Question: In my client's MBTI Step II report, their Step II facets appear to contradict the Step I preference.
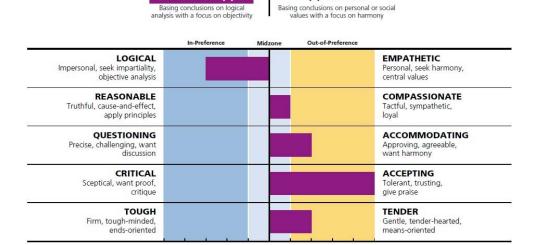
Answer:

The first thing to remember is that although combined in one report, Step I and Step II are essentially two questionnaires, looking at two separate things. Step I preferences do not give us information about how much of a type someone is, or tell us how much someone behaves in a certain manner; it purely focuses on the most natural and comfortable approach for that person. Conversely, Step II has a focus on consistently reported *behavioural patterns* that have been found to be associated with the Step I preference.

Although this is a rarity in Step II reports, it is still possible, both technically in the reports, and practically in your client, for them to have a preference for one way of energising, taking in information, making decisions or dealing with the world around them, yet show a majority of behaviours that are typically associated with the other preference.

Example:

Practical explanation: What will this look like and feel like for my client?

At first glance, it may appear that this person has an overall preference for Feeling. However, as the purple highlighted text indicates, they actually have a Step I preference for Thinking. Their Step II facets tell us about their likely behavioural patterns.

As with all MBTI reports, it is firstly important to explore the profile and ensure that you are working with your client's best-fit type. In this case, this person *did* decide that they had an underlying preference for Thinking. This report is telling us that this person may be someone who bases their conclusions on logical analysis, with a focus on objectivity when making decisions *(Preference for Thinking)*, preferring to seek impartiality *(Logical)*, whilst maintaining a balance of being a tactful and truthful person *(midzone Reasonable/Compassionate)*, but still often approves of others and wants harmony *(Accommodating)*, is tolerant and trusting *(Accepting)* and is a tender-hearted person *(Tender)*.

Reasons for the above pattern would need to be explored during feedback. It may be that this person has achieved very good type development, and is able to balance their approach to decision-making in this way. It could also be that these behaviours are the result of environmental conditioning, in which case they may be struggling, continuously working at odds with what is natural for them.

It is likely that this approach to decision-making is something that they are well aware of, and should provide an interesting discussion in the feedback session. It is also a good example of the depth of understanding that Step II can bring to a profile that may have caused confusion when purely using Step I, as this person is likely to feel very differently from many people with a Thinking preference. Note that they would also feel different from someone who shared the same Step II facet scores, but as In-Preference-scores for a Feeling preference.

Technical explanation: How has the report been generated like this?

The Step II instrument contains 166 questions. Of these 166 questions, 88 assess both the MBTI Step I and Step II. The remaining questions are used only to generate reported scores for Step II. The 88 questions are scored using the Step I scoring mechanism, and the results generated are shown on page 4 of the report. The answers (including the Step I 88) are then scored again against the Step II score key, and the Step II facet scores are generated.

As a consequence, the Step I preferences and Step II facets can operate independently of each other. It is worth remembering that the preferences are worth *more than the sum of their parts*, so it is not possible to simply add up the Step II facets to get the Step I preference.

It is also worth noting that some of the facets share more questions with Step I than others, and the ones that share fewer are more likely to result in an OOPS. This is based upon the conceptual generality of the facet and its correlations with the preference. An example for T–F is found below:

Facet	Thinking - Feeling # items for facet	# Step I items on facet scale
Logical - Empathetic	9	6
Reasonable - Compassionate	8	4
Questioning - Accommodating	7	2
Critical - Accepting	8	4
Tough - Tender	8	4

The first facet is fundamental to the overall preference, so it is not surprising in our example that the one In-Preference score is Logical. As it is also the one that shares the most questions with Step I, which also makes sense given that this an In-Preference score.

What do I do with this type of result?

The first thing to do is check the Preference Clarity Index on p 21 of the Step II Interpretive Report. It is likely to be slight, which suggests that this is a dichotomy that your client may be unclear about when exploring it in the self-assessment. Whether it is unclear or not it is important to explore this dichotomy with your client just as you would in a normal MBTI Step I feedback, and see what they decide their best-fit type is, as it could be that they decide that they have a preference for the other side of the pair instead.

Although it may be confusing at first glance, ultimately your client is likely to have an understanding of how and why their profile may look like this. Often throwing it over for your client to explain and helping them to explore for examples surrounding the facets can be a useful approach, and when a client does have a profile like this, this is often where Step II can be of most value for their development.