

Add value to your practice with the MBTI® Step II™ Assessment





Leanne Harris

Lead Consultant, Global Practitioner
Education


The Myers-Briggs Company




John Hackston

Head of Thought Leadership
The Myers-Briggs Company





“ I’ve heard about Step II. What is it and how can it help me? Is it worth stepping up to Step II?”



Objectives of today's session

- To highlight how the MBTI® Step II assessment can add value to your use of Step I
- To share examples of applying Step II for individuals and teams
- To show the added value of the Step II report
- To illustrate unique Step II resources
- To show what you will get from your Step II Certification training



Fundamentals of the MBTI® Framework



The Four MBTI® Preference Pairs

EXTRAVERSION

INTROVERSION

How do you direct and receive energy?

SENSING

INTUITION

How do you take in information?

THINKING

FEELING

How do you decide and come to conclusions?

JUDGING

PERCEIVING

How do you approach the outside world?

Myers-Briggs® Type Table

WHO ARE WE?

| | | | |
|---|--|---|--|
| <p>Thorough Conscientious Realistic</p> <p>ISTJ</p> <p>Detached Analytical Observant</p> <p>Systematic Organised Reserved</p> <p>Practical Logical Factual Efficient</p> | <p>Dependable Responsible Loyal</p> <p>ISFJ</p> <p>Considerate Sensitive Thorough</p> <p>Patent Realistic Understanding</p> <p>Organised Practical Detailed Kind</p> | <p>Visionary Imaginative Reflective</p> <p>INFJ</p> <p>Reserved Empathetic Sensitive</p> <p>Contemplative Idealistic Intense</p> <p>Insightful Caring Compassionate</p> | <p>Innovative Independent Logical</p> <p>INTJ</p> <p>Objective Insightful Demanding</p> <p>Strategic Reflective Conceptual</p> <p>Competent Productive Theoretical</p> |
| <p>Realistic Trouble-shooter Factual</p> <p>ISTP</p> <p>Egredient Detached Objective</p> <p>Adaptable Logical Independent</p> <p>Analytical Emergent Practical</p> | <p>Practical Caring Accommodating</p> <p>ISFP</p> <p>Moderate Adaptable Gentle Loyal</p> <p>Kind Considerate Spontaneous</p> <p>Cooperative Observant Tolerant</p> | <p>Flexible Insightful Developmental</p> <p>INFP</p> <p>Reflective Idealistic Spontaneous</p> <p>Complex Empathetic Contained</p> <p>Compassionate Caring Imaginative</p> | <p>Theoretical Detached Skeptical</p> <p>INTP</p> <p>Strategic Insightful Contained</p> <p>Independent Challenging Logical</p> <p>Conceptual Analytical Innovative</p> |
| <p>Active Logical Trouble-shooter</p> <p>ESTP</p> <p>Analytical Outgoing Enthusiastic</p> <p>Observant Resourceful Practical</p> <p>Adaptable Spontaneous Realistic</p> | <p>Adaptable Energetic Cooperative</p> <p>ESFP</p> <p>Playful Organious Resourceful</p> <p>Realistic Spontaneous Tolerant</p> <p>Enthusiastic Observant Friendly</p> | <p>Imaginative Energetic Innovative</p> <p>ENFP</p> <p>Expressive Cooperative Friendly</p> <p>Spontaneous Flexible Enthusiastic</p> <p>Persuasive Emergent Spontaneous</p> | <p>Enthusiastic Imaginative Flexible</p> <p>ENTP</p> <p>Analytical Challenging Conceptual</p> <p>Outspoken Emergent Theoretical</p> <p>Enterprising Resourceful Logical</p> |
| <p>Assertive Decisive Realistic Logical</p> <p>ESTJ</p> <p>Objective Practical Structured</p> <p>Organised Responsible Efficient</p> <p>Pragmatic Straightforward Direct</p> | <p>Organised Supportive Outgoing</p> <p>ESFJ</p> <p>Friendly Accepting Decisive Loyal</p> <p>Practical Cooperative Realistic</p> <p>Sympathetic Appreciative Warm</p> | <p>Empathetic Diplomatic Imaginative</p> <p>ENFJ</p> <p>Persuasive Organised Spontaneous</p> <p>Articulate Sensitive Friendly</p> <p>Collaborative Enthusiastic Warm</p> | <p>Strategic Questioning Theoretical</p> <p>ENTJ</p> <p>Direct Objective Decisive</p> <p>Innovative Structured Challenging</p> <p>Confident Assertive Competent</p> |



Some challenges faced by MBTI® practitioners

- “MBTI just puts you in a box!”
- “I can’t decide my Best Fit or my type has changed”
- “I know what my 4 letters are, so what?”
- Teambuild with 6 ESTJs
- MBTI knock-offs & online quizzes





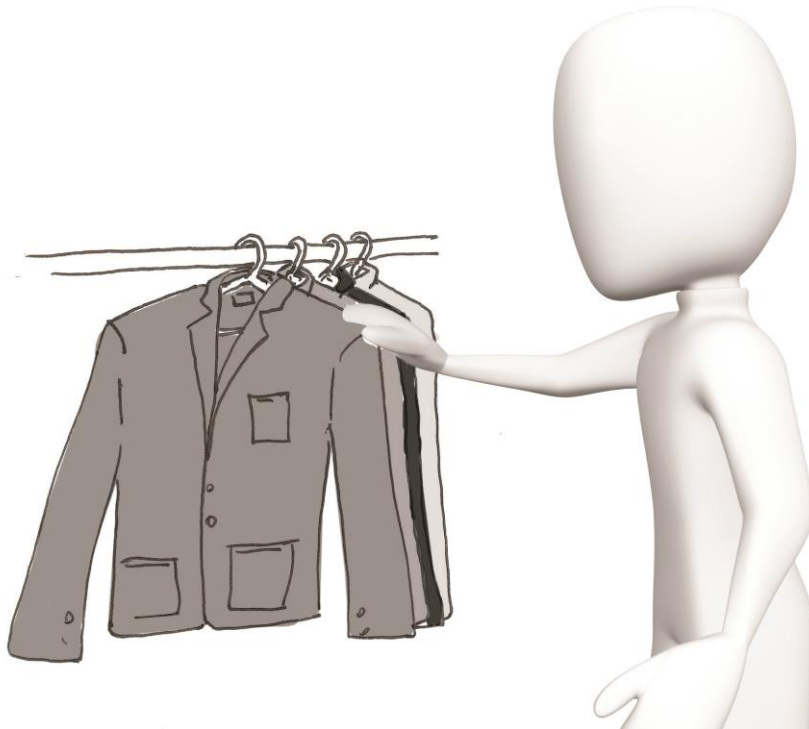
The MBTI® Step II™ Assessment



What is MBTI Step II?

- For each Step I preference pair, Step II provides five facets to show how an individual is likely to express preferences
- Step II is firmly rooted in Step I. It is not a replacement
- The questions are from those written by Isabel Myers
- Step II looks at expressed behaviour that highlights the individual's uniqueness in their type
- There are no right or wrong, better or worse profiles

Off the peg v. tailored to fit



How well does your type fit you?

- I have some non typical behaviours on EI
- I have some non typical behaviours on SN
- I have some non typical behaviours on TF
- I have some non typical behaviours on JP
- I am typical across all four preference pairs

The 20 Step II™ Facets

Your Step II™ Facet Results



Extraversion

Initiating
Expressive
Gregarious
Active
Enthusiastic



Introversion

Receiving
Contained
Intimate
Reflective
Quiet



Thinking

Logical
Reasonable
Questioning
Critical
Tough



Feeling

Empathetic
Compassionate
Accommodating
Accepting
Tender



Sensing

Concrete
Realistic
Practical
Experiential
Traditional



Intuition

Abstract
Imaginative
Conceptual
Theoretical
Original



Judging

Systematic
Planful
Early Starting
Scheduled
Methodical



Perceiving

Casual
Open-Ended
Pressure-Prompted
Spontaneous
Emergent

Step II Facets

- Some aspects of the expression of the overall preference. Five per preference pair.
- Provide insight into the distinctive ways a person expresses their type
- May reflect ways that less-preferred aspects of personality are expressed
- Are still preferences, client chooses what fits best for them



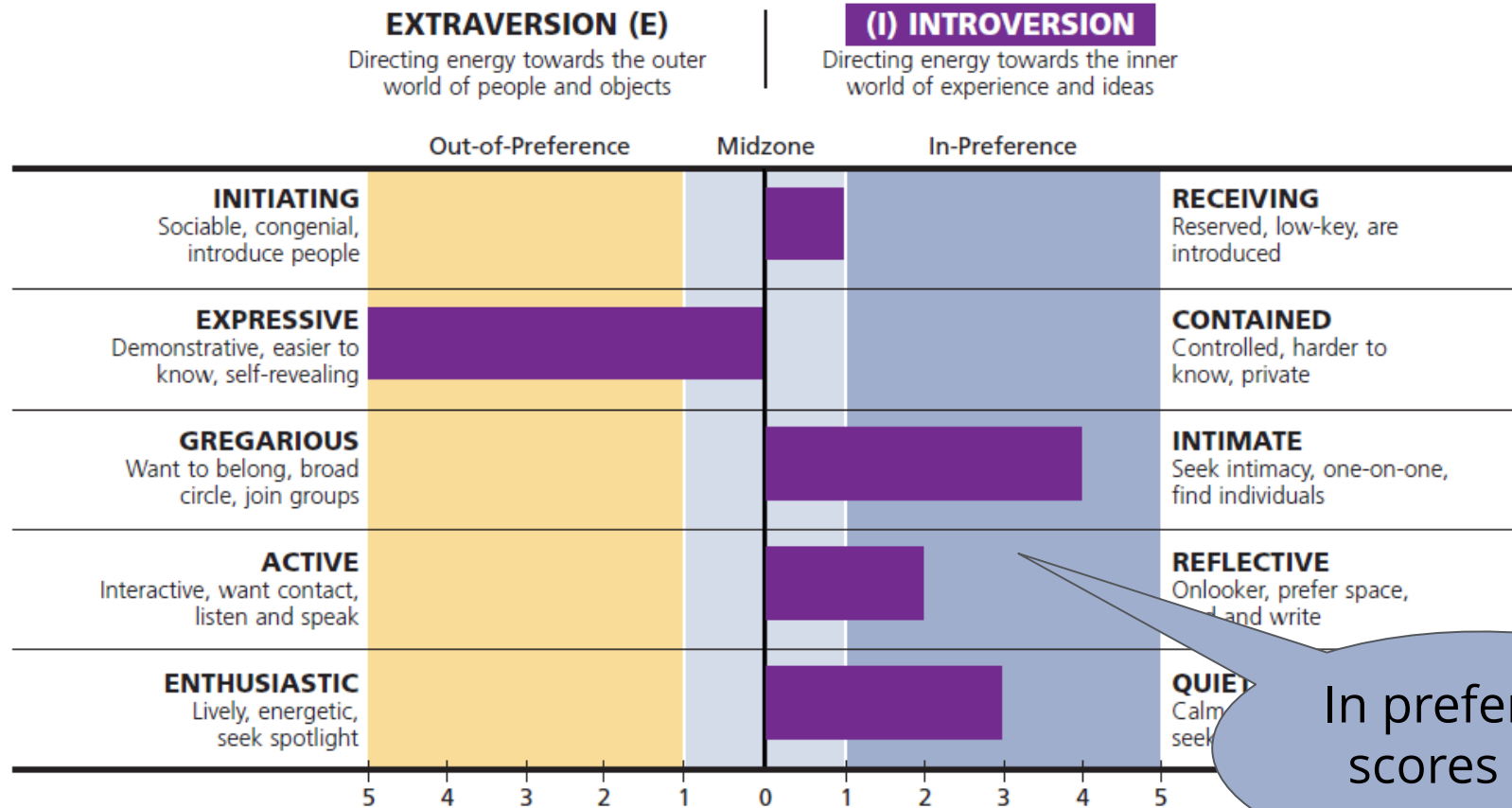
MBTI® Step II adds value to your Step I practise

- Acknowledges the uniqueness of each individual profile
- Helps to avoid stereotyping
- Helps to avoid polarising
- Helps to address simplistic understandings of Step I
- Provides a richer language for the four preference pairs

Introducing Facet scores

- Described in categories: in-preference, midzone, out-of-preference
- Each category of results provide a different behavioural description in the report
- The goal of the Step II is to identify and describe within type differences - individuality

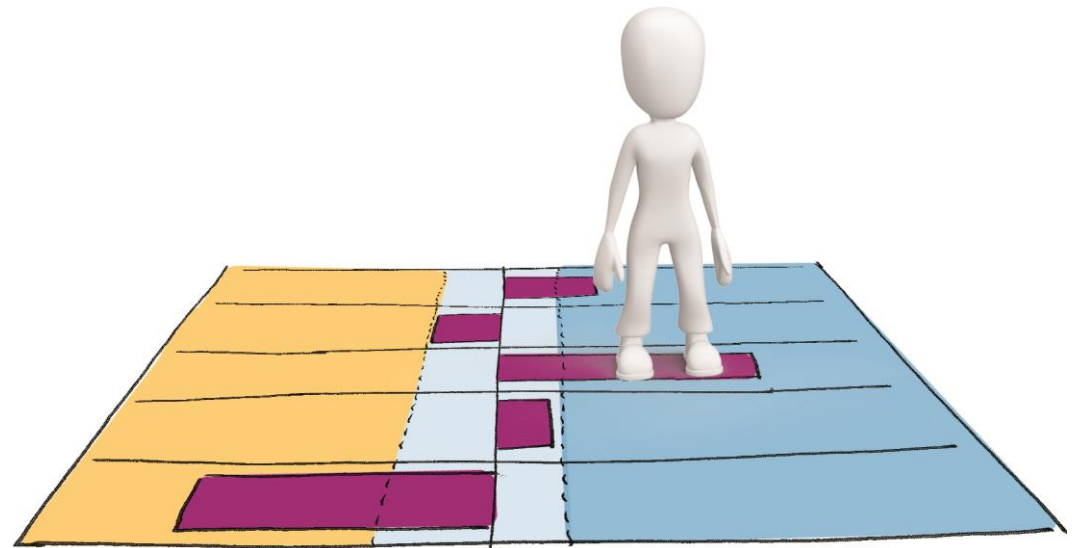
Step II facet scores



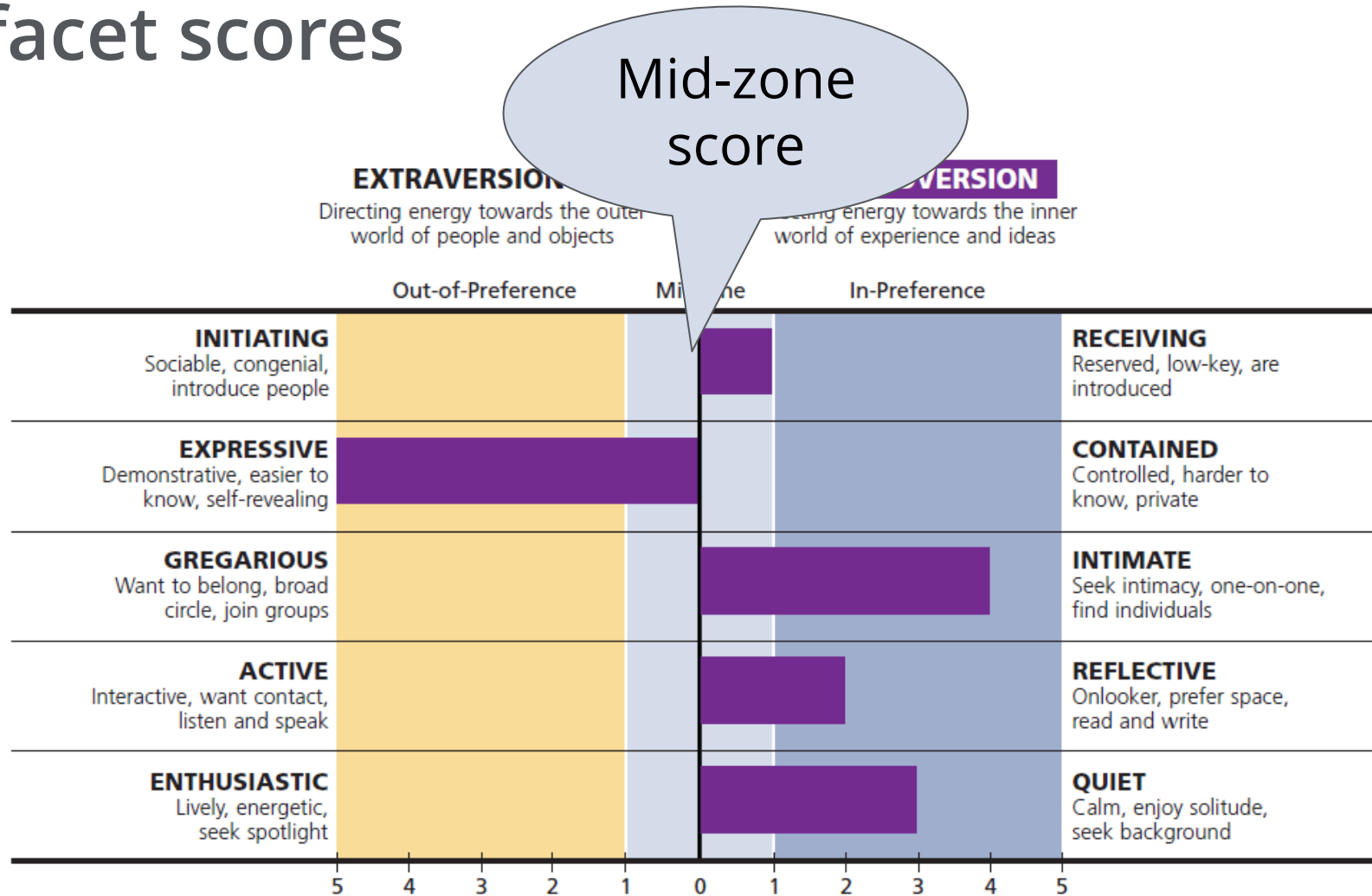
In preference scores (IPS)

In-preference scores

- The facet behaviour is what you would expect from someone with that underlying preference
- Useful to explore possible bias towards this preference and when it may be helpful to flex to the opposite side

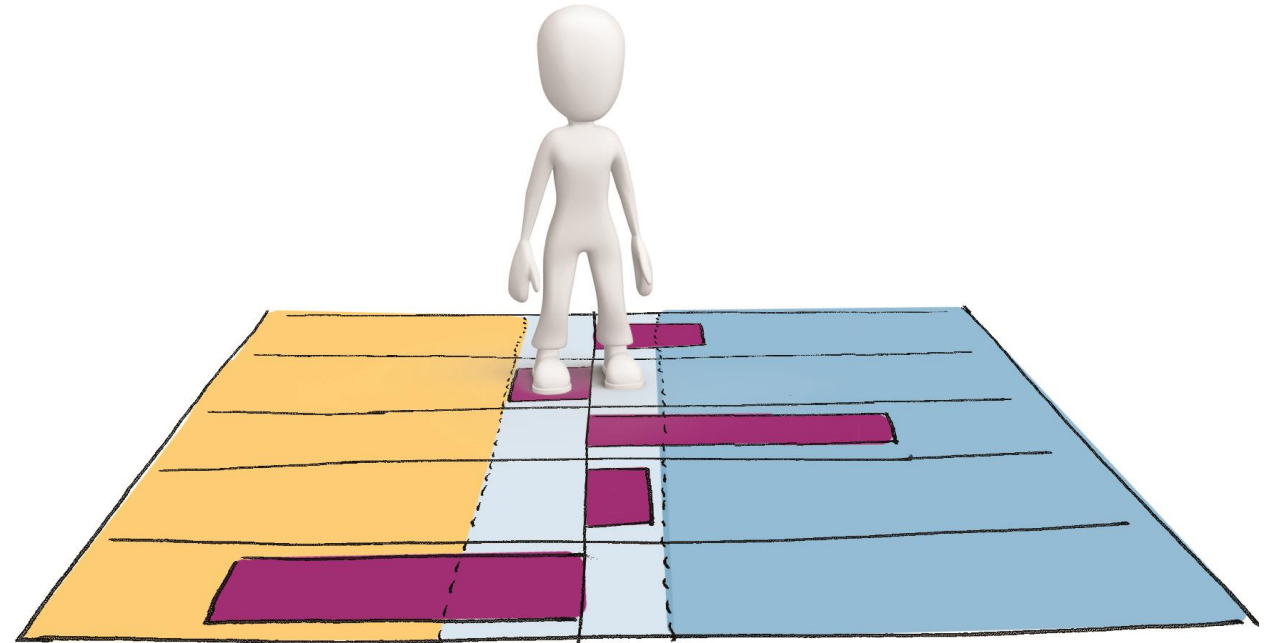


Step II facet scores

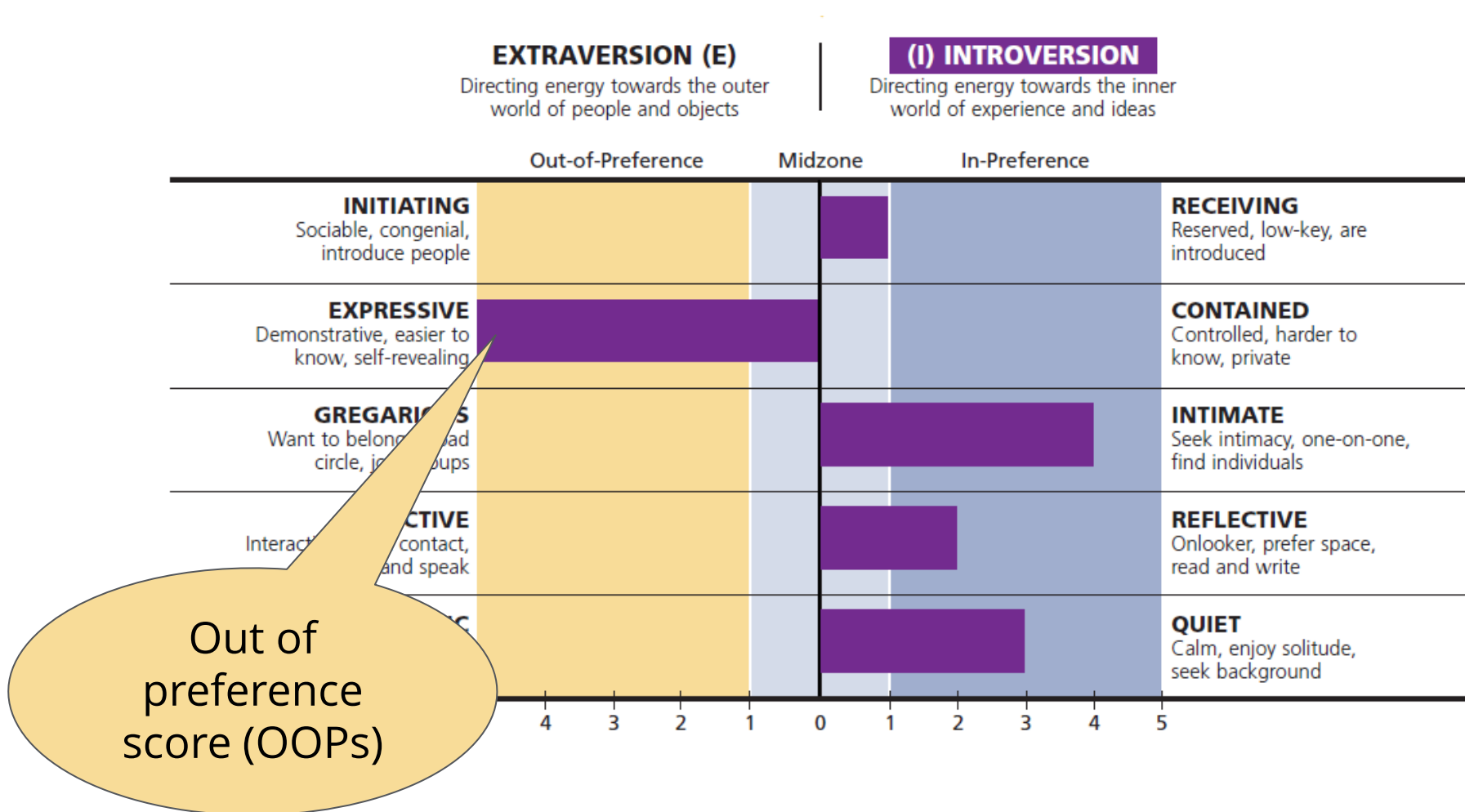


Midzone scores

- May be as a result of:
 - situational use of each pole of the facet
 - uncertainty about which behaviour to use
 - flexibility
- Useful to explore choice in using either side and how it is seen by others

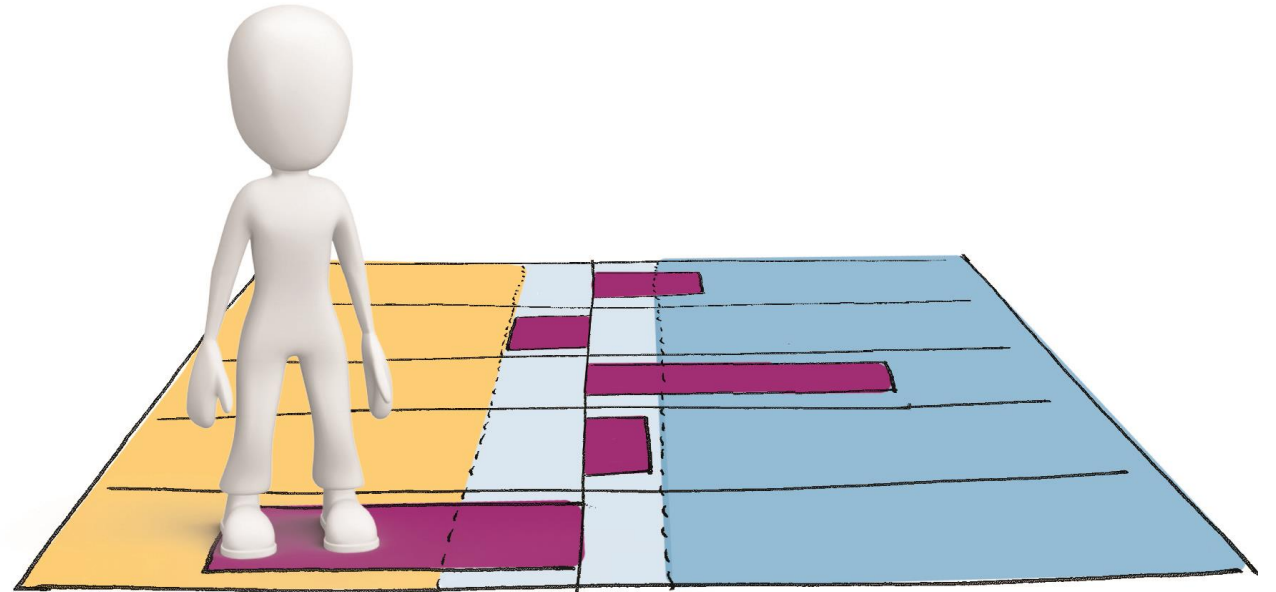


Step II facet scores



Out-of-preference scores

- This indicates where the individual shows differences in behaviour to others of their type
- Could result from conscious development or adapted behaviour or other reasons
- Explore how the individual experiences the behaviour – useful flex or difficult tension



When to Use Step II™

- Only when Step I has already been completed and Best Fit found
- Time – feedback session typically takes longer than Step I
- Can be used with individuals and teams
- Client needs and purposes





Applications for Step II™



Benefits of using Step II for individuals

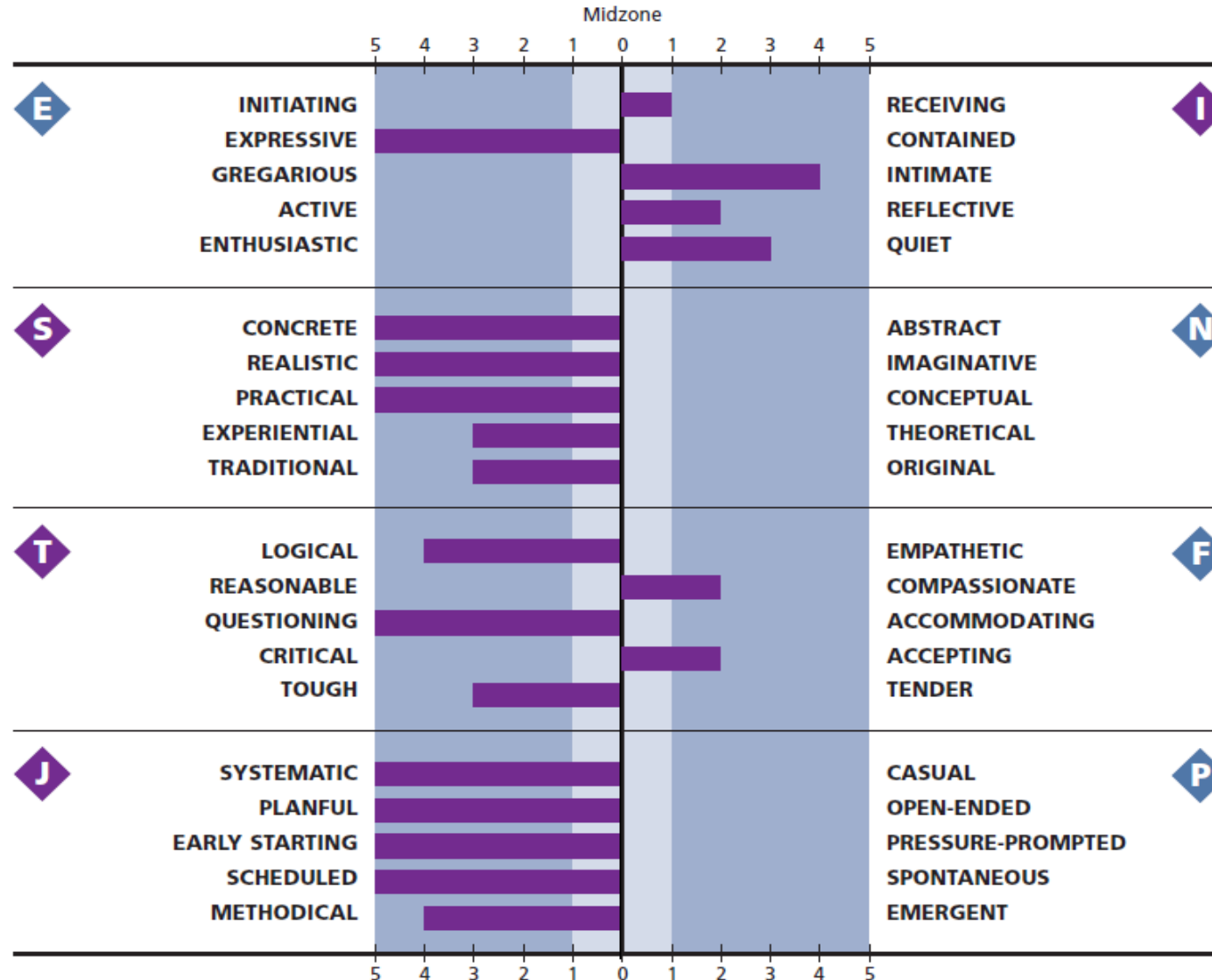
- Help clarify best fit
- Understand how an individual expresses their type
- Information about type development over time
- Support for:
 - Executive and leadership development
 - Career development
 - Individual and relationship counselling

Individual Stories

- **Peter (E/ISTJ):** reported ESTJ but only slight on E preference
 - “I feel more like an Introvert but everyone I know tells me I’m an extravert.”
 - I always was pretty clear that I have Thinking preference - I’m an accountant after all. But in the past few years I feel more in touch with my Feeling side. Is my type changing?



Peter's Step II Profile



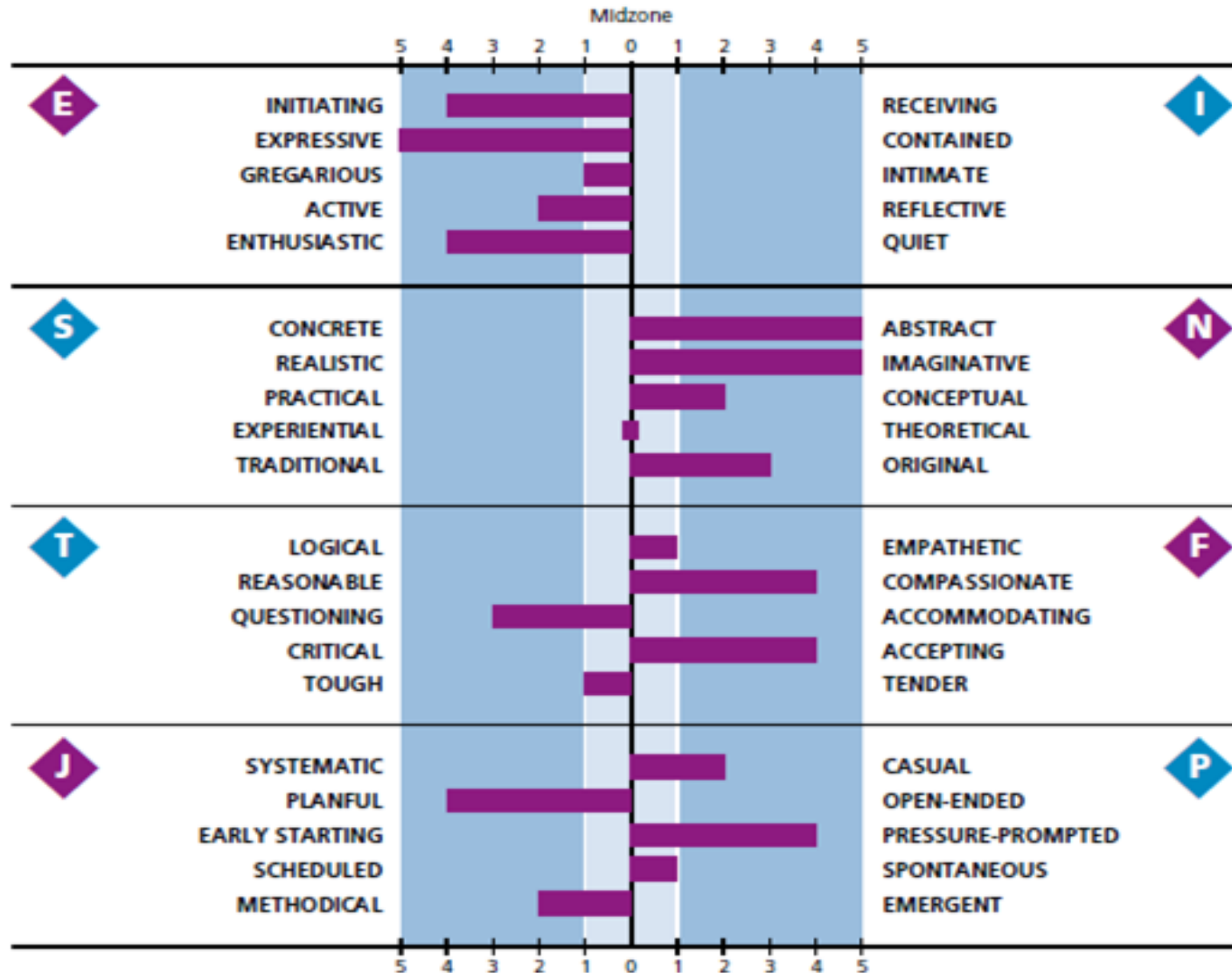
Expressive,
Compassionate, Accepting
ISTJ

Individual Stories

- **Beth (ENFJ):** reported “clear” preferences for ENF and a “moderate” preference for J. A few months after a Step I interpretation session, Beth had questions:
 - “Sometimes I come across as blunt and challenging which can be surprising to my colleagues. How can I use this behaviour effectively?”
 - “I think I’m a J but end up doing things at the last minute.”



Beth's Step II profile



Giving individual Step II feedback

- Can be done as soon as the individual has been through a Step I Best Fit session
- Allow at least two hours
- More client led than Step I and focused on development coaching
- Can lead to an ongoing coaching discussion over a number of sessions
- Step II feedback cards available to support

Benefits of MBTI Step II with a team

- Show that individuals within a team can differ from one another even if they have the same type
- Helps to avoid type stereotyping amongst the team
- Helps team members understand each others' strengths and needs better
- Helps avoid team polarisation
- Helps highlight team dynamics and blindspots
- Can be applied to conflict, decision-making, change and communication

A finance team

Tom
Ian
Ken
Pat

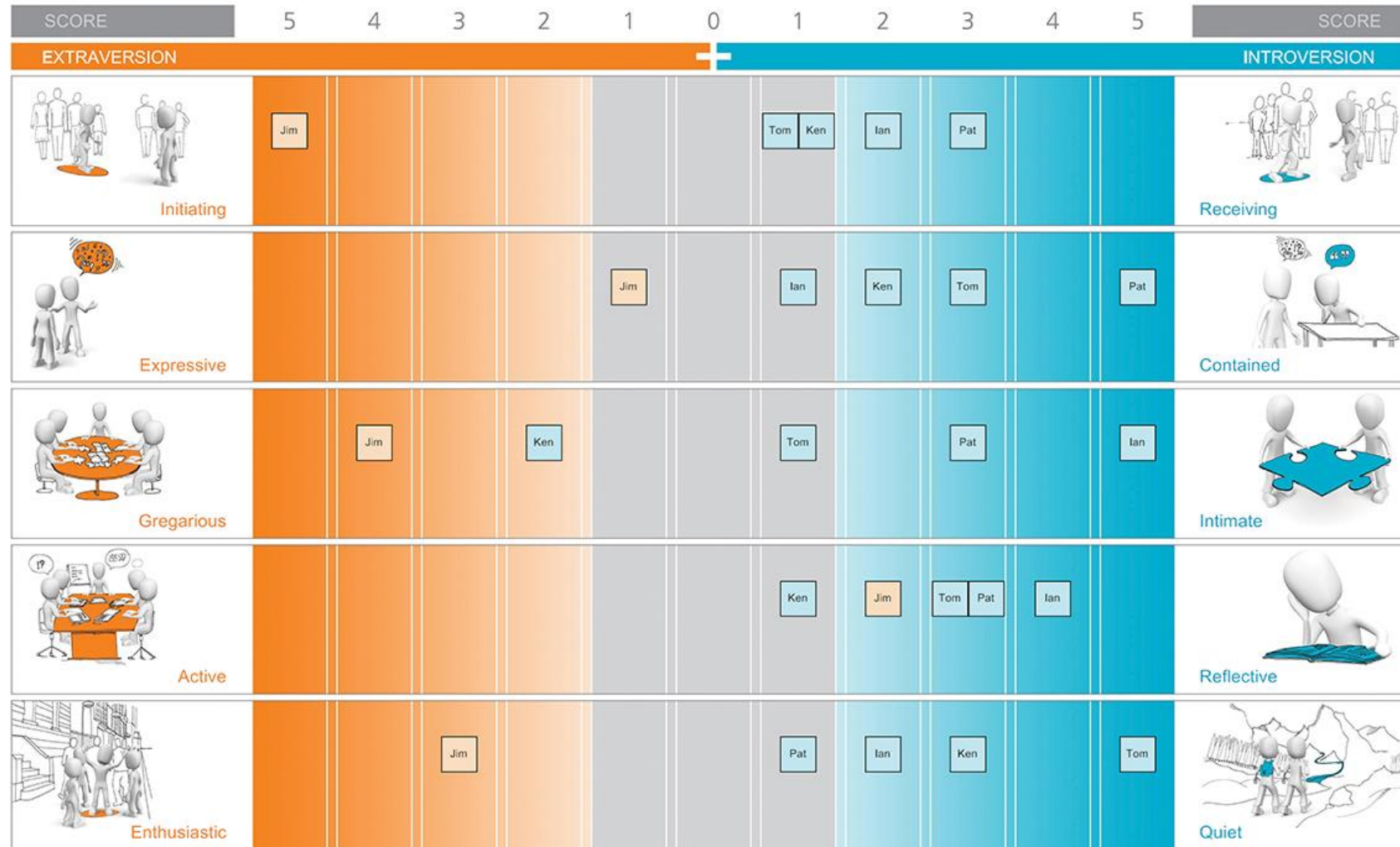
WHO ARE WE?

| | | | |
|--|---|---|---|
| Thorough Conscientious Realistic ISTJ Detailed Analytical Observant Organized Reserved Practical Logical Factual Efficient | Dependable Responsible Loyal ISFJ Considerate Sensitive Thorough Organized Practical Detailed Kind Patient Realistic Unflinching | Visionary Imaginative Reflective INFJ Contemplative Idealistic Intense Reserved Empathetic Sensitive Insightful Caring Compassionate | Innovative Independent Logical INTJ Comprehending Demanding Strategic Reflective Conceptual Objective Analytical |
| Realistic Trouble-shooter Factual ISTP Expedient Detached Objective Analytical Emergent Practical Adaptable Logical Independent | Practical Caring Accommodating ISFP Kind Compassionate Gentle Loyal Cooperative Observant Tolerant Modest Adaptable Creative | Flexible Insightful Developmental INFP Reflective Idealistic Spontaneous Compassionate Caring Imaginative Complex Empathetic Contained | Theoretical Detached Sceptical INTP Conceptual Analytical Innovative Independent Challenging Logical Strategic Analytical |
| Active Logical Trouble-shooter ESTP Analytical Outgoing Enthusiastic Adaptable Spontaneous Realistic Observant Resourceful Practical | Adaptable Energetic Cooperative ESFP Enthusiastic Observant Friendly Joyful Gregarious Resourceful Jovial Generous Spontaneous | Imaginative Energetic Innovative ENFP Persuasive Emergent Spontaneous Outgoing Enthusiastic Friendly Expressive Cooperative | Enthusiastic Imaginative Flexible ENTP Analytical Challenging Conceptual Enterprising Resourceful Logical Outspoken Emergent Theoretical |
| Assertive Decisive Realistic Logical ESTJ Objective Practical Structured Pragmatic Straightforward Direct Organized Responsible Efficient | Organized Supportive Outgoing ESFJ Sympathetic Appreciative Warm Practical Cooperative Realistic Friendly Sociable | Empathetic Diplomatic Imaginative ENFJ Collaborative Enthusiastic Warm Persuasive Organized Responsible Warm Sociable | Strategic Questioning Theoretical ENTJ Confident Assertive Competent Innovative Structured Challenging Direct Logical Objective |

Jim



Expression of E-I in the Finance team



Giving group Step II feedback

- Most successful when a team has worked with Step I for a while and are looking for more
- Allow at least four hours for group feedback and a full day for a Step II teambuild
- Exercises available to illustrate Step II facets at a group or team level
- Team exercises on applications such as communication, conflict, decision-making and change

Interpretative Report for Step II™

- Includes descriptors for each facet based on your verified type and category
- Additional pages for communication, conflict, change, and decision-making styles and how to enhance them
- Type dynamics, individualized type, overview of results





Additional Step II resources

- Personal Typies
- Team Typies
- Practical resources for running Team events

MBTI Typies



Step II Personal Type

Denise

Empathetic

Conceptual

Casual Intimate

Emergent Contained

Open-Ended Reflective

Pressure-Prompted Initiating


Theoretical Spontaneous Accommodating


Tender Imaginative Compassionate

Enthusiastic Original

Abstract Questioning

Accepting

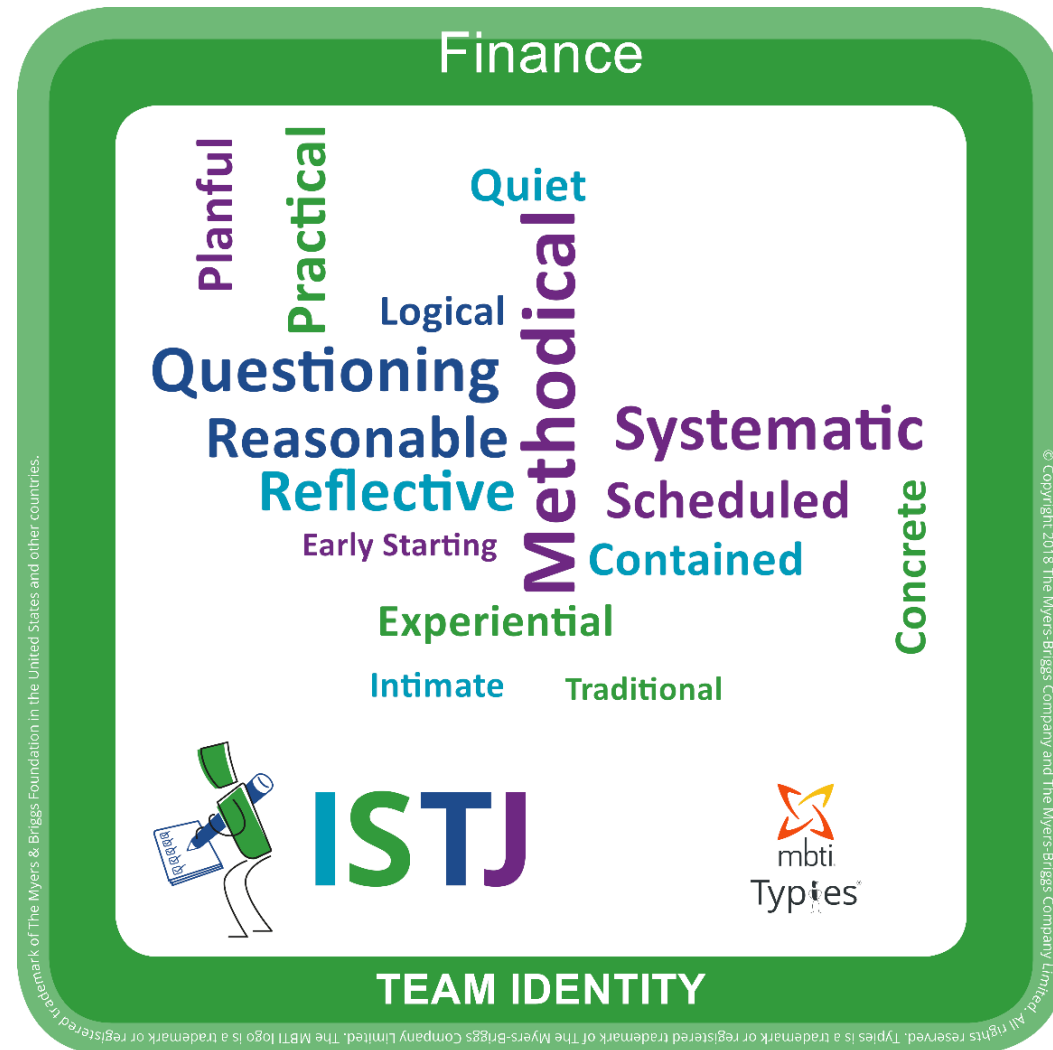
 **INFP**

 **mbti
Types**

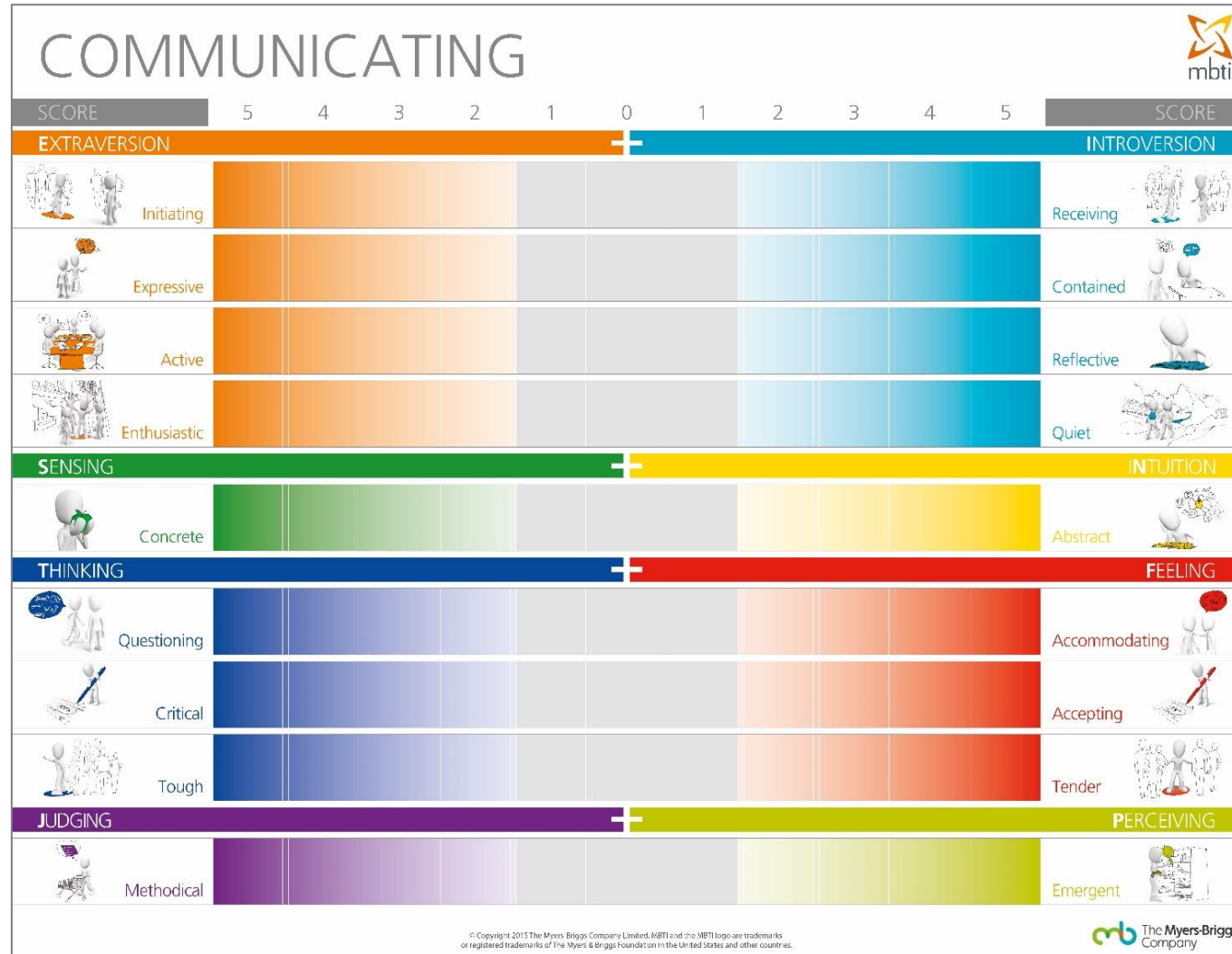
THOUGHTFUL IDEALIST

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Finance team – team identity



Team Communication Poster



Step II Certification Programme

- A two day workshop supported by e-learning to help you feel confident using MBTI Step II with individuals and teams:
 - Become familiar with the Step II facets so you can explain them and interpret Step II profiles
 - Gain the skills required to deliver individual and group feedback
 - Practise using Step II in an individual feedback session
 - Learn how type dynamics can help to interpret a Step II profile
 - Understand how to use Step II in a coaching conversation
 - Experience the benefits of using Step II for team development

Resources included in the Training

- MBTI® Step II™ Manual,
- MBTI® Step II™ User's Guide
- MBTI® Step II™ Feedback Cards
- Step II Knowledge Bank with video feedback demonstrations and exercises
- Free access to Step II Personal Typies and Team Resources on the website

Understanding Your
MBTI® Step II™ Results



MBTI® Step II™
User's Guide





What are your questions?

