instrument. They are based upon a single set of global data with a common set of items. This means that the same questionnaire can be taken all over the world.

We've applied modern developments in statistical methodologies for selecting and scoring the items. The MBTI Global assessment presents results in a new way, with a "Probability Index" replacing the "Preference Clarity Index."

When we refer to the MBTI Global assessment, we are generally referring to the questionnaire (of which there is a Step I questionnaire and a Step II questionnaire) as well as the reports that reveal the insights. The MBTI Global Step I questionnaire contains 92 items and the MBTI Global Step II questionnaire has 143 items.

### 3. When can I start using this new version?

The latest MBTI assessment went live on Elevate on October 26, 2018 with a selection of our most popular reports and key products. These include:

#### Assessments (English language)

- MBTI Global Step I – 92 items
- MBTI Global Step II – 143 items

#### Reports (English language)

- MBTI Profile – Global Step I
- MBTI Complete (MBTI Complete + Global Step I Profile)
- MBTI Interpretive Report – Global Step I
- MBTI Interpretive Report for Organizations – Global Step I
- MBTI Personal Impact Report – Global Step I
- MBTI Profile Report – Global Step II
- MBTI Interpretive Report – Global Step II

#### Support materials (English language)

- MBTI Manual for the Global Step I and Step II Assessments
- Understanding Your MBTI Step II Results
- MBTI Step II User's Guide

#### 4. When will more reports and support materials be available?

We wanted practitioners to have the opportunity to experience the new assessment for themselves as soon as it was ready. We will be releasing other products and languages in a phased approach and will keep you informed of new and revised products as they become available.

#### 5. I understand the assessments have changed but how do the reports differ?

The MBTI Global reports have been designed to closely mirror that of their Form M or Form Q predecessor. They maintain the same design and simplified language introduced in 2016, however the most obvious difference is the introduction of a new Probability Index to replace the Preference Clarity Index, and with it, a change in terminology. Instead of expressing the “clarity” with which the respondent answered, the report presents the *likelihood* that the respondent would get the same result if he or she repeated the assessment.

Minor tweaks and improvements have also been made to improve flow as well as make the reports easier to read by those who have difficulty seeing certain color combinations. The MBTI Global Step II Interpretive Report has had additional changes made to sharpen the insights it offers. These changes are based on trainer feedback.

#### 6. Can you tell me more about the new Probability Index?

The MBTI Global Step I assessment uses a new scoring method called *latent class analysis*, and the Probability Index is an outcome of that scoring method. The Probability Index indicates how likely it is that the respondent would get the same preference if he or she took the MBTI assessment a second time. Results on the Probability Index are stated as percentages between 50 and 100, and apply to each preference pair. If a respondent’s results show, for example, 89 toward Extraversion on the Extraversion–Introversion preference pair, there is an 89% chance he or she would score toward Extraversion on a subsequent administration of the MBTI assessment. The Probability Index has three categories: Very likely, Likely, and Somewhat likely. A score of 89 falls in the Very likely category, as shown in the graphic that follows.

The Preference Clarity Index is the result from a scoring method called *item response theory*, and it has a scale of 0 to 30. The Preference Clarity Index indicates how clearly the respondent favored a preference; it does not show how skilful a person is in using a preference or “how much” of a preference the person has. Similarly, the Probability Index does not show skill or how much of a preference a respondent has. It shows how likely it is that the preference fits the respondent.

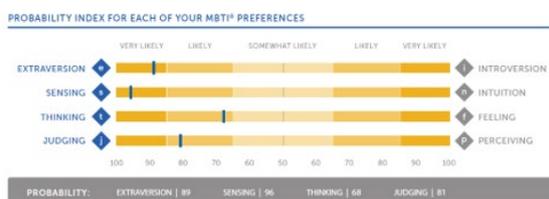


Figure 1: New Probability Index introduced with the MBTI Global Assessment

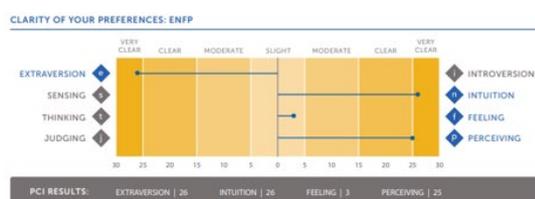


Figure 2: Preference Clarity Index (PCI) used in Form M and Q reports

## 7. Why were there two different versions of the MBTI assessment?

Form M and Form Q were optimized for US populations and have a slightly different set of questions and scoring method to the Step I and Step II versions which were optimized for European populations. The US forms have US norms, and the European forms have European norms. The Global version has a global norm sample of 16,773 persons, which means this version can be used around the world.

| US     | Europe  |
|--------|---------|
| Form M | Step I  |
| Form Q | Step II |

## 8. Where can I go for more information on the MBTI Global assessment and sample data?

This revision of the MBTI assessment has provided the opportunity to collect a wealth of data, resulting in national representative samples that have not existed previously. These samples served the global research effort for the revised assessments themselves and provided four new large and nineteen new moderate-size samples reflecting the increasingly global reach of the MBTI assessment. The sample sizes correspond to size of the market for the MBTI assessment.

Further information on the global sample, methodology, theory, and interpretation can be found in the new *MBTI Manual for the Global Step I and Step II Assessments*. Further information for a specific country can be found in its supplement. The *MBTI Manual Global Supplements Series* is a set of 23 PDFs, one for each country/language sample that is part of the global sample. We have many PDFs ready to download from [www.themyersbriggs.com/MBTI-Manual-Supplements](http://www.themyersbriggs.com/MBTI-Manual-Supplements) with more on the way.

## 9. Do I need to get recertified to use the MBTI Global assessment?

No, if you qualified to purchase a previous version you are also able to use and purchase the global instrument; however, we recommend you familiarize yourself with the technical differences. The *MBTI Manual for the Global Step I and Step II Assessments* is available to purchase and contains all the background information you may need to confidently use the new assessment.

From April 2019, all US-based MBTI Certification Programs will feature the MBTI Global assessment.

## 10. Can you confirm the product codes for the MBTI Global Step I and Step II reports?

- 262145 – MBTI Profile Report (Global Step I)
- 161003 – MBTI Complete (MBTI Complete + Global Step I Profile)
- 262144 – MBTI Interpretive Report (Global Step I)
- 262146 – MBTI Interpretive Report for Organizations (Global Step I)
- 226010 – MBTI Personal Impact Report (Global Step I)
- 262147 – MBTI Profile Report (Global Step II)
- 262149 – MBTI Interpretive Report (Global Step II)