

A STEP-BY-STEP GUIDE
TO YOUR UNIQUE EXPRESSION OF TYPE

Understanding Your MBTI® Step II™ Results

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It is important to be aware that a type consists of *interactions* among the four preferences and is not merely the result of adding the four preferences together. It is the connections between and among the preferences that make each of the 16 types truly unique and more than the sum of its parts.

People of the same type, that is, people who have the same basic preferences, have many characteristics in common, often enjoying similar kinds of activities and interests. They are likely to be quite different from people of other types. People of the same type may also differ from one another in important ways. The Step II assessment identifies some of the more common personality variations among people of the same type.

THE MBTI® STEP II™ ASSESSMENT

The Step II assessment helps you explore the next level of type by identifying the ways you use particular facets of the Step I preferences. The Step II assessment builds on Isabel Briggs Myers' early studies of special patterns of response to MBTI items. Research and experience with the current Step II form and its earlier versions are reflected in this Form Q version.

Your report is based on your responses to MBTI Form Q and includes both your Step I and Step II results. Your Step II results will help you

- Identify your individuality or uniqueness within your type
- Clarify or resolve any questions or ambivalence you may have about your four basic MBTI type preferences

The MBTI preferences are complex and consist of many distinct but related facets. These facets form the basis of the Step II assessment. For example, there are a number of different ways of showing your preference for Extraversion or Introversion, including sociability, talkativeness, activity level, communication style, friendship patterns, task focus, and so on. The Step II assessment gives more information about personality type by identifying five facets for each of the four preference pairs of the MBTI type system, for a total of

20 facets. Your report provides information about all of them. Each facet has two opposite poles, just as each of the four preference pairs consists of two opposites. Table 3 shows the four preference pairs together with the 20 facets.

Your Step II facet results identify some of the distinctive ways in which you express your personality type. They may, for example, help you figure out why you and a colleague or friend who shares your type seem different in several ways. Such information highlights your uniqueness within your type.

TABLE 3 | THE FOUR PREFERENCE PAIRS AND THE 20 STEP II™ FACETS

e Extraversion	i Introversion
Initiating	Receiving
Expressive	Contained
Gregarious	Intimate
Active	Reflective
Enthusiastic	Quiet
s Sensing	n Intuition
Concrete	Abstract
Realistic	Imaginative
Practical	Conceptual
Experiential	Theoretical
Traditional	Original
t Thinking	f Feeling
Logical	Empathetic
Reasonable	Compassionate
Questioning	Accommodating
Critical	Accepting
Tough	Tender
j Judging	p Perceiving
Systematic	Casual
Planful	Open-Ended
Early Starting	Pressure-Prompted
Scheduled	Spontaneous
Methodical	Emergent

Understanding Your Step II™ Results

Your Step II results on the 20 facets—five facets per preference pair—are shown on pages 3 and 4 of the Profile and pages 5 through 8 of the Interpretive Report.

Figure 1 gives an example of the first facet, Initiating–Receiving, for someone with a preference for Extraversion. You’ll note that the overall basic preference (Extraversion, in this case) is blue at the top of the figure, followed by the facet result, which is scored on an 11-point scale. Three words or phrases that describe the essence of each facet pole are also shown.

STEP II™ SCORING

The 11-point scale in the Step II assessment is divided into three segments for interpretation purposes:

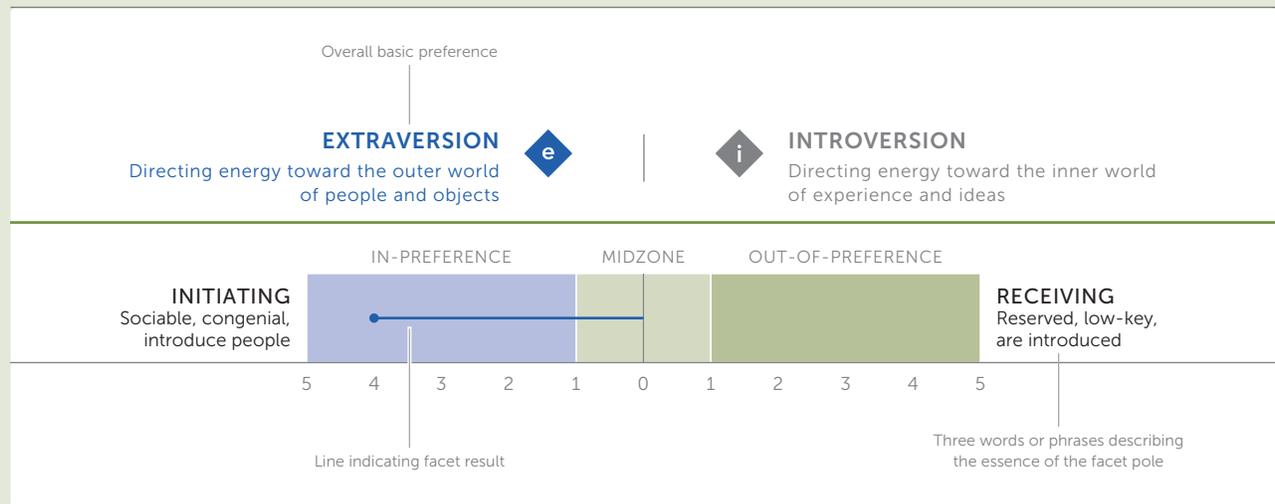
- **Scores of 2 to 5 to the left of zero** are associated with the Extraversion, Sensing, Thinking, and Judging facet poles.

- **Scores of 2 to 5 to the right of zero** are associated with the Introversion, Intuition, Feeling, and Perceiving facet poles.
- **Scores of 1 to the left of 0, 0, and 1 to the right of 0** encompass a *midzone* interpreted as reflecting no clear preference for either pole.

Although you are more likely to favor the facet pole associated with your overall preference, your score may also fall on the side opposite your preference result or in the midzone. Your report specifies whether your score on each facet is in-preference, out-of-preference, or midzone (see Figures 2 through 4).

Note that the facet scores do not “add up to” the score on the overall basic Step I preference. The Step I MBTI preferences are broader in meaning than the five facets they include. The items used to determine a preference are also weighted differently than are those used for single facets.

FIGURE 1 | INITIATING–RECEIVING FACET RESULTS



Results are for an Extrovert with a score of Initiating 4