# Indonesia (Indonesian) Technical Brief for the MBTI® Global Step I™ and Step II™ Assessments

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## INTRODUCTION

The *Myers-Briggs Type Indicator*® (MBTI®) assessment is one of the most commonly used personality instruments in the world. Because administration of the assessment outside the United States is growing rapidly, new translations are continually being developed for use in specific regions. This technical brief summarizes the measurement properties of translations of the MBTI Global Step I™ and Step II™ assessments developed for areas where Indonesian is read and understood. To that end, it reports on type and preference distributions in a sample of people in Indonesia who completed the global research version (GRV) of the MBTI assessment in Indonesian (i.e., the Indonesian sample) and explores similarities and differences between the Indonesian sample and the global sample. Additionally, this technical brief examines the reliability and validity of the Indonesian translations of the MBTI Global Step I and Step II assessments. For more information on the global sample and construction and translation of the global assessments, see chapter 7 of the *MBTI® Manual for the Global Step I™ and Step II™ Assessments* (Myers, McCaulley, Quenk, & Hammer, 2018).

## THE MBTI® MODEL

The MBTI assessment measures a typology composed of four pairs of opposite preferences, or *preference pairs:*

- Extraversion (E) or Introversion (I)—how individuals direct and receive energy

- Sensing (S) or Intuition (N)—how individuals take in information

- Thinking (T) or Feeling (F)—how individuals decide and come to conclusions

- Judging (J) or Perceiving (P)—how individuals approach the outside world

The MBTI assessment combines an individual's four preferences—one preference from each preference pair, denoted by its letter—to yield one of 16 possible personality types (e.g., ESTJ, INFP). Each type is equally valuable, and an individual inherently sorts into one of the 16 types. This model differentiates the MBTI assessment from most other personality instruments, which typically assess personality traits. Trait-based instruments measure how much of a certain trait a person possesses. Unlike the MBTI assessment, those instruments usually consider one end of a scale to signify positive characteristics and the other to signify negative characteristics.

## DESCRIPTION OF THE INDONESIAN SAMPLE

Following the translation of the MBTI GRV into Indonesian, a sample of participants was obtained through the Indonesian distributor, CPPAP. It is important to note that this Indonesian sample is not representative; rather, it is a sample of convenience. Therefore, no inferences should be drawn about the preferences or type distribution of the population that reads and understands Indonesian. The data reported in this technical brief should be used for psychometric information purposes only.

The Indonesian sample is composed of 91 individuals who each completed the MBTI GRV in Indonesian. The MBTI GRV comprises 230 MBTI items, including items from the commercial forms of the MBTI assessment— Form M and Form Q, and European Step I™ and Step II™ assessments—that were current at the time the GRV was developed. The Global Step I and Step II assessments contain a subset of the 230 items used on the GRV form.

Table 1 provides demographic data. Of the Indonesian sample, 59% are women and 41% are men. Respondents' ages range from 19 to 57 years (mean = 32.7; standard deviation = 8.1). Ninety-seven percent of the respondents in the sample live in Indonesia, and the rest of the respondents reside in Singapore, Switzerland, and the United States (1% for each of those countries).

## Table 1 | Demographic summary: Indonesian sample

| Demographic | Sample % |
|---|---|
| ***Age*** | |
| Mean age: 32.7 years | — |
| ***Gender*** | |
| Female | 59 |
| Male | 41 |
| ***Employment status*** | |
| Working full-time | 82 |
| Working part-time | 5 |
| Student | 10 |
| None of the above | 2 |
| ***Occupational level*** | |
| Entry level | 11 |
| Nonsupervisory | 25 |
| Supervisor | 23 |
| Management | 14 |
| Executive | 10 |
| Top executive | 2 |
| No response | 14 |
| ***Job type*** | |
| Education, training, and library | 22 |
| Business and financial operations | 14 |
| Office and administrative support | 14 |
| Production | 11 |
| Community and social services | 10 |
| Sales and related | 5 |
| Computer and mathematical | 2 |
| Other | 17 |
| No response | 5 |
| ***Country of residence*** | |
| Indonesia | 97 |
| Singapore | 1 |
| Switzerland | 1 |
| United States | 1 |

*Note: N* = 91. Percentages may not total 100% due to the rounding of decimals.

### MBTI® Type and Preference Distributions

Table 2 is the MBTI type table for the Indonesian sample. As shown in the table, the most frequently occurring types for this sample are ISTJ (20.9%) and ESTJ (17.6%). The least common types are ISFJ (1.1%), ESFJ (1.1%), and ENFJ (1.1%).

Table 3 shows the number and percentage of participants in the Indonesian sample with each preference. Also included for reference are the number and percentage of participants in the global sample who have each preference.

## Table 2 | Reported MBTI® type distribution: Indonesian sample

| | Sensing | | | Intuition | | |
|---|---|---|---|---|---|---|
| | Thinking | Feeling | | Thinking | | |
| | **ISTJ** *n* = 19 20.9% | **ISFJ** *n* = 1 1.1% | **INFJ** *n* = 2 2.2% | **INTJ** *n* = 8 8.8% | Judging | Introversion |
| | **ISTP** *n* = 7 7.7% | **ISFP** *n* = 3 3.3% | **INFP** *n* = 2 2.2% | **INTP** *n* = 6 6.6% | Perceiving | |
| | **ESTP** *n* = 7 7.7% | **ESFP** *n* = 4 4.4% | **ENFP** *n* = 2 2.2% | **ENTP** *n* = 6 6.6% | Perceiving | Extraversion |
| | **ESTJ** *n* = 16 17.6% | **ESFJ** *n* = 1 1.1% | **ENFJ** *n* = 1 1.1% | **ENTJ** *n* = 6 6.6% | Judging | |

*Note: N = 91. Percentages may not total 100% due to the rounding of decimals.*

## Table 3 | Reported MBTI® preference distributions: Indonesian and global samples

| Preference | Indonesian sample | | Global sample | |
|---|---|---|---|---|
| | *n* | % | *n* | % |
| Extraversion (E) | 43 | 47.3 | 7,251 | 43.2 |
| Introversion (I) | 48 | 52.7 | 9,522 | 56.8 |
| Sensing (S) | 58 | 63.7 | 11,321 | 67.5 |
| Intuition (N) | 33 | 36.3 | 5,452 | 32.5 |
| Thinking (T) | 75 | 82.4 | 9,128 | 54.4 |
| Feeling (F) | 16 | 17.6 | 7,645 | 45.6 |
| Judging (J) | 54 | 59.3 | 8,021 | 47.8 |
| Perceiving (P) | 37 | 40.7 | 8,752 | 52.2 |

*Note: Indonesian sample, N = 91; global sample, N = 16,773.*

## MBTI® GLOBAL STEP I™ ASSESSMENT RESULTS FOR THE INDONESIAN SAMPLE

The Global Step I assessment contains 92 items used to help determine individuals' personality type. It replaces the Form M assessment and the European Step I assessment and was the outcome of the GRV research.

### Relationships Between MBTI® Global Step I™ and Form M Preference Pair Results

Correlations between MBTI Global Step I and Form M preference pair results for the Indonesian sample are shown in table 4. The agreement rate is high (above 90%) for each preference pair between the Global Step I and Form M scale. The overall agreement rate for whole types between the Global Step I and Form M assessments is 81%, higher than the 60% agreement rate between Form G and Form M reported in the 1998 *MBTI® Manual* (Myers, McCaulley, Quenk, & Hammer).

## Table 4 | Relationships between MBTI Global Step I™ and Form M preference pair results: Indonesian sample

| Preference pair | Global Step I™ and Form M preference pair results | |
| --- | --- | --- |
| | Correlation between continuous scores | Agreement rate (%) |
| E–I | .97 | 93 |
| S–N | .97 | 96 |
| T–F | .97 | 96 |
| J–P | .97 | 96 |
| *Overall agreement rate for whole types* | | 81 |

*Note: N = 91.*

## Global Step I™ Preference Pair Intercorrelations

Intercorrelations of Global Step I preference pair continuous scores in the Indonesian sample are shown in table 5 below the diagonal. The highest correlation is between the T–F and J–P preference pairs. The next highest is between S–N and J–P, and the third highest correlation is between S–N and T–F. These correlations are similar to those found for the global sample, shown in table 5 above the diagonal. For the global sample, the highest correlation is between S–N and J–P, and the second highest correlation is between S–N and T–F. The Indonesian sample findings are likewise consistent with those reported for Form M in the 1998 *MBTI® Manual* (Myers et al.).

## Reliability of Global Step I™ Results

*Reliability* refers to consistency of measurement. A measure is said to be reliable when it produces a consistent, though not necessarily identical, result. Internal consistency reliability measures the consistency of responses across items in a particular measure for a particular sample. The most commonly used estimator of internal consistency reliability is Cronbach's alpha (Cronbach, 1951). The internal consistency reliabilities for the Indonesian sample and the global sample are reported in table 6. The reliabilities of the four preference pairs are excellent for the Indonesian sample and are very similar to those reported in the *MBTI® Manual for the Global Step I™ and Step II™ Assessments* (Myers et al., 2018).

## Validity of Global Step I™ Results: Factor Analysis

An instrument is said to be valid when it measures what it has been designed to measure (Ghiselli, Campbell, & Zedeck 1981; Murphy & Davidshofer, 2005). In several

## Table 5 | Intercorrelations of Global Step I™ preference pair continuous scores: Indonesian and global samples

| Preference pair | E–I | S–N | T–F | J–P |
| --- | --- | --- | --- | --- |
| E–I | — | −.20 | −.15 | −.15 |
| S–N | −.04 | — | .27 | .48 |
| T–F | .02 | .24 | — | .23 |
| J–P | −.18 | .31 | .33 | — |

*Note*: Correlations for the Indonesian sample (*N* = 91) are below the diagonal; those for the global sample (*N* = 16,773) are above the diagonal.

## Table 6 | Internal consistency reliabilities of Global Step I™ preference pairs: Indonesian and global samples

| Sample | N | Cronbach's alpha | | | |
| --- | --- | --- | --- | --- | --- |
| | | E–I | S–N | T–F | J–P |
| Indonesian | 91 | .89 | .88 | .82 | .88 |
| Global | 16,773 | .89 | .87 | .89 | .88 |

studies, confirmatory factor analyses of the MBTI assessment have been conducted to assess the validity of the factors of the MBTI assessment. They have indicated that a four-factor model, such as the one theorized and developed by Myers, is the most appropriate and offers the best fit (Harvey, Murry, & Stamoulis, 1995; Johnson & Saunders, 1990). A principal components exploratory factor analysis with varimax rotation was conducted using the item responses from the Indonesian sample. The results are presented in table 7. The shaded cells indicate that factor 1 is E–I, factor 2 is J–P, factor 3 is S–N, and factor 4 is T–F. The first factor is the one that accounts for the most variance in this sample. The four-factor structure produced by this analysis shows that the MBTI Global Step I items translated into Indonesian are measuring their intended constructs, the four preference pairs.

## Table 7 | Factor analysis rotated component matrix for the Indonesian sample

| Item code | Factor 1 E–I | Factor 2 J–P | Factor 3 S–N | Factor 4 T–F | Item code | Factor 1 E–I | Factor 2 J–P | Factor 3 S–N | Factor 4 T–F |
|---|---|---|---|---|---|---|---|---|---|
| EI1 | .66 | −.10 | .00 | .04 | TF1 | −.02 | .10 | .16 | −.12 |
| EI2 | .67 | −.15 | −.04 | .13 | TF2 | −.01 | .13 | .05 | .46 |
| EI3 | .51 | .03 | −.08 | .09 | TF3 | .11 | .02 | .23 | .51 |
| EI4 | .58 | −.14 | −.13 | .01 | TF4 | .08 | .10 | −.14 | .37 |
| EI5 | .48 | .12 | −.09 | .07 | TF5 | .01 | −.01 | −.10 | .64 |
| EI6 | .43 | −.17 | −.07 | −.10 | TF6 | .13 | −.14 | .23 | .55 |
| EI7 | .44 | −.09 | −.31 | .16 | TF7 | .01 | .01 | −.01 | .39 |
| EI8 | .43 | .14 | −.02 | .38 | TF8 | −.07 | −.09 | .01 | .50 |
| EI9 | .54 | −.07 | .13 | −.14 | TF9 | −.20 | .26 | −.14 | .53 |
| EI10 | .51 | .10 | −.11 | −.03 | TF10 | −.04 | .29 | .00 | .51 |
| EI11 | .32 | .21 | −.10 | .16 | TF11 | .17 | −.02 | −.01 | .71 |
| EI12 | .61 | −.06 | −.07 | .02 | TF12 | −.25 | .42 | .22 | .04 |
| EI13 | .48 | .16 | .02 | −.11 | TF13 | .10 | .04 | .06 | .54 |
| EI14 | .62 | −.07 | .04 | .17 | TF14 | .17 | .08 | −.05 | .24 |
| EI15 | .54 | −.09 | .11 | .00 | TF15 | −.10 | −.04 | −.03 | .37 |
| EI16 | .11 | −.14 | −.03 | .29 | TF16 | .08 | .20 | .17 | .45 |
| EI17 | .32 | −.30 | .25 | .07 | TF17 | −.16 | .03 | .42 | .33 |
| EI18 | .54 | −.07 | .01 | .23 | TF18 | −.19 | .25 | .15 | .45 |
| EI19 | .65 | −.03 | .11 | .00 | TF19 | −.19 | .09 | .23 | .36 |
| EI20 | .56 | .01 | .06 | .00 | TF20 | .18 | .16 | −.11 | .47 |
| EI21 | .69 | .02 | .03 | .00 | TF21 | .06 | .01 | .32 | .40 |
| EI22 | .64 | −.05 | .00 | −.08 | TF22 | .02 | −.11 | .11 | .63 |
| EI23 | .74 | −.08 | .10 | .07 | TF23 | .03 | −.10 | −.01 | .51 |
| EI24 | .45 | −.32 | −.15 | .16 | | | | | |
| | | | | | JP1 | −.08 | .66 | .10 | .04 |
| SN1 | −.29 | .06 | .49 | .12 | JP2 | .15 | .48 | .15 | −.08 |
| SN2 | .08 | .10 | .22 | .02 | JP3 | .03 | .47 | .03 | −.06 |
| SN3 | .07 | .24 | .32 | −.01 | JP4 | −.11 | .65 | −.01 | −.07 |
| SN4 | .01 | .05 | .45 | −.08 | JP5 | −.17 | .53 | .03 | .10 |
| SN5 | −.01 | .16 | .68 | .11 | JP6 | .06 | .51 | .14 | −.23 |
| SN6 | .09 | .12 | .44 | .05 | JP7 | −.19 | .62 | −.01 | .07 |
| SN7 | .04 | −.03 | .52 | −.15 | JP8 | −.02 | .45 | −.12 | .12 |
| SN8 | .18 | .04 | .24 | −.13 | JP9 | .15 | .39 | .09 | −.11 |
| SN9 | .15 | .11 | .45 | .28 | JP10 | −.15 | .69 | −.04 | .22 |
| SN10 | −.08 | −.16 | .46 | .12 | JP11 | −.13 | .54 | .00 | −.17 |
| SN11 | −.04 | .23 | .40 | -.11 | JP12 | .05 | .49 | .01 | −.03 |
| SN12 | −.20 | −.02 | .54 | −.11 | JP13 | −.08 | .47 | .13 | .27 |
| SN13 | −.02 | −.12 | .54 | .10 | JP14 | −.30 | .57 | .16 | .25 |
| SN14 | −.03 | .13 | .56 | .03 | JP15 | −.02 | .12 | .36 | .31 |
| SN15 | −.04 | .15 | .61 | −.15 | JP16 | −.09 | .56 | .10 | .21 |
| SN16 | −.11 | .00 | .35 | .08 | JP17 | .09 | .60 | .11 | .04 |
| SN17 | −.06 | .14 | .50 | .08 | JP18 | −.02 | .70 | .33 | .06 |
| SN18 | −.07 | .13 | .49 | .02 | JP19 | .00 | .59 | .23 | .21 |
| SN19 | .16 | −.02 | .50 | .13 | JP20 | .05 | .52 | .12 | .07 |
| SN20 | −.04 | .22 | .67 | .08 | JP21 | −.19 | .38 | .32 | .14 |
| SN21 | −.05 | −.06 | .55 | −.02 | | | | | |
| SN22 | −.05 | −.10 | .67 | −.10 | | | | | |
| SN23 | .07 | .16 | .59 | .03 | | | | | |
| SN24 | −.30 | .20 | .12 | .05 | | | | | |

*Note: N = 91.*

## MBTI® GLOBAL STEP II™ ASSESSMENT RESULTS FOR THE INDONESIAN SAMPLE

The Global Step II assessment includes the 92 items that make up the Global Step I assessment (measuring the four preference pairs, E–I, S–N, T–F, and J–P) plus another 51 items that are used only to measure the Step II facets. For each of the four preference pairs there are five facets (see table 8), yielding a total of 20 facets. These facets help describe some of the ways in which each preference can be expressed differently and thus create a richer and more detailed description of an individual's personality. The remaining analyses in this brief focus on the evaluation of the Step II facets.

### Relationships Between MBTI® Global Step II™ and Form Q Facet Results

The Global Step II assessment replaces the Form Q assessment and the European Step II assessment. Table 8 presents the relationships between MBTI Global Step II and Form Q facet results for the Indonesian sample. All of the correlations are quite high, except for the correlations on the Questioning–Accommodating and Critical–Accepting facet scales, the two scales that were changed when the Global Step II assessment was developed.

### Global Step II™ Facet Intercorrelations

Intercorrelations of Global Step II facets are presented in table 9. Facets within each preference pair correlate more highly with other facets of the same preference pair than with facets of different preference pairs.

### Reliability of Global Step II™ Results

Internal consistency reliabilities for each facet are reported in table 10 for the Indonesian sample and the global sample. The Indonesian sample alphas range from .22 (Critical–Accepting) to .83 (Scheduled–Spontaneous). Overall, this sample's alphas are similar to those of the global sample.

The particularly low internal consistency reliability for the Critical–Accepting facet is consistent with a .24 alpha for the Form Q Critical–Accepting scale in a prior larger Indonesian sample (N = 1,263; Schaubhut & Thompson, 2017). The Global Step II Critical–Accepting scale had low alphas in a Russian sample of convenience (.25; Schaubhut & Thompson, 2019) and a Turkish sample of convenience (.36; Schaubhut & Thompson, 2020). See table 8.6 in the MBTI global manual (Myers et al., 2018) for internal consistency reliabilities for the

### Table 8 | Relationships between Global Step II™ and Form Q facet results: Indonesian sample

| Global Step II™ facet | Correlation between Global Step II™ and Form Q facet results |
|---|---|
| **E–I facets** | |
| Initiating–Receiving | .97 |
| Expressive–Contained | .99 |
| Gregarious–Intimate | .98 |
| Active–Reflective | .84 |
| Enthusiastic–Quiet | .97 |
| **S–N facets** | |
| Concrete–Abstract | .90 |
| Realistic–Imaginative | 1.00 |
| Practical–Conceptual | .83 |
| Experiential–Theoretical | .97 |
| Traditional–Original | .97 |
| **T–F facets** | |
| Logical–Empathetic | .90 |
| Reasonable–Compassionate | .90 |
| Questioning–Accommodating | .47 |
| Critical–Accepting | .64 |
| Tough–Tender | .97 |
| **J–P facets** | |
| Systematic–Casual | .94 |
| Planful–Open-Ended | .97 |
| Early Starting–Pressure-Prompted | .93 |
| Scheduled–Spontaneous | .95 |
| Methodical–Emergent | .97 |

*Note: N = 91.*

Critical–Accepting scale for all of the country/language samples. As reported in the manual, the two China samples and the Portugal sample have low alphas (.39, .32, and .39, respectively) on this facet. Results on the Critical–Accepting facet should be interpreted with caution when the Indonesian translation is used.

| Global Step II™ facet | 1. | 2. | 3. | 4. | 5. | 6. | 7. | 8. | 9. | 10. | 11. | 12. | 13. | 14. | 15. | 16. | 17. | 18. | 19. | 20. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **E–I facets** | | | | | | | | | | | | | | | | | | | | |
| 1. Initiating–Receiving | — | | | | | | | | | | | | | | | | | | | |
| 2. Expressive–Contained | .60 | — | | | | | | | | | | | | | | | | | | |
| 3. Gregarious–Intimate | .73 | .52 | — | | | | | | | | | | | | | | | | | |
| 4. Active–Reflective | .69 | .51 | .66 | — | | | | | | | | | | | | | | | | |
| 5. Enthusiastic–Quiet | .57 | .58 | .59 | .63 | — | | | | | | | | | | | | | | | |
| **S–N facets** | | | | | | | | | | | | | | | | | | | | |
| 6. Concrete–Abstract | .06 | .07 | .07 | .14 | -.10 | — | | | | | | | | | | | | | | |
| 7. Realistic–Imaginative | .00 | -.02 | .01 | -.10 | -.25 | .67 | — | | | | | | | | | | | | | |
| 8. Practical–Conceptual | .00 | -.02 | -.01 | .08 | -.10 | .55 | .56 | — | | | | | | | | | | | | |
| 9. Experiential–Theoretical | .14 | .07 | .07 | .18 | .08 | .52 | .40 | .40 | — | | | | | | | | | | | |
| 10. Traditional–Original | -.16 | -.08 | -.08 | .02 | -.08 | .59 | .44 | .41 | .33 | — | | | | | | | | | | |
| **T–F facets** | | | | | | | | | | | | | | | | | | | | |
| 11. Logical–Empathetic | .08 | -.02 | .01 | -.03 | -.10 | .31 | .27 | .13 | .13 | .18 | — | | | | | | | | | |
| 12. Reasonable–Compassionate | .06 | -.09 | -.01 | -.03 | -.08 | .30 | .18 | .16 | .20 | .15 | .65 | — | | | | | | | | |
| 13. Questioning–Accommodating | .26 | .03 | .11 | .05 | .13 | -.06 | -.08 | -.14 | -.09 | -.17 | .55 | .48 | — | | | | | | | |
| 14. Critical–Accepting | .06 | .00 | .00 | -.02 | .08 | .10 | .02 | -.03 | -.06 | -.02 | .52 | .50 | .64 | — | | | | | | |
| 15. Tough–Tender | .21 | .03 | .08 | .09 | .15 | .20 | .05 | .00 | .12 | .06 | .52 | .51 | .64 | .65 | — | | | | | |
| **J–P facets** | | | | | | | | | | | | | | | | | | | | |
| 16. Systematic–Casual | -.13 | -.22 | -.15 | -.15 | -.33 | .34 | .40 | .28 | .09 | .35 | .39 | .35 | .25 | .42 | .28 | — | | | | |
| 17. Planful–Open-Ended | -.08 | -.19 | -.12 | -.06 | -.24 | .13 | .12 | .14 | .05 | .08 | .23 | .24 | .13 | .20 | .03 | .59 | — | | | |
| 18. Early Starting–Pressure-Prompted | -.13 | -.11 | -.09 | -.17 | -.23 | .09 | .18 | .05 | .03 | .11 | .03 | .06 | .05 | .09 | .06 | .56 | .55 | — | | |
| 19. Scheduled–Spontaneous | -.10 | -.14 | -.14 | -.08 | -.22 | .29 | .32 | .31 | .13 | .36 | .26 | .23 | .16 | .25 | .13 | .83 | .66 | .60 | — | |
| 20. Methodical–Emergent | -.17 | -.09 | -.14 | -.14 | -.29 | .05 | .15 | .07 | -.15 | .15 | .30 | .10 | .23 | .18 | .02 | .58 | .54 | .59 | .68 | — |

*Note: N = 91.*

## Table 10 | Internal consistency reliabilities of Global Step II™ facets: Indonesian and global samples

| Global Step II™facet | Cronbach's alpha | |
|---|---|---|
| | Indonesian sample | Global sample |
| **E–I facets** | | |
| Initiating–Receiving | .80 | .82 |
| Expressive–Contained | .79 | .73 |
| Gregarious–Intimate | .70 | .62 |
| Active–Reflective | .66 | .64 |
| Enthusiastic–Quiet | .62 | .69 |
| **S–N facets** | | |
| Concrete–Abstract | .78 | .74 |
| Realistic–Imaginative | .77 | .72 |
| Practical–Conceptual | .62 | .66 |
| Experiential–Theoretical | .72 | .68 |
| Traditional–Original | .70 | .72 |
| **T–F facets** | | |
| Logical–Empathetic | .66 | .80 |
| Reasonable–Compassionate | .65 | .76 |
| Questioning–Accommodating | .55 | .62 |
| Critical–Accepting | .22 | .59 |
| Tough–Tender | .78 | .73 |
| **J–P facets** | | |
| Systematic–Casual | .79 | .76 |
| Planful–Open-Ended | .79 | .79 |
| Early Starting–Pressure-Prompted | .71 | .65 |
| Scheduled–Spontaneous | .83 | .80 |
| Methodical–Emergent | .67 | .64 |

*Note:* Indonesian sample, *N* = 91; global sample, *N* = 16,773.

## Table 11 | Percentage of reported out-of-preference Global Step II™ facet scores: Indonesian sample

| Preference pair | Number of out-of-preference facet scores (%) | | | | | |
|---|---|---|---|---|---|---|
| | 0 | 1 | 2 | 3 | 4 | 5 |
| E–I | 70 | 22 | 8 | 0 | 0 | 0 |
| S–N | 52 | 31 | 16 | 1 | 0 | 0 |
| T–F | 77 | 18 | 4 | 1 | 0 | 0 |
| J–P | 65 | 23 | 10 | 2 | 0 | 0 |

*Note: N* = 91. Percentages may not total 100% due to the rounding of decimals.

for I, N, F, or P; or from 2 to 5 when a respondent has a preference for E, S, T, or J. While it is not unusual to have a number of out-of-preference scores, it is relatively rare to have three or more facet scores out-of-preference for any one preference pair. The percentage in the Indonesian sample of out-of-preference facet scores for each preference pair is shown in table 11.

Correlations between facets and preference pairs are presented in table 12. The correlation between each facet and its corresponding preference pair is significantly higher than those between the facet and the other three preference pairs. This is "compelling evidence for the theoretical hierarchical structure of the Step II facets in relation to the Step I scales" (Quenk, Hammer, & Majors, 2001, p. 104). The Indonesian sample correlations are comparable to those reported in the *MBTI® Step II™ Manual* (Quenk et al., 2001) and the *MBTI® Step II™ Manual, European Edition* (Quenk, Hammer, & Majors, 2004). For the Global Step II assessment in Indonesian, the lowest correlation between a facet and its corresponding preference pair is between Experiential–Theoretical and S–N.

## Validity of Global Step II™ Results

Reported here as evidence of the validity of the Indonesian translation of the MBTI Global Step II assessment are the percentage of out-of–preference facet scores for each preference pair, as well as correlations between preference pairs and facets.

The five facets within each preference pair do not represent the entire conceptual domain of the preference pair. Further, it is not uncommon for individuals to have a facet score on the side opposite that of their preference in a given preference pair. For example, an Extravert may score toward the Intimate pole of the Gregarious–Intimate facet. This apparent inconsistency is referred to as an out-of-preference score and defined as a facet score from –2 to –5 when a respondent has a preference

### Table 12 | Correlations between Global Step II™ facets and preference pairs: Indonesian sample

| Global Step II™ facet | Preference pair E–I | S–N | T–F | J–P |
|---|---|---|---|---|
| **E–I facets** | | | | |
| Initiating–Receiving | .90 | −.02 | .12 | −.09 |
| Expressive–Contained | .74 | .00 | −.04 | −.18 |
| Gregarious–Intimate | .83 | −.01 | .04 | −.12 |
| Active–Reflective | .80 | .04 | −.02 | −.09 |
| Enthusiastic–Quiet | .76 | −.15 | .01 | −.28 |
| **S–N facets** | | | | |
| Concrete–Abstract | .06 | .89 | .30 | .26 |
| Realistic–Imaginative | −.08 | .83 | .18 | .29 |
| Practical–Conceptual | −.01 | .71 | .13 | .26 |
| Experiential–Theoretical | .11 | .61 | .17 | .06 |
| Traditional–Original | −.11 | .71 | .11 | .28 |
| **T–F facets** | | | | |
| Logical–Empathetic | .00 | .27 | .85 | .32 |
| Reasonable–Compassionate | −.05 | .26 | .83 | .30 |
| Questioning–Accommodating | .18 | −.13 | .68 | .22 |
| Critical–Accepting | .04 | .03 | .70 | .33 |
| Tough–Tender | .14 | .14 | .76 | .17 |
| **J–P facets** | | | | |
| Systematic–Casual | −.22 | .40 | .41 | .88 |
| Planful–Open-Ended | −.17 | .12 | .25 | .81 |
| Early Starting–Pressure-Prompted | −.17 | .13 | .08 | .68 |
| Scheduled–Spontaneous | −.17 | .37 | .26 | .94 |
| Methodical–Emergent | −.21 | .10 | .19 | .71 |

*Note:* N = 91.

## CONCLUSION

Initial analyses of the Indonesian translations of the MBTI Global Step I and Step II assessments demonstrate that they each have good internal consistency reliabilities that are consistent with those of prior forms of the MBTI assessment (i.e., Form M and Form Q, European Step I and Step II). Validity was established by showing the percentage of out-of-preference facet scores and correlations between Global Step I preference pairs and Global Step II facets. While more research should be conducted, particularly with a larger sample, all these analyses show that the Indonesian translations of the MBTI Global Step I and Step II assessments have high reliability and validity and are appropriate for use with individuals in Indonesia who read and understand Indonesian.

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