

Your Essential Introduction to the New MBTI® Global Assessment

Follow-up questions from the live webinar on Dec. 10, 2018



1. Will we be able to listen to a recording of the webinar?

Yes – a recording of the webinar delivered on December 10, 2018 is available to view here

<https://www.themyersbriggs.com/en-US/Resources/Introduction-to-the-new-MBTI-Global-Assessment>

2. Is a copy of the visuals or handout available to print?

Yes – the slides can also be downloaded via the above URL. Just scroll to the bottom of the page and click on the link.

3. Man I feel that just jumped in at the deep end! Can you go back to MBTI 101 and set some context?

Sure - The Global MBTI assessment is the latest revision of the instrument. For the first time it is based upon a single set of global data. This means that whether the assessment is taken in California or Oxford the same assessment can be used and the results can be truly compared to one another. Prior to this there was one version for Europe and another for the rest of the world.

The Global MBTI assessment also presents results in a slightly different way to previous versions, making use of a new “Probability Index” which replaces the existing “Preference Clarity Index”.

When we refer to the Global MBTI we are generally referring to the questionnaire (of which there are two versions) as well as the reports which reveals the insights. The Global Step I now include 92 items and the full Global Step II questionnaire has 143.

There is no need to recertify in order to use the MBTI Global Assessments, once a qualified practitioner your understanding of Type will equip you to use all versions. To understand the more technical aspects we would recommend you purchase the new combined manual and explore the language supplements

4. Missed the first couple minutes. What do I have to start doing differently now as a result of these changes?

The main difference is to understand the meaning of the Probability Index, and to be more confident in using the MBTI with people from different cultures. The Global versions work well in all the languages and countries where we have gathered data, and we will continue to evaluate it over time as new data is collected.

We have seven reports available in English with the questionnaire available in multiple languages. You should consider using the Global Assessment on projects where the products you plan to use are supported. If you plan on using reports or languages that are not currently supported by the MBTI Global Assessments then we would recommend you continue to use previous versions such as Form M or Q.

5. As practitioners, do we need to update certifications in any way to use the global report?

No – there is no need for you to recertify. The assessment is secondary to knowledge of type and its application.

6. The last slide spoke of MBTI being incorporated in new certification process. Will you require those with prior certification to do the new version?

There is no need for practitioners to recertify in order to use the MBTI Global Assessment. We would encourage you to familiarise yourself on how to interpret the new Probability Index, and to learn more about it in the new manual.

7. Sorry if you covered this but ...people need a new certification to use this new report? or if they are already certified practitioners they are ok to go on stage and use it?

Please see answers to questions 5 and 6

8. Does this affect my certification? In other words, do I need to re-certify?

Please see answers to questions 5 and 6

9. Will there be an opportunity for already-certified practitioners to receive training on the global assessment?

Currently there is no formal training available for the MBTI Global Assessment. We would encourage those who plan to use the new assessment to understand how to interpret the Probability Index which was explained in this webinar (see recording via link in Q1) by reading the FAQ provided on the landing page and by purchasing the accompanying *MBTI® Manual for the Global Step I™ and Step II™ Assessments (4th Edition)*

For those wishing to refresh their MBTI knowledge we do have an MBTI Online Refresher available for purchase from our online catalog using code 6378-SV. It should be noted the refresher does not make reference or provide explanation of the MBTI Global Assessment.

10. What about the refreshers we have already paid for? Will we be able to get the information?

Please see answer to question 9 - the current one is the one you have purchased, and the MBTI concepts remain the same.

11. Will sample versions of these new reports be available on the Elevate web site? If so, when?

Sample reports are available for all reports on Elevate. To access the MBTI Global Reports simply click on the “catalog” tab on the Elevate dashboard and then enter the word “global” in the search box to reveal all products that support the MBTI Global Assessment. You can then click on any of the reports where you will see an invitation to “look inside” under the reports cover image. If you click on this a sample report will begin to download.



12. When can we get a sample report to actually see it?

Please see answer to Q11 – for those without a live Elevate each of the reports will shortly be posted on the MBTI Global Assessment landing page.

13. Do you have a sample report available for both Step I and Step II?

Please see answer to Q11

14. How long will the current MBTI versions be available?

We have no immediate plans to retire Form M, Form Q, European Step I or European Step II.

15. Will the new Global Assessments completely replace the current versions, and if so how long will the current M and Q forms be available?

We have no immediate plans to retire Form M, Form Q, European Step I or European Step II.

16. Will form M and the current assessment still be available for practitioners to keep using?

Yes - We have no immediate plans to retire Form M, Form Q, European Step I or European Step II

17. Is it intended that the MBTI Global Assessment replace the use of the current MBTI versions at some point? Or is it an alternative for use in certain situations?

Eventually the global forms will be the only commercial forms. There are no immediate plans to retire previous versions.

18. Does the global step 1 replace all other reports ie form m, q, etc. how has this affected the career report?

We have no immediate plans to retire Form M, Form Q, European Step I or European Step II. The MBTI Global Assessment does not currently support the MBTI® Career Report and thus is not affected in any way. Those wishing to use the career report should continue to use MBTI® Career Report (262153)

19. I use the MBTI career version, will that be available in the Global version? If not, for how long with the current version be available?

Please see Q17

20. We have mostly American students and a few international students. Should we start transitioning to the global version or stick with the regular MBTI?

This will depend upon the native languages of your students and their proficiency in English. In January we will release the assessment in multiple languages. We recommend that all assessments are taken in the persons native language. If the students have a high standard of English the feedback and reports could be delivered in English.

We have no immediate plans to retire Form M, Form Q, European Step I or European Step II

21. I like to talk about preference clarity. Is that something I can't talk about anymore?

You can still use clarity concepts in the discussion of the Probability Index. It is fair to say that someone with a higher PI is also more clear in their preferences. This is the case given a higher PI means they responded in a manner more consistent with those who are more clear in their preferences.

22. Does the global have industry, job, and/or functional norms available?

We do not have this but they are available in the MTTO series. While that is a few years old, it is the best estimate for specific occupations. And, the work on M and Q does generalize to Global I and II.

23. Have the job titles been updated?

Job titles would be covered in the career report which is not currently supported by the Global MBTI. We do not currently have a career report or alternative supported by the MBTI Global Assessment but this is something that is on our road map.

24. Can you share a quick summary of how the updated manual differs from the previous? Is it a substantial update with new info -- or only targeted revisions as-needed? Thanks!

The new manual combines the Step I and Step II. It provides an updated set of terminology for the preferences and the facets in some cases, and provides some updated thinking on type in general. The main differences are in the chapters on construction, reliability, and validity.

For more information visit <https://shop.themyersbriggs.com/en/mbtiitems.aspx?ic=6131>

25. Do you have type tables for each of the countries? Are these in the manual?

We do, but they are in the supplements, not the manual. The manual examines the 16,000 plus people in the global sample. The supplements examine country/language samples and compare to the global sample. You can find the supplements via the following link.

<https://www.themyersbriggs.com/en-US/Products-and-Services/MBTI-Manual-Supplements>

26. Are there any plans to gather data from India (or the Indian subcontinent) in your research?

We will be developing a Technical Brief for India as soon as we have sufficient data to do so.

27. Will the client be able to choose the language of the inventory before taking it, or will the practitioner need to identify the language preference ahead of time?

The only available language right now is English, so it is the only one available to take. That said, for any assessment we have offered on Elevate, if it is offered in another language it is up to the respondent to choose the language, they feel the most confident in. If it is not offered in the language chosen, the respondent is notified and the language snaps back to English.

28. If I purchase an assessment in Hebrew language for a client, can I get a copy in English?

The global MBTI assessment is not offered in Hebrew at this time.

29. If my clients take the MBTI Complete can I print out Personal Impact Reports instead of the traditional MBTI Complete?

Yes, you can print both the MBTI Complete and the Personal Impact Report from the same project, but you will have to purchase both reports. There is no other way to go through the learning session that comes afterwards without purchasing the MBTI Complete report. It was meant to go hand in hand and works as one full assessment/report combo.

30. I have an inventory of MBTI Career Report Administrations. Are we able to "exchange" some of these assessments for the Global MBTI so we can pilot the use of them?

I don't know the answer to this

31. If we already have reports in our inventory, will they work with MBTI Global, or do we need to purchase new reports?

You would need to purchase the MBTI Global Complete report, as the two are different assessments and reports.

32. Is there a return policy for unopened packages of previously purchased books?

If purchased within 60 days you may exchange your unopened packages of booklets for credit, minus the shipping costs. This is our standard policy.

33. Over the years preference scores are generally much less clear. Why do you think?

We do not have evidence to indicate that there is a reduction in the PCI over time in our archives. If you are experiencing this with our clients there are a number of potential factors to consider. First, and perhaps most critical is mind setting. We do know that as people have a harder time separating work and life in the current culture of connectivity, that mind setting is more of a challenge. When having someone complete the assessment in person it is much easier to provide clear instructions. As we move more and more to online administrations and people are less and less inclined to instructions, the problem continues to grow. We are experimenting with some approaches to try to help improve this. Second, it is possible that there is some drift in how people interpret items. We have examined this and found that the response patterns for some items have shifted towards one preference or the other, some have stayed stable, and some shifted towards the opposite preference. Overall, the shifts are offsetting, meaning there is no one direction (on preference) that is winning out over the other. However, these shifts may pull down the PCI a little. Finally, it is possible that there is a shift in the people who are completing the assessment in your work environment that is leading to less clarity. These could be increased demand characteristics of the work environment for one preference or another, or related to the first point above.

34. Would the Probability Index scores change over time for a respondent?

It is possible that the PI will change if the respondent completes the MBTI a second time. While the test-retest numbers are very good for the Step I and Step II assessments, any change in responding to the items for whatever reason has the potential to impact the preferences, whole type, the facets, and the PI.

35. I understand the new PI. However, where is the data on the likelihood of scores correlating with best fit?

You will find all of this information in the MBTI® Manual for the Global Step I™ and Step II™ Assessments 4th Ed (6131)

36. Sounds like the reliability and validity scores have changed slightly. What are they now?

The reliability for the US sample went down slightly for the preferences (about .02 on average). The country supplements which are free shows the reliability and some validity evidence. Some countries or languages were more challenging than others, and tend to be in countries where we had a hard time find a good sample rather than issues related to the translation/adaptation of the items. The one exception to this is China (both simplified and traditional) where we know some work on the translation of the assessment needs to be done.

37. It doesn't seem as though having a higher percentage of ratings in the mid-zone as a result of people preferring their ratings to be there is a valid reason. Please help me understand.

The fact that people like this is not the main driver. We purposefully tried to reduce the number of OOPs as that was too confusing for people to understand, and was driven by some artifacts of the Form Q scoring (having items on preferences that were not on the facets, and items on facets not on the preferences). By allowing the items to cross facets (be scored on more than one facet) and by ensuring all items on a preference load on a facet (not all items on a facet load on a preference) the number of OOPs is reduced. This reduction also led to more people being in the midzone. While this is a statistical result of the changes made to the scoring, the research team and Naomi in particular was okay with this due to the fact that people seem to like this interpretation of their results.

38. Is there a chance that the MBTI Global is less reliable for US participants than Forms M and Q due to its broader application?

Internal consistency reliability was slightly impacted. However, there is no reason to believe the global form is less reliable for people in the US. Keep in mind the US sample is the largest contributor to the overall global sample (roughly 1/4 of the total) and therefore the largest driver of the final item choices and weights, followed by the UK, Canada, and Australia.

39. Isabel Myers made sure that she analyzed each preference for all of the types to which the preference was relevant. Meaning, a Sensing Item was tested for all eight Sensing types. Was a similar analysis applied here? Latent analysis would not necessarily do so.

We did not do the same analysis as Isabel on the items for these. However, our ongoing analyses of the Global Sample (generally not detailed in the manual but will be in a future technical document) have examined the impact of the whole type and patterns of responding for each of the preferences. In latent class, we see some additional classifications regarding clarity of the preferences that were embedded into the item weights applied. As an example, some people had a pattern of responding, across whole types, that indicated they were very, very clearly and E, or an S, and so on. For others, it was somewhat clear, and for others, it was less clear. These response patterns were taken into account for the development of the item weights used for the final preference estimates. In other work, we are looking combined sets of item responses across the preferences to predict a specific preference. this is what Isabell called detailed scoring.

40. Am I understanding correctly that we should no longer see people with facet scores that are more to one side, but the letter comes out the other one?

That is correct. In our data we never have 5 OOPs, and the occurrence of 4 OOPs is less than .1 percent in 16,000 cases.

41. We currently use the MBTI form M plus FIRO-B in a combined report. Will the new MBTI version also allow use of the combined report?

Yes, you can use the Global MBTI with any combination report The Myers-Briggs Company offers.