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Myers briggs letters meaning

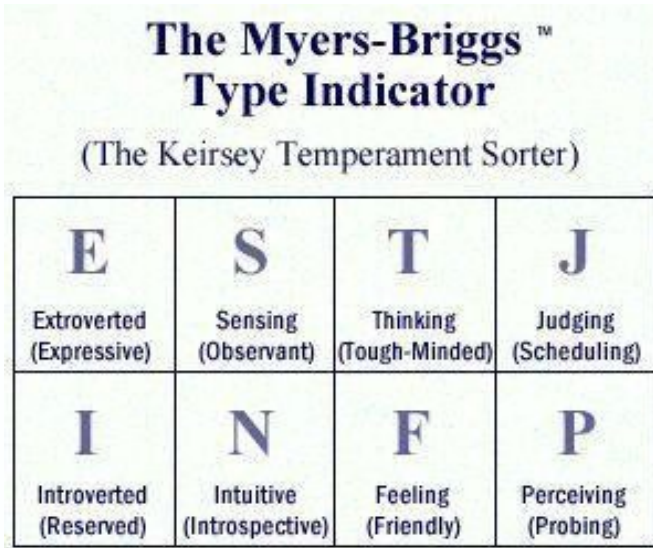
Model of personality types Several terms (e.g., ENFP, INTP and ISFJ) redirect here. These are Myers-Briggs personality types but are also used in Socionics and the Keirsey Temperament Sorter.



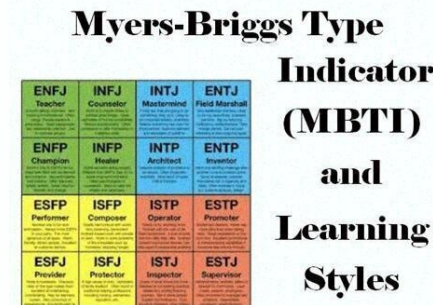
It enjoys popularity despite being widely regarded as pseudoscience by the scientific community.[1][2][3][4] The test attempts to assign a binary value to each of four categories: introversion or extraversion, sensing or intuition, thinking or feeling, and judging or perceiving. One letter from each category is taken to produce a four-letter test result representing one of sixteen possible personalities, such as "ISTJ" or "ENFP".[5][6][7] The MBTI was constructed by two Americans: Katharine Cook Briggs and her daughter Isabel Briggs Myers, who were inspired by the book Psychological Types by Swiss psychiatrist Carl Jung.[8] Isabel Myers was particularly fascinated by the concept of introversion and she typed herself as an "INFP". However, she felt the book was too complex for the general public, and therefore she tried to organize the Jungian cognitive functions to make it more accessible.[9] Most of the research supporting the MBTI's validity has been produced by the Center for Applications of Psychological Type, an organization run by the Myers-Briggs Foundation, and published in the center's own journal, the Journal of Psychological Type (JPT), raising questions of independence, bias, and conflict of interest.[10] Though the MBTI resembles some psychological theories, it has been criticized as pseudoscience[11] and is not widely endorsed by academic researchers in the psychology field.[12] The indicator exhibits significant scientific (psychometric) deficiencies, including poor validity, poor reliability, measuring categories that are not independent, and not being comprehensive.[13][14][15][16] History Katharine Cook Briggs and Isabel Briggs Myers extrapolated their MBTI theory from Carl Jung's writings in his 1921 book Psychological Types. Briggs began her research into personality in 1917. Upon meeting her future son-in-law, she observed marked differences between his personality and that of other family members. Briggs embarked on a project of reading biographies, and subsequently developed a typology wherein she proposed four temperaments: meditative (or thoughtful), spontaneous, executive, and social.[17][18] After the publication in 1923 of an English translation of Carl Jung's book Psychological Types (first published in German as Psychologische Typen in 1921), Briggs recognized that Jung's theory resembled, but went far beyond, her own.[19] Briggs's four types were later identified as corresponding to the IXXxs (Introverts: "meditative"), EXXPxs (Extraverts & Prospectors: "spontaneous"), EXTJs (Extraverts, Thinkers & Judgers: "executive") and EXFJs (Extraverts, Feelers & Judgers: "social").[i][17][18] Her first publications were two articles describing Jung's theory, in The New Republic, "Meet Yourself Using the Personality Paint Box" (1926)[20] and "Up From Barbarism" (1928).[21] After extensively studying the work of Jung, Briggs and her daughter extended their interest in human behavior into efforts to turn the theory of psychological types to practical use.[6][17] Although Myers graduated from Swarthmore College in political science in 1919,[22] neither Myers nor Briggs were formally educated in the discipline of psychology, and both were self-taught in the field of psychometric testing.[23] Myers therefore apprenticed herself to Edward N. Hay (1891–1958), the head personnel officer for a large Philadelphia bank. From Hay, Myers learned rudimentary test construction, scoring, validation, and statistical methods.[24] Briggs and Myers began creating their indicator during World War II (1939–1945)[6] in the belief that a knowledge of personality preferences would help women entering the industrial workforce for the first time to identify the sorts of war-time jobs that would be the "most comfortable and effective" for them.[23] The Briggs Myers Type Indicator Handbook, published in 1944, was re-published as "Myers-Briggs Type Indicator" in 1956.[25] Myers' work attracted the attention of Henry Chauncey, head of the Educational Testing Service, a private assessment-organization. Under these auspices, the first MBTI "manual" was published, in 1962. The MBTI received further support from Donald W. jucone MacKinnon, head of the Institute of Personality and Social Research at the University of California, Berkeley; W. Harold Grant, a professor at Michigan State University and Auburn University; and Mary H.



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Energy	Information
<p>I - Introversion Introverts get their energy from being alone in an small groups. Remember, being introverted does not mean you are shy. Some employees may be introverted but also very confident and confident.</p> <p>E - Extroversion Extroverts get their energy from other people. Introverts often find extroverts exhausting and may get tired from work on multiple things at a quick pace.</p>	<p>N - Intuition Intuitive people focus on possibilities. They see the big picture and how everything connects. They also enjoy ideas and concepts for their own sake.</p>
<p>T - Thinking Thinkers are logical and make decisions analytically. They value fairness and enjoy finding the flaws in an argument. Usually they are the level-headed.</p> <p>F - Feeling Feelers base decisions on personal values and how those decisions may affect others. They use their decisions as empathetic and warm.</p>	<p>S - Sensing Sensors are realists. They use their five senses to assess how things are and pay attention to concrete facts and details.</p>
<p>Decisions</p>	<p>Organization</p>

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Most of the time, [verification needed][39] The four categories are introversion/extraversion, sensing/intuition, thinking/feeling, judging/perceiving

of the world. The four functions (or types) are: sensing (S), intuition (I), thinking (T), and feeling (F). The MBTI emphasizes the value of naturally occurring differences.[40] "The underlying assumption of the MBTI is that we all have specific preferences in the way we construe our experiences, and these preferences underpin our interests, needs, values, and motivation." [41] The MBTI Manual states that the indicator "is designed to implement a theory; therefore, the theory must be understood to understand the MBTI".[42] Fundamental to the MBTI is the hypothesis of psychological types as originally developed by Carl Jung.[23] Jung proposed the existence of two dichotomous pairs of cognitive functions: The "rational" (judging) functions: thinking and feeling. The "irrational" (perceiving) functions: sensation and intuition. Jung believed that for every person, each of the functions is expressed primarily in either an introverted or extraverted form.[43] Based on Jung's original concepts, Briggs and Myers developed their own theory of psychological type, described below, on which the MBTI is based. ^{[[mosazu](#)]} According to psychologist Hans Eysenck writing in 1995 the 16 personality types used in MBTI are incomplete, as Jung's theory used 32 types, 16 of which could not be measured by questionnaire. Per Eysenck, it was unfair to Jung to claim the scale accurately measured Jungian concepts.[44] Both Jung's original model and the simplified MBTI remain hypothetical, with no controlled scientific studies supporting either.[45] Differences from Jung This section may need to be rewritten to comply with Wikipedia's quality standards.

You can help. The talk page may contain suggestions. ^{[[guataesap](#)]} (March 2022) Jung did not see the types (such as intra- and extraversion) as dualistic, but rather as tendencies: both are innate and have the potential to balance.[46][12] Jung's typology theories postulated a sequence of four cognitive functions (thinking, feeling, sensation, and intuition) that are used in a specific order, with the first function being the dominant function for the first three dichotomies, and the second function being the auxiliary function for the fourth dichotomy. The MBTI Manual states that Jung's typology theories postulated a sequence of four cognitive functions (thinking, feeling, sensation, and intuition) that are used in a specific order, with the first function being the dominant function for the first three dichotomies, and the second function being the auxiliary function for the fourth dichotomy. 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The presumed order of functions 1 to 4 did only occur in one out of 540 test results.(49) Four dichotomies Carl Jung Subjective Objective Perception Intuition/Sensing Introversion/Extraversion 1 Judging Feeling/Thinking Introversion/Extraversion 2 Myers-Briggs, 16 Personalities Subjective Objective Deduction Deduction, Induction Intuition/Sensing Introversion/Extraversion Intuition/Feeling Deduction Deduction Retroduction Feeding Thinking Judging The four pairs of preferences or "dichotomies" are shown in the adjacent table.

The terms used for each dichotomy have specific technical meanings relating to the MBTI which differ from their everyday usage. For example, people who prefer judgment over perception are not necessarily more "judgmental" or less "perceptive"; nor does the MBTI instrument measure aptitude; it simply indicates for one preference over another.[5] Someone reporting a high score for extraversion over introversion cannot be correctly described as more extraverted; they are simply having a clear preference. Pointing out such differences can vary considerably from person to person, even among those with the same type. However, Isabel Myers considered the direction of the preference (for example, E vs. I) to be more important than the degree of the preference (for example, very clear vs. slight).[27] The three functions are: sensing, feeling, and thinking. Sensing is the sum of the four individual preferences. The preferred function determines the type dynamics and type development. Attitudes: extraversion/introversion Myers-Briggs often uses the term "extraversion" as shorthand for "extraversion over introversion." Jung first used the term "Extraversion" when literally outward turning, inward-turning.[54] These specific definitions differ somewhat from the popular usage of the words. Extraversion is the spelling used in MBTI publications. The preferences for extraversion and introversion are also called "attitudes". Briggs and Myers recognized that each of the cognitive functions can operate in the external world of behavior, action, people, and things ("extraverted attitude") or the internal world of ideas and reflection ("introverted attitude"). The MBTI assessment sorts for an overall preference for one or the other. People who prefer extraversion draw energy from action: they tend to act, then reflect, then act further. If they are inactive, their motivation tends to decline. To rebuild their energy, extraverts need breaks from time spent in reflection. Conversely, those who prefer introversion "expend" energy through action: they prefer to reflect, then act, then reflect again. To rebuild their energy, introverts need quiet time alone, away from activity.[55] An extravert's flow is directed outward toward people and objects, whereas the introvert's is directed inward toward concepts and ideas. Contrasting characteristics between extraverted and introverted people include: Extraverts are action-oriented, while introverts are thought-oriented. Extraverts seek breadth of knowledge and influence, while introverts seek depth of knowledge and influence. Extraverts often prefer more frequent interaction, while introverts prefer more substantial interaction. Extraverts recharge and get their energy from spending time with people, while introverts recharge and get their energy from spending time alone; they consume their energy through the opposite process.[56] Functions: sensing/intuition and thinking/feeling Main article: Jungian cognitive functions Jung identified two pairs of psychological functions: Two perceiving functions: sensation (usually called sensing in MBTI writings) and intuition (Two judging functions: thinking and feeling According to Jung's typology model, each person uses one of these four functions more dominantly and proficiently than the other three; however, all four functions are used at different times depending on the circumstances.

Jung distinguished eight basic functions of consciousness, which he combined into four archetypes of functions and attitudes, four of which are largely conscious and four unconscious.[5] John Beebe created a model that combines eight of Jung's archetypes of functions and attitudes, four of which are largely conscious and four unconscious.[5] John Beebe created a model that combines eight of Jung's archetypes of functions and attitudes, four of which are largely conscious and four unconscious.[5] John Beebe created a model that combines eight of Jung's archetypes of functions and attitudes, four of which are largely conscious and four unconscious.[5]

performing the role of an archetype within an internal dialog.[57] Sensing and intuition are the information-gathering (perceiving) functions. They describe how new information is understood and interpreted. Those who prefer sensing are more likely to trust information that is in the present, tangible, and concrete; that is, information that can be understood by the five senses. They tend to distrust hunches, which seem to come "out of nowhere".[58] They prefer to look for details and facts. For them, the meaning is in the data. On the other hand, those who prefer intuition tend to trust information that is less dependent upon the senses, that can be associated with other information (either remembered or discovered by seeking a wider context or pattern). They may be more interested in future possibilities. For them, the meaning is in the underlying theory and principles which are manifested in the data.[5] Thinking and feeling are the decision-making (judging) functions. The thinking and feeling functions are both used to make rational decisions, based on the data received from their information-gathering functions (sensing or intuition). Those who prefer thinking tend to decide things from a more detached standpoint, measuring the decision by what seems reasonable, logical, causal, consistent, and matching a given set of rules. Those who prefer feeling tend to come to decisions by associating or empathizing with the situation, looking at it 'from the inside' and weighing the situation to achieve, on balance, the greatest harmony, consensus and fit, considering the needs of the people involved. Thinkers usually have trouble interacting with people who are inconsistent or illogical, and tend to give very direct feedback to others. They are concerned with the truth and view it as more important.[7] As noted already, people who prefer thinking do not necessarily, in the everyday sense, "think better" than their feeling counterparts, in the common sense; the opposite preference is considered an equally rational way of coming to decisions (and, in any case, the MBTI assessment is a measure of preference, not ability). Similarly, those who prefer feeling do not necessarily have "better" emotional reactions than their thinking counterparts.[5] Dominant function According to Jung, people use all four cognitive functions. However, one function is generally used in a more conscious and confident way. This dominant function is used most frequently, and is supported by auxiliary functions, and to a lesser degree the tertiary function. The fourth and least conscious function is always the opposite of the dominant function. Myers called this inferior function the "shadow".[59] The four functions operate in conjunction with the attitudes (extraversion and introversion). Each function

person whose dominant function is extraverted intuition, for example, uses intuition very differently from someone whose dominant function is introverted intuition.[60] Lifestyle preferences: judging/perception Myers and Briggs added another dimension to Jung's typological model by identifying that people also have a preference for using either the judging function (thinking or feeling) or their perceiving function (sensing or intuition) when relating to the outside world (extraversion). They held that types with a preference for judging show the world their preferred judging function (thinking or feeling). Those types who prefer perception show the world their preferred perceiving function (sensing or intuition). According to Myers,[61] judging types like to "have matters settled", while perceptive types prefer to "keep decisions open". So, T/J types tend to appear to the world as logical and F types as empathetic. S/P types tend to appear as concrete and NP types as abstract. The J or P indicates the dominant function for extraverts, whereas for introverts, the J or P indicates their auxiliary function. Introverts tend to show their dominant function outwardly only in matters "important to their inner worlds".[62] For example, because the ENTJ type is extraverted, the J indicates that the dominant function is the preferred judging function (extraverted thinking). The ENTJ type introverts the auxiliary perceiving function (introverted intuition). Their tertiary function is sensing and their inferior function is introverted feeling. Conversely, because the INTJ type is introverted, the J instead indicates that the auxiliary function is the preferred judging function (extraverted thinking). The INTJ type introverts the dominant perceiving function (introverted intuition). Their tertiary function is feeling and their inferior function is extraverted sensing.[63] Accuracy and validity Despite its popularity, it has been widely regarded as pseudoscience by the scientific community.[1][2][3] The validity (statistical validity and test validity) of the MBTI as a psychometric instrument has been the subject of much criticism. Media reports have called the test "pretty much meaningless".[64] and "one of the worst personality tests in existence".[65] The psychologist Adam Grant is especially vocal against MBTI. He called it "the 'fad that won't die'" in a Psychology Today article.[13] Psychometric specialist Robert Hogan wrote: "Most personality psychologists regard the MBTI as little more than an elaborate Chinese fortune cookie..."[66] It has been estimated that between a third and a half of the published material on the MBTI has been produced for the special conferences of the Center for the Application of Psychological Type (which provide the training in the MBTI, and are funded by sales of the MBTI) or as papers in the Journal of Psychological Type (which is edited and supported by Myers-Briggs advocates and by sales of the indicator).[67] It has been argued that this reflects a lack of critical analysis of the MBTI. Myers-Briggs advocates have responded that the MBTI is a 1996 review by Gardner and Martinko concluded: "It is clear that efforts to detect linkages between type preferences and managerial effectiveness have been disappointing. Indeed, given the mixed quality of research and the inconsistent findings, no definitive conclusion regarding these relationships can be drawn." [15][68] The test has been likened to horoscopes, as both rely on the Barnum effect, flattery, and confirmation bias, leading participants to personally identify with descriptions that are somewhat desirable, vague, and widely applicable.[69][70] Currently, MBTI is not ready to be adopted in counseling.[71] Little evidence for dichotomies As previously stated in the Myers-Briggs Type Indicator § Four dichotomies section, Isabel Myers considered the direction of the preference (for example, E vs. I) to be more important than the degree of the preference. Statistically, this would mean that scores on each MBTI scale would show a bimodal distribution with most people scoring near the ends of the scales, thus dividing people into either, e.g., an extraverted or an introverted psychological type. However, most studies have found that scores on the individual scales were actually distributed in a centrally peaked manner, similar to a normal distribution, indicating that the majority of people were actually in the middle of the scale and were thus neither clearly introverted nor extraverted. Most personality traits do show a normal distribution of scores from low to high, with about 15% of people at the low end, about 15% at the high end and the majority of people in the middle ranges. But in order for the MBTI to be scored, a cut-off line is used at the middle of each scale and all those scoring below the line are classified as a low type and those scoring above the line are given the opposite type. Thus, psychometric assessment research fails to support the concept of type, but rather shows that most people lie near the middle of a continuous curve.[14][72][73][74] [75] Although we do not conclude that the absence of bimodality necessarily proves that the MBTI developers' theory-based assumption of categorical "types" of personality is invalid, the absence of empirical bimodality in IRT-based research of MBTI scores does indeed remove a potentially powerful line of evidence that was previously available to "type" advocates to cite in defense of their position.[75] Little evidence for "dynamic" type stack Some MBTI supporters argue that the application of type dynamics to MBTI (e.g., where inferred "dominant" or "auxiliary" functions like Se / "Extraverted Sensing" or Ni / "Introverted Intuition" are presumed to exist) is a logical category error that has little empirical evidence backing it.[49] Instead, they argue that Myers-Briggs validity as a psychometric tool is highest when each type of category is viewed independently as a dichotomy.[49] Validity and utility The content of the MBTI scales is problematic.

991, a National Academy of Sciences committee reviewed data from MBTI research studies and concluded that only the I-E scale has high correlations with comparable scales of other instruments and low correlations with instruments designed to assess different concepts, showing strong validity. In contrast, the S-N and T-F scales show relatively weak validity. The 1991 review committee concluded at the time there was "not sufficient, well-designed research to justify the use of the MBTI in career counseling programs." [76] This study based its measurement of validity on "criterion-related validity (i.e., does the MBTI predict specific outcomes related to interpersonal relations or career success) as well as construct validity (i.e., do responses to the MBTI items reflect constructs such as social desirability or self-esteem)." [76]

[77] Responses to the MBTI items.[14] Lack of objectivity: The accuracy of the MBTI depends on honest self-reporting.[78] Unlike some personality questionnaires, such as the 16PF Questionnaire, the Minnesota Multiphasic Personality Inventory, or the Personality Assessment Inventory, the MBTI does not use validity scales to assess exaggerated or socially desirable responses.[16] As a result, individuals motivated to do so can fake their responses.[79] One study found a weak but statistically significant correlation between the MBTI judging scale and the Eysenck Personality Questionnaire lie scale, suggesting that more socially conformant individuals are more likely to be considered judging according to the MBTI.[80] If respondents "fear they have something to lose, they may answer as they assume they should." [81] However, the MBTI ethical guidelines state, "It is unethical and in many cases illegal to require job applicants to take the Indicator if the results will be used to screen out applicants." [82] The intent of the MBTI is to provide "a framework for understanding individual differences, and... a dynamic model of individual development." [83] Terminology: The terminology of the MBTI has been criticized as being very "vague and general," [84] so as to allow any kind of behavior to fit any personality type, which may result in the Barnum effect, where people give a high rating to a positive description that supposedly applies specifically to them.[14][45] Others argue that while the MBTI type descriptions are brief, they are also distinctive and precise.[85] Some theorists, such as David Keirsey, have expanded on the MBTI descriptions, providing even greater detail. For instance, Keirsey's descriptions of his four temperaments, along with he correlates with the sixteen MBTI personality types, show how the temperaments differ in terms of language use, internal communication, educational and vocational interests, social orientation, self-image, personal values, social roles, and characteristic languages.[86] Factors: Researchers have noted that the JP and the SN scales correlate with each other significantly better than the other scales do. Overlap between the two scales is due to the fact that both are related to introversion vs. extroversion. The SN scale is related to Sensing vs. Intuition, while the JP scale is related to Judging vs. Perceiving. Introversion vs. extroversion; this is mostly a sociability scale, correlating quite well with the MMPI social introversion scale (negatively) and the Eysenck Extraversion scale (positively).[88] Unfortunately, the scale also has a loading on neuroticism, which correlates with the introverted end. Thus introversion correlates roughly (i.e., averaging values for males and females) - .44 with dominance, + .37 with abasement, + .46 with counselling readiness, -.52 with self-confidence, -.36 with personal adjustment, and -.45 with empathy.[89][90] The failure of the scale to disentangle Introversion and Neuroticism (there is no scale for neurotic and other psychopathological attributes in the MBTI) is its worst feature, often questioned by the failure to use factor analysis in order to test the arrangement of items in the scale.[90] Reliability: The test-retest reliability of the MBTI tends to be low. Large numbers of people (between 39% and 76% of respondents) obtain different type classifications when retaking the indicator after only five weeks.[14][73][13] A 2013 Fortune Magazine article titled "Have we all been duped by the Myers-Briggs Test?" wrote: The interesting – and somewhat alarming – fact about the MBTI is that, despite its popularity, it has been subject to sustained criticism by professional psychologists for over three decades. One problem is that it displays what statisticians call low "test-retest reliability." So if you retook the test after only a five-week gap, there's around a 50% chance that you will fall into a different personality category than the first time you took the test. A second criticism is that the MBTI mistakenly assumes that personality falls into mutually exclusive categories.... The consequence is that the scores of two people who are different from each other in only one dimension, but they are placed in completely different personality types. For example, if you scored 39% on Form I, you would remain in the same personality category with someone who scored 75%, when you retested after nine months. About 40% of people administered the MBTI within six months remain the same overall score and 36% remain the same type, after most tests are done within six months.[91] For Form I and most of the MBTI instruments, the MBTI Manual reports higher reliabilities. In one study, where people were asked to compare their preferred type to that assigned by the MBTI assessment, only half of people chose the same profile.[94] It has been argued that criticisms regarding the MBTI mostly come down to questions regarding the validity of its origins, not questions regarding the validity of the MBTI's usefulness.[95] Others argue that the MBTI can be a reliable measure of personality, and "like all measures, the MBTI yields scores that are dependent on sample characteristics and testing conditions".[96] Statistics: A 1973 study of university students in the United States found the INFP type was the most common type among students studying the fine arts and art education subjects, with 36% of fine arts students and 26% of art education students being INFJs.[97] A 1973 study of the personality types of teachers in the United States found Intuitive-Perceptive types (ENFP, INFP, ENTP, INTJ) utility over-represented in teachers of subjects such as English, social studies and art, as opposed to science and mathematics, which featured more sensing (S) and judging (J) types.[98] A questionnaire of 27,779 high school students suggested INFP students among them showed a significant preference for art, English, and music subjects.[99] Utility: Isabel Myers claimed that the proportion of different personality studies varied by choice of career or course of study.[27][100] However, researchers examining the proportions of each type within various professions report that the proportion of MBTI types within each occupation is close to that within a random sample of the population.[14] Some researchers have expressed reservations about the relevance of type to job satisfaction, as well as concerns about the potential for discrimination against certain types in hiring decisions.[11] The Myers-Briggs Company and other proponents state that the indicator merely provides information about preferences and tendencies, rather than predicting or explaining the reliability of other psychological instruments.[73][103][104] Although some studies claim support for validity and reliability,[105][106] other studies suggest that the MBTI "lacks convincing validity data" and that it is pseudoscience.[12][14][72][14][73][107][108][109][110][excessive citations] The MBTI has poor predictive validity of employees' job performance ratings.[14][76][111] As noted above under Precepts and ethics, the MBTI measures preferences, not ability. The use of the MBTI as a predictor of job success is expressly discouraged in the Manual.[112] It is argued that the MBTI only continues to be popular because many people are qualified to administer it, it is not difficult to understand, and there are many supporting books, websites and other sources which are readily available to the general public.[113] Correlations with other instruments: Keirsey developed the Keirsey Temperament Sorter after learning about the MBTI system, though he traces four "temperaments" back to Ancient Greek traditions. He maps these temperaments to the Myers-Briggs groupings SP, SJ, NF, and NT. He also gives each of the 16 MBTI types a name, as shown in the below table. ISITJEInspector ISIEFProtector INIFECounselor INITEMastermind ISETIPCrafter ISEFIComposer INEFIPHealer INETIPArchitect ESEFIPPromoter ESEFIPPerformer ENEFIPChampion ENETIPInventor ESITESupervisor ESIEFProvider ENIFTEFieldmarshal Big Five McCrae and Costa based their Five Factor Model (FFM) on Goldberg's Big Five theory.[114] McCrae and Costa[72] present correlations between the MBTI scales and the Big Five personality constructs measured, for example, by the NEO-PI-R.[115] The five purported personality constructs have been labeled: extraversion, openness, agreeableness, conscientiousness, and neuroticism (emotional instability), although there is not universal agreement on the Big Five theory and the related Five Factor Model. The correlations between the MBTI scales and the Big Five personality constructs are as follows: I vs. E = 0.70, N vs. S = 0.70, F vs. P = 0.70, J vs. P = 0.70, and T vs. F = 0.49. The closer the number is to 1.0 or -1.0, the higher the degree of correlation. These correlations refer to the second letter shown, i.e., the table shows that I and P have negative correlations with extraversion and conscientiousness, respectively, while F and N have positive correlations with agreeableness and openness, respectively. These results suggest that the four MBTI scales can be incorporated within the Big Five personality trait constructs, but that the MBTI lacks a measure for emotional stability dimension of the Big Five (though the TDI, discussed above, has addressed that dimension). Emotional stability (or neuroticism) is a predictor of depression and anxiety disorders. These findings led McCrae and Costa to conclude that, "correlational analyses showed that the four MBTI indices did measure aspects of four of the five major dimensions of normal personality. The five-factor model provides an alternative basis for interpreting MBTI findings within a broader, more commonly shared conceptual framework." However, "there was no support for the view that the MBTI measures truly dichotomous preferences or qualitatively distinct types, instead, the instrument measures four relatively independent dimensions." [72] In popular culture: At the time of the COVID-19 pandemic, MBTI testing became highly popular among young South Koreans who were using it in an attempt to find compatible dating partners. The craze led to a rise in MBTI-themed products including beers, music playlists and computer games.[118] One survey reported that by December 2021, nearly half of the population had taken the MBTI personality test. Also, the MBTI personality test became an issue in the presidential election.[119] MBTI testing also gained popularity in China in the early 2020s. The test has been employed in various areas such as job applicant screening, online dating and digital marketing.[120] See also Psychology portal Criticism Labeling theory Cold reading Other Adjective Check List (ACL) Brain types DISC assessment Riso–Hudson Enneagram Type Indicator "Fire-Breathing Dragon" Personality Inventory Roger Birkinm & The Birkinm Method Societies, a partner theory Strong Interest Inventory Minnesota Multiphasic Personality Inventory Thomas Kilman Conflict Mode Instrument Personality psychology & Type theories Two-factor models of personality & Factors integrated into modern instruments (CPI 260 Notes ^ "X" stands for dichotomies: in this particular case, what letter goes in which place doesn't matter for the description, (e.g., EXxPs may be (1) ENFPs, (2) ESPFs, (3) ENTJs, or (4) ESTJs.) ^ It also correlates, ~.24 with aggression, but it is doubtful whether this correlation is really unfortunate. ^ By a rule of thumb, these correlations should be considered weak, weak, moderate, weak, weak and noise respectively. 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What these people are referring to is their personality type based on the Myers-Briggs Type Indicator (MBTI). The Myers-Briggs Personality Type Indicator is a self-report inventory designed to identify a person's personality type, strengths, and preferences. The questionnaire was developed by Isabel Myers and her mother Katherine Briggs based on their work with Carl Jung's theory of personality types. Today, the MBTI inventory is one of the world's most widely used psychological instruments. This article discusses how the Myers-Briggs types were created, what the 16 different MBTI types are, and how this personality typing system works. Both Myers and Briggs were fascinated by Jung's theory of psychological types and recognized that the theory could have real-world applications. During World War II, they began researching and developing an indicator that could be utilized to help understand individual differences. By helping people understand themselves, Myers and Briggs believed that they could help people select occupations that were best suited to their personality types and lead healthier, happier lives. Myers created the first pen-and-pencil version of the inventory during the 1940s, and the two women began testing the assessment on friends and family. They continued to fully develop the instrument over the next two decades. Based on the answers to the questions on the inventory, people are identified as having one of 16 personality types. The goal of the MBTI is to allow respondents to further explore and understand their own personalities including their likes, dislikes, strengths, weaknesses, possible career preferences, and compatibility with other people. No one personality type is "best" or "better" than another. It isn't a tool designed to look for dysfunction or abnormality. Instead, its goal is simply to help you learn more about yourself. The questionnaire itself is made up of four different scales. The extraversion-introversion dichotomy was first explored by Jung in his theory of personality types as a way to describe how people respond and interact with the world around them. While these terms are familiar to most people, the way in which they are used in the MBTI differs somewhat from their popular usage. Extraverts (also often spelled extroverts) are "outward-turning" and tend to be action-oriented, enjoy more frequent social interaction, and feel energized after spending time with other people. Introverts are "inward-turning" and tend to be thought-oriented, enjoy deep and meaningful social interactions, and feel recharged after spending time alone. We all exhibit extraversion and introversion to some degree, but most of us tend to have an overall preference for one or the other. This scale involves looking at how people gather information from the world around them. Just like with extraversion and introversion, all people spend some time sensing and intuiting depending on the situation. According to the MBTI, people tend to be dominant in one area or the other. People who prefer sensing tend to pay a great deal of attention to reality, particularly to what they can learn from their own senses. They tend to focus on facts and details and enjoy getting hands-on experience. Those who prefer intuition pay more attention to things like patterns and impressions. They enjoy thinking about possibilities, imagining the future, and abstract theories. This scale focuses on how people make decisions based on the information that they gathered from their sensing or intuition functions. People who prefer thinking place a greater emphasis on facts and objective data. They tend to be consistent, logical, and impersonal when weighing a decision. Those who prefer feeling are more likely to consider people and emotions when arriving at a conclusion. The final scale involves how people tend to deal with the outside world. Those who lean toward judging prefer structure and firm decisions. People who lean toward perceiving are more open, flexible, and adaptable. These two tendencies interact with the other scales. Remember, all people at least spend some time engaged in extraverted activities. The judging-perceiving scale helps describe whether you behave like an extravert when you are taking in new information (sensing and intuiting) or when you are making decisions (thinking and feeling). Each type is then listed by its four-letter code: ISTJ - The Inspector: Reserved and practical, they tend to be loyal, orderly, and traditional. ISTP - The Crafter: Highly independent, they enjoy new experiences that provide first-hand learning. ISFJ - The Protector: Warm-hearted and dedicated, they are always ready to protect the people they care about. ISFP - The Artist: Easy-going and flexible, they tend to be reserved and artistic. INFJ - The Advocate: Creative and analytical, they are considered one of the rarest Myers-Briggs types. INFP - The Mediator: Idealistic with high values, they strive to make the world a better place. INTJ - The Architect: High logical, they are both very creative and analytical. INTP - The Thinker: Quiet and introverted, they are known for having a rich inner world. ESTP - The Persuader: Out-going and dramatic, they enjoy spending time with others and focusing on the here-and-now. ESTJ - The Director: Assertive and rule-oriented, they have high principles and a tendency to take charge. ESFP - The Performer: Outgoing and spontaneous, they enjoy taking center stage. ESFJ - The Caregiver: Soft-hearted and outgoing, they tend to believe the best about other people. ENFP - The Champion: Charismatic and energetic, they enjoy situations where they can put their creativity to work. ENFJ - The Giver: Loyal and sensitive, they are known for being understanding and generous. ENTP - The Debater: Highly inventive, they love being surrounded by ideas and tend to start many projects (but may struggle to finish them). ENTJ - The Commander: Outspoken and confident, they are great at making plans and organizing projects. Taking the Myers-Briggs Type Indicator can provide a lot of insight into your personality, which is probably why the instrument has become so popular. Even without taking the formal questionnaire, you can probably immediately recognize some of these tendencies in yourself. According to the Myers & Briggs Foundation, it is important to remember that every type has value. When working in group situations in school or at work, for example, recognizing your own strengths and understanding the strengths of others can be very helpful. When you are working toward completing a project with other members of a group, you might realize that certain members of the group are skilled and talented at performing particular actions. By recognizing these differences, the group can better assign tasks and work together on achieving their goals. The MBTI is just one approach to personality typing. Personality typing refers to systems that categorize people based on their traits, tendencies, and other characteristics. Other popular types of personality tests include: However, the Myers-Briggs types differ in some important ways. First, the MBTI is not really a "test." There are no right or wrong answers, and one type is not better than any other type. The purpose of the indicator is not to evaluate mental health or offer any type of diagnosis. Also, unlike many other psychological evaluations, your results are not compared against any norms. Instead of looking at your score in comparison to other people's results, the instrument's goal is to simply offer further information about your unique personality. According to the Myers & Briggs Foundation, the MBTI meets accepted standards of reliability and validity. The official website for the test suggests that it has a 90% accuracy and test-retest reliability rating. One study found that while the scale showed strong internal consistency and test-retest reliability, variations were observed.Other studies indicate that the reliability and validity of the instrument have not been adequately demonstrated. For example, some research suggests that around many people get differing results when they later retake the test and the test is not a good predictor of success in different careers. While the MBTI remains a popular assessment, there is not enough evidence for its scientific validity to recommend using it as a personality or career guidance tool. Because the Myers-Briggs Personality Type Indicator is relatively easy to use, it has become one of the most popular psychological instruments currently in use today. Approximately two million U.S. adults complete the inventory each year. While there are many versions of the MBTI available online, it should be noted that any of the informal questionnaires that you may find on the Internet are only approximations of the real thing. The real MBTI must be administered by a trained and qualified practitioner that includes a follow-up of the results. Today, the questionnaire can be administered online via the instrument publisher, CPP, Inc., and includes receiving a professional interpretation of your results. The current version of the Myers-Briggs Type Indicator includes 93 forced-choice questions in the North American version and 88 forced-choice questions in the European version. For each question, there are two different options from which the respondent must choose.