

Your essential introduction to the new MBTI® Global Assessment

Presented by Stu Belcher and Rich Thompson



Webinar agenda



- Brief review of the MBTI® assessment
- Explore the changes—including an overview of the MBTI® Global Step I™ and Step II™ questionnaire, new Probability Index, MBTI manuals and support materials
- What is coming next
- Q & A

Continuous Evolution



Katherine Cook Briggs 1875 -1968
Isabel Briggs Myers 1897-1980

1943

First version of the instrument
(Form A) copyrighted

1962

(Form F)
Manual 1st ed

1978

(Form G)

1998

(Form M & European Step I)
Manual Revision &
UK Supplement

2001

(Form Q)
2004 European Step II

2018

MBTI Global Assessment
Global Step I
Global Step II



Welcome, Stu Belcher!

To send an assessment to respondents, you must first click on the **Projects + Reports** tab and then create a project.



GET STARTED

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How Elevate Works



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To send assessments, you'll first create a project.



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Built for today's world, the new **MBTI Global Assessment** is now more relevant than ever.



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The latest version of the MBTI® assessment is now
live on Elevate.

- Fresh, up-to-date global sample
- Updated scoring system – the new Probability Index
- New personalized content portal for respondents

[www.themyersbriggs.com/
MBTIGlobalAssessment](http://www.themyersbriggs.com/MBTIGlobalAssessment)

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MBTI® Manual for the Global Step I™ and Step II™ Assessments 4th Ed - PDF Format
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YOUR MBTI® PROFILE

YOUR ASSESSMENTS

Introversion - Sensing - Thinking - Judging

Quiet and serious, you achieve success by being thorough and dependable. Friends describe you as practical, logical, matter-of-fact, realistic, and responsible. You decide logically what should be done and work toward it steadily, regardless of distractions. You take pleasure in making things orderly and organized, and you value traditions and loyalty.

FREE DOWNLOADS



ACCOUNT

Respondents have their own Elevate® account and can access this content by logging in to it.

FREE DOWNLOADS

Respondents can download their MBTI® Type Head and MBTI® Stress Head—for free!

ISTJ

Respondents have access to their MBTI® type after they have gone through an interpretation and you have added their verified MBTI® type to Elevate®.



ISTJ Strengths

- ◆ You have a strong sense of responsibility and great loyalty to family, relationships, and your employer. You work with steady energy to fulfill commitments as stated and on time.
- ◆ You will go to almost any amount of trouble to complete something you think is necessary but push back at doing anything that doesn't make sense.
- ◆ You generally prefer to work alone and be accountable for the results. However, you are comfortable working in teams or work groups when that is necessary to do the job right, when roles are clearly defined, and when people



Quiet and serious, you achieve success by being thorough and dependable.

ISTJ Strengths

Respondents can get an overview of their strengths at a glance.

Account Management

[Account User Profile](#)[Account Summary](#)**[MBTI® Assessment Preferences](#)**[Respondent Site](#)[User License](#)[Email Preferences](#)[Security Profile](#)

MBTI® Assessment Preference

MBTI® Step I™ (Form M) or Step II™ (Form Q)

This option allows you to save your **MBTI® assessment preference** for future projects. This will apply to **Form M and Form Q reports only**. To set your preference, select one of the assessments below and click **Save**. [Learn more](#).

- MBTI® Step I™ (Form M) (93 items)
- MBTI® Step II™ (Form Q) (144 items)

SAVE[CANCEL](#)

MBTI® Global Assessment Preference

MBTI® Global Step I™ or Step II™

This option allows you to save your **MBTI® global assessment preference** for future projects. This will apply to **MBTI global reports only**. To set your preference, select one of the assessments below and click **Save**. [Learn more](#).

- MBTI® Global Step I™ (92 items)
- MBTI® Global Step II™ (143 items)

SAVE[CANCEL](#)

MBTI® European Assessment Preference

MBTI® European Step I™ or Step II™

This option allows you to save your **MBTI® assessment preference** for future projects. This will apply to **MBTI® European Step I™ or Step II™ reports only**. To set your preference, select one of the assessments below and click **Save**. [Learn more](#).

- MBTI® European Step I™ (88 items)
- MBTI® European Step II™ (166 items)

SAVE[CANCEL](#)

Previous versions
remain available.

Now three to choose from

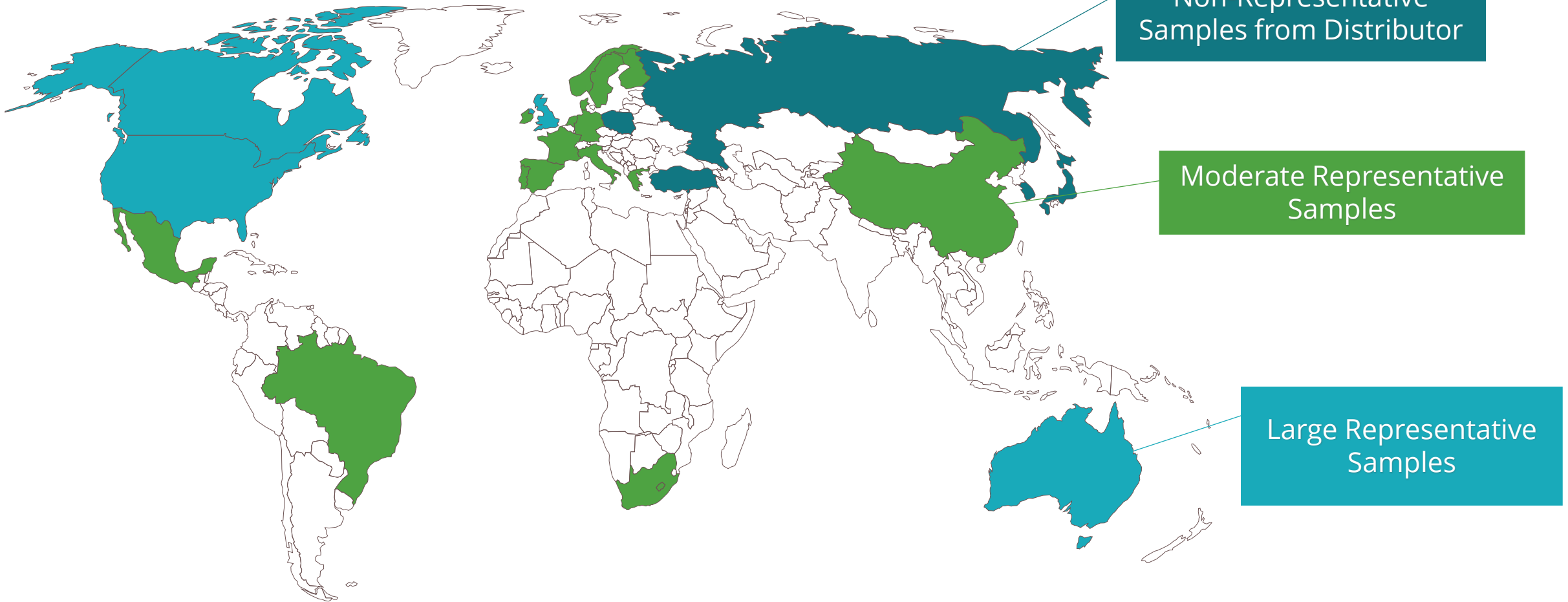
Updated assessments

Aims of Global Revision

- The Myers-Briggs Company had two overarching goals in undertaking the global revision:
 - preserve the integrity of the MBTI assessments
 - improve the assessments
- More specifically... The Myers-Briggs Company sought to:
 - update and/or collect representative samples in more countries around the world
 - use a statistical model consistent with type theory
 - if supported by data analysis, use the same scoring routine globally, so that scores can be compared across continents and languages

Reference: MBTI Manual Chapter 7 Construction

GRV samples by country



GRV samples by country

Large Samples	N
Australia (North American English)	776
Canada (North American English)	939
United Kingdom (European English)	2,831
United States (North American English)	3,578

**Total -
16,773**

Moderate-Size Samples	N
Brazil (Brazilian Portuguese)*	839
Canada (Canadian French)	176
China—Hong Kong, Taiwan (Traditional Chinese)	477
China—Mainland (Simplified Chinese)	521
Denmark (Danish)	468
Finland (Finnish)	524
France (European French)	472
Germany (German)	440
Greece (Greek)	277
Ireland (European English)	383

Moderate-Size Samples (Continued)	N
Italy (Italian)	458
Mexico (Latin American Spanish)†	359
Netherlands (Dutch)	506
Norway (Norwegian)	493
Portugal (European Portuguese)	503
South Africa (Afrikaans)*	505
South Africa (North American English)*	189
Spain (European Spanish)	564
Sweden (Swedish)	495

Reference: MBTI Manual Chapter 7 Construction



Updated assessments

Language availability – 27 languages (Available on Elevate Jan 2019)

- Arabic
- Bahasa Indonesian
- Brazilian Portuguese
- Cantonese (Traditional Chinese)
- Castilian Spanish
- Danish
- Dutch
- English
- Finnish
- French
- French Canadian
- German
- Greek
- Hebrew
- Italian
- Japanese
- Korean
- Latin American Spanish
- Norwegian
- Polish
- Portuguese
- Russian
- Simplified Mandarin
- Swedish
- Thai
- Turkish
- UK English

Updated assessments

How new MBTI® Global Assessments were designed

- 230 item research assessment included items of all current MBTI® commercial versions
 - Form M
 - Form Q
 - European Step I
 - European Step II
 - Also includes research items from some prior forms
- Implemented online for data collection using MBTI®Complete

Reference: MBTI Manual Chapter 7 Construction

Updated assessments

MBTI® Global Step I™ assessment

- 92 item MBTI® Global Step I™ (down from 93 in Form M)
 - EI 24 items
 - SN 24 items
 - TF 23 items
 - JP 21 items
- Draws largely equally on Form M and European Step I item sets
- Measure works “reasonably well” in all languages/countries in the global sample

Reference: MBTI Manual Chapter 7 Construction

Updated assessments

MBTI® Global Step I™ assessment – new scoring

- Three different scoring analysis strategies were used, all showing similar results:
 - Classical Test Theory
 - Item Response Theory
 - Latent Class Analysis
- Latent Class Analysis (LCA) is a statistical method for finding subtypes of related cases (latent classes) from **categorical data**
- LCA was selected with the key advantage being that it assumes people belong to one of some number of groups, or classes, a view that is consistent with MBTI type theory (Magidson, 1997)
- Already used in 2008 version of MMTIC.

Reference: MBTI Manual Chapter 7 Construction

Updated assessments

MBTI® Global Step I™ assessment – new scoring

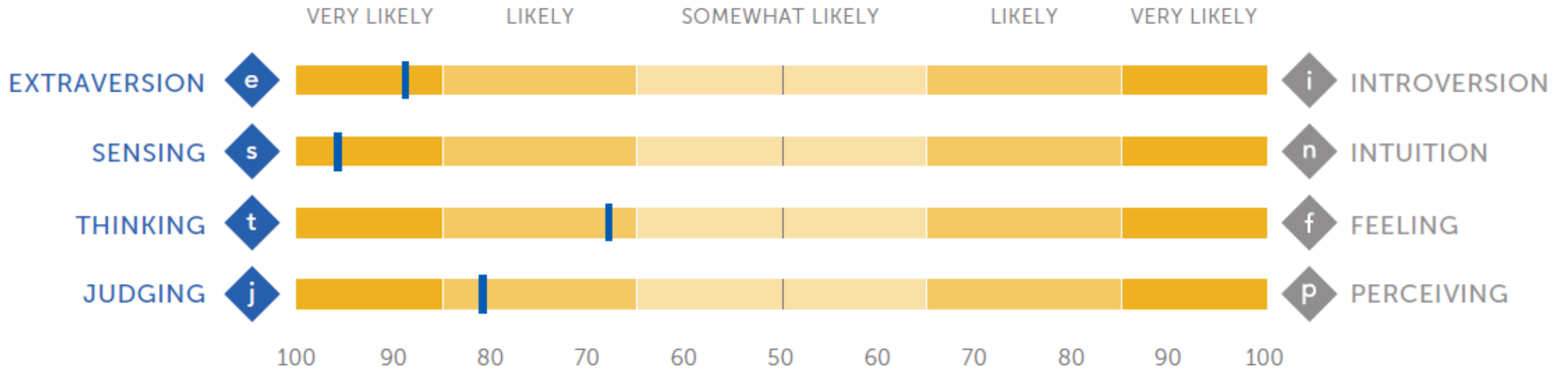
- Through MBTI® Complete, participants were asked for their Best Fit Type and how certain they were of each preference
- Analysis of the predictive power of the individual items was carried out to identify item weights
- Similar questions were removed, and those with the strongest item weights were selected (amongst other criteria)
- The consistency of response from participants resulted in three categories of response being identified.

Reference: MBTI Manual Chapter 7 Construction



New representation of scoring for MBTI® Global Step I™ assessment

PROBABILITY INDEX FOR EACH OF YOUR MBTI® PREFERENCES



PROBABILITY: EXTRAVERSION | 89 SENSING | 96 THINKING | 68 JUDGING | 81



Updated assessments

MBTI® Global Step II™ assessment

- 143 Items (down from 144) (range of 5-11 questions per facet)
- Explored the possibility of additional facets – none found
- Explored different ways to score the facets – IRT selected as most appropriate measure due to ‘trait-like’ nature of the facets

Reference: MBTI Manual Chapter 7 Construction

Updated assessments

MBTI® Global Step II™ assessment

- 18 Items load on multiple facets (All but one within same preference pair)
- All facets now have different Midzone descriptors for underlying preference
- Slight changes to report- including extra facets for applications
- Slight changes to distributions of scores:
 - 59% of scores are In Preference (down from 64%)
 - 33% of scores are Midzone (up from 26%)
 - 8% of scores are Out of Preference (down from 10%)

Reference: MBTI Manual Chapter 7 Construction

Updated assessments

Summary

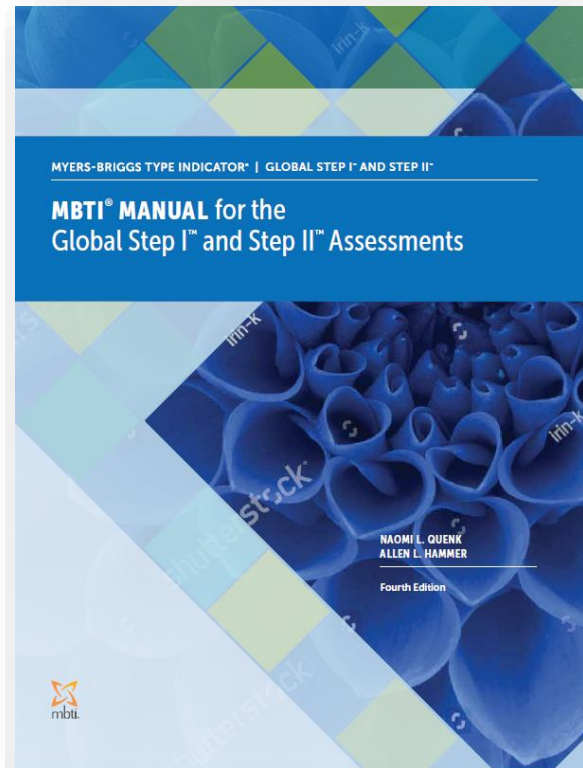
- MBTI® global assessments provide consistency for all users
- Probability Index replaces Preference Clarity Index
- LCA new scoring mechanism behind MBTI® Global Step I™
- IRT still used for MBTI® Global Step II™

Reference: MBTI Manual Chapter 7 Construction



MBTI® Manual

For the MBTI® Global Step I™ and Step II™ assessments



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Coming in 2019

A vertical timeline with a central green line ending in a downward-pointing arrow. Four horizontal bars cross the line: a teal bar at the top, a green bar, a teal bar, and a green bar.

MBTI® Complete availability

MBTIonline.com (default assessment)

MBTI® Step II™ Users Guide

Incorporation into MBTI® Certification Program (English language)



Q & A



www.themyersbriggs.com/MBTIGlobalAssessment



Thank you!