

MBTI® Step I Form M Measurement Properties in Indian Samples

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mbti® MBTI® Step I Form M Measurement Properties - India

This document provides MBTI® Step I Form M type distribution, measurement properties, and best fit type information using three different Indian samples. One Indian sample contains 1,154 individuals (81% male) who completed the MBTI Form M assessment on CPP's SkillsOne® website. The average age of this sample is 35 years. All of the respondents are employed full-time; 54% at management level, 15% executive, 12% non-supervisory, 11% supervisor, 6% entry-level, and 3% top executive. Table 1 shows the type distribution of this sample.

Table 1. Type Distribution Table for SkillsOne® Indian Sample

Sensing		Intuition			
Thinking	Feeling	Thinking			
ISTJ N = 234 20.3% SSR = 1.75	ISFJ N = 21 1.8% SSR = 0.13	INFJ N = 15 1.3% SSR = 0.87	INTJ N = 58 5.0% SSR = 2.39	Judging	Introversion
ISTP N = 37 3.2% SSR = 0.59	ISFP N = 14 1.2% SSR = 0.14	INFP N = 20 1.7% SSR = 0.39	INTP N = 37 3.2% SSR = 0.97	Perceiving	
ESTP N = 62 5.4% SSR = 1.25	ESFP N = 23 2.0% SSR = 0.23	ENFP N = 30 2.6% SSR = 0.32	ENTP N = 50 4.3% SSR = 1.35		Extraversion
ESTJ N = 369 32.0% SSR = 3.68	ESFJ N = 36 3.1% SSR = 0.25	ENFJ N = 21 1.8% SSR = 0.73	ENTJ N = 127 11.0% SSR = 6.11	Judging	



mbti® MBTI® Step I Form M Measurement Properties - India

The next sample contains 664 individuals (78% male) who completed the MBTI Step I assessment through a CPP distributor and indicated that their national origin was India. The average age of this sample is 32 years. The type distribution of this sample is presented in Table 2. The majority of the sample, 85%, is employed full-time. Of those who reported being employed, 24% were middle management, 19% first-level management/supervisor, 17% employee, 12% upper middle management, and 7% senior executive.

Table 2. Type Distribution Table for Distributor Indian Sample

Sensing		Intuition			
Thinking	Feeling	Feeling	Thinking		
ISTJ N = 101 15.2% SSR = 1.31	ISFJ N = 13 2.0% SSR = 0.14	INFJ N = 13 2.0% SSR = 1.33	INTJ N = 62 9.3% SSR = 4.43	Judging	Introversion
ISTP N = 24 3.6% SSR = 0.67	ISFP N = 4 0.6% SSR = 0.07	INFP N = 5 0.8% SSR = 0.18	INTP N = 29 4.4% SSR = 1.33	Perceiving	
ESTP N = 22 3.3% SSR = 0.77	ESFP N = 4 0.6% SSR = 0.07	ENFP N = 19 2.9% SSR = 0.36	ENTP N = 43 6.5% SSR = 2.03	Judging	Extraversion
ESTJ N = 168 25.3% SSR = 2.91	ESFJ N = 32 3.2% SSR = 0.26	ENFJ N = 15 2.3% SSR = 0.92	ENTJ N = 121 18.2% SSR = 10.11	Perceiving	

The MBTI Form M internal consistency reliabilities for the two Indian samples and the U.S. National Representative Sample are reported in Table 3.

Table 3. Preference Pair Internal Consistency Reliabilities for Two Indian Samples and U.S. National Representative Sample

Preferences	SkillsOne® Indian Sample Cronbach's Alpha	Distributor Indian Sample Cronbach's Alpha	U.S. National Sample Cronbach's Alpha ¹
E/I	.89	.82	.91
S/N	.84	.74	.92
T/F	.85	.77	.91
J/P	.89	.80	.92

¹Source: MBTI® Manual, Myers, McCaulley, Quenk, & Hammer (1998).



mbti MBTI® Step I Form M Measurement Properties - India

Prediction ratios (PRs) measure the likelihood that a person choosing a certain response will in fact be of that preference. PRs for two Indian samples are reported in Table 4. The SkillsOne sample is based on MBTI Form M and the Distributor sample is based on MBTI Step I. Therefore, the items are slightly different.

Table 4. Prediction Ratios for Two Indian Samples

Scale/item #	SkillsOne® Indian Sample		Scale/item #	Distributor Indian Sample	
	PR (ESTJ)	PR (INFP)		PR (ESTJ)	PR (INFP)
EI3 Are you usually a good mixer or rather quiet & reserved?	0.76	0.90	EI1 Are you easy to get to know or hard to get to know?	0.60	0.83
EI7 When you are with a group of people would you rather join in the talk of the group or talk individually with people?	0.72	0.75	EI3 Do you talk easily to almost anyone for as long as you have to or find a lot to say only to certain people or under certain conditions?	0.79	0.67
EI10 In a large group do you more often introduce others or get introduced?	0.69	0.69	EI6 Are you usually a good mixer or rather quiet & reserved?	0.74	0.88
EI13 Would you say it generally takes others a lot of time to get to know you or a little time to get to know you?	0.68	0.74	EI10 Do you tend to have deep friendships with very few people or broad friendships with many different people?	0.71	0.61
EI16 Do you tend to spend a lot of time by yourself or with others?	0.70	0.76	EI12 Can you keep a conversation going indefinitely only with people who share some interest of yours or with almost anyone?	0.84	0.57
EI19 Can you talk easily to almost anyone for as long as you have to, or find a lot to say only to certain people or under certain circumstances?	0.74	0.71	EI15 In talking with friends do you sometimes tell them a personal thing in confidence or almost never tell them anything you are not willing to have repeated?	0.55	0.65
EI23 Can the new people you meet tell what you are interested in right away, or only after they really get to know you?	0.72	0.60	EI18 Do you usually show your feelings freely or keep your feelings to yourself?	0.73	0.68
EI26 Would most people say you are a private person, or a very open person?	0.77	0.88	EI22 When strangers notice you does it make you uncomfortable or not bother you at all?	0.57	0.67
EI32 hearty or quiet	0.64	0.79	EI24 Is it your habit to confide in nobody or at most in one person or have a number of friends you confide in?	0.67	0.60
EI38 reserved or talkative	0.79	0.74	EI27 Do you think that all the people you like know that you like them or admire some people for a long time without letting them know it?	0.57	0.64
EI42 quiet or outgoing	0.76	0.82	EI30 When you are with a group of people would you usually rather join in the talk of the group or talk with one person at a time?	0.69	0.77
EI57 quiet or gregarious	0.78	0.70	EI34 Among your friends are you one of the last to hear what is going on or full of news about everybody?	0.65	0.69
EI62 open or private	0.63	0.88	EI36 At social gatherings do you try to corner somebody you like to talk to or mix with the group?	0.69	0.80



mbti MBTI® Step I Form M Measurement Properties - India

Scale/item #	SkillsOne® Indian Sample		Scale/item #	Distributor Indian Sample	
	PR (ESTJ)	PR (INFP)		PR (ESTJ)	PR (INFP)
EI68 few friends or lots of friends	0.76	0.75	EI39 At parties do you sometimes get bored or always have fun?	0.80	0.64
EI74 Do you find being around a lot of people gives you more energy or is often draining?	0.64	0.87	EI43 speak or write	0.59	0.62
EI77 At parties, do you sometimes get bored, or always have fun?	0.66	0.56	EI49 calm or lively	0.68	0.72
EI79 Do you usually mingle well with others or tend to keep more to yourself?	0.70	0.92	EI55 reserved or talkative	0.76	0.73
EI81 Are you easy to get to know or hard to get to know?	0.62	0.84	EI75 When you are at a party do you like to help things get going or let the others have fun in their own way?	0.67	0.65
EI83 At parties do you do much of the talking, or let others do most of the talking?	0.85	0.65	EI77 When you are with a group of your good friends do you do more than your share of the talking or do less than your share of the talking?	0.64	0.74
EI85 Can you keep a conversation going indefinitely only with people who share some interest of yours, or with almost anyone?	0.78	0.62	EI79 In a large group do you more often introduce others or get introduced?	0.75	0.71
EI91 In social situations do you generally find it difficult to start and maintain a conversation with some people, or easy to talk to most people for long periods of time?	0.82	0.79	EI81 Do you prefer to think about a matter by talking it over with someone or mulling it over in your mind?	0.65	0.68
			EI82 Can the new people you meet tell what you are interested in right away or only after they really get to know you?	0.78	0.60
			EI84 Do you usually say more than you mean or less than you mean?	0.68	0.66
			EI86 When you meet strangers do you find it pleasant or at least easy or something that takes a good deal of effort?	0.64	0.83
			EI87 When you have a suggestion that ought to be made at a meeting do you stand up and make it as a matter of course or hesitate to do so?	0.57	0.72
SN2 If you were a teacher, would you rather teach fact courses, or courses involving theory?	0.65	0.77	SN4 Would you rather be considered a practical person or an ingenious person?	0.60	0.86
SN5 Do you usually get along better with imaginative people, or realistic people?	0.73	0.85	SN8 In reading for pleasure do you enjoy odd or original ways of saying things or like writers to say exactly what they mean?	0.69	0.59
SN9 Would you rather be considered a practical person or an ingenious person?	0.71	0.87	SN16 If you were a teacher would you rather teach fact-based courses or courses involving theory?	0.64	0.81
SN11 Are you more attracted to a person with a quick & brilliant mind, or a practical person with a lot of common sense?	0.70	0.71	SN20 Do you usually get along better with imaginative people or realistic people?	0.68	0.86
SN18 Would you rather have as a friend someone who is always	0.69	0.61	SN28 In doing something that many other people do does it appeal	0.79	0.63



mbti MBTI® Step I Form M Measurement Properties - India

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	PR (ESTJ)	PR (INFP)		PR (ESTJ)	PR (INFP)
coming up with new ideas, or has both feet on the ground? SN22 In reading for pleasure, do you enjoy odd or original ways of saying things, or like writers to say exactly what they mean? SN25 In doing something that many other people do, does it appeal to you more to do it in the accepted way, or invent a way of your own? SN27 abstract or solid SN30 facts or ideas SN34 statement or concept SN39 no-nonsense or theoretical SN44 theory or certainty SN46 idea or actuality SN48 imaginative or matter-of-fact SN50 make or create SN52 sensible or fascinating SN54 production or design SN60 concrete or abstract SN63 build or invent SN65 imaginative or realistic SN67 theory or fact SN69 possibilities or certainties SN71 novel or already known SN73 practical or innovative SN82 Do you generally prefer courses that teach concepts or principles or facts and figures? SN92 Would you rather support the established methods of doing good, or analyze what is still wrong and attach unsolved problems? TF6 Do you more often let your heart rule your head, or your head rule your heart? TF15 Is it a higher compliment to be called a person of real feeling, or a consistently reasonable person? TF21 Are you inclined to value sentiment more than logic, or value logic more than sentiment? TF29 gentle or firm TF31 thinking or feeling TF33 convincing or touching	0.74 0.70 0.68 0.76 0.91 0.54 0.61 0.84 0.89 0.87 0.67 0.81 0.64 0.76 0.81 0.65 0.77 0.82 0.86 0.81 0.67 0.70 0.73 0.71 0.79 0.76 0.75	0.59 0.57 0.67 0.71 0.57 0.62 0.77 0.66 0.69 0.56 0.74 0.58 0.80 0.63 0.81 0.87 0.63 0.61 0.69 0.66 0.54 0.73 0.70 0.82 0.64 0.79 0.82 0.79 0.82	to you more to do it in the accepted way or invent a way of your own? SN32 In your way of living do you prefer to be original or conventional? SN41 statement or concept SN45 build or invent SN47 concrete or abstract SN51 literal or figurative SN53 production or design SN57 sign or symbol SN59 accept or change SN62 known or unknown SN64 facts or ideas SN66 foundation or spire SN68 theory or experience SN71 fluid or solid SN73 Is it higher praise to say someone has vision or common sense? TF5 If you were fundraising in your neighbourhood for something like the Red Cross would your calls turn out to be brief & businesslike or sociable & friendly? TF9 Is it a higher compliment to be called a person of real feeling or a consistently reasonable person? TF11 Do you more often let your heart rule your head or your head rule your heart? TF17 Are you more likely to speak up in praise or blame? TF21 Do you feel it is a worse fault to be unsympathetic or unreasonable? TF23 If you were considering a	0.72 0.80 0.79 0.62 0.66 0.76 0.62 0.71 0.65 0.81 0.56 0.53 0.65 0.70 0.59 0.73 0.74 0.56 0.68 0.55	0.55 0.55 0.68 0.90 0.68 0.58 0.60 0.60 0.80 0.70 0.82 0.74 0.72 0.55 0.52 0.68 0.71 0.52 0.74 0.65



mbti MBTI® Step I Form M Measurement Properties - India

Scale/item #	SkillsOne® Indian Sample		Scale/item #	Distributor Indian Sample	
	PR (ESTJ)	PR (INFP)		PR (ESTJ)	PR (INFP)
TF35 analyze or sympathize	0.63	0.89	certain course of action which of these two arguments in its favour would sound more attractive to you people very much want you to do it, or this is the most logical thing for you to do? TF29 Do you consider it a greater shortcoming in a person to have too much sentiment or not enough sentiment?	0.73	0.67
TF37 sensitive or just	0.67	0.59	TF33 Do you feel it is a worse fault to show too much warmth or not to have enough warmth?	0.80	0.57
TF40 compassion or foresight	0.78	0.74	TF35 Do you usually value sentiment more than logic or value logic more than sentiment?	0.80	0.88
TF43 benefits or blessings	0.74	0.72	TF42 convincing or touching	0.74	0.82
TF45 determined or devoted	0.62	0.70	TF46 approve or question	0.65	0.65
TF47 strong-willed or tenderhearted	0.64	0.83	TF48 benefits or blessings	0.73	0.70
TF49 objective or passionate	0.79	0.65	TF52 analyse or sympathise	0.69	0.90
TF51 warm or objective	0.82	0.67	TF54 soft or hard	0.79	0.56
TF53 compassionate or logical	0.76	0.80	TF58 firm-minded or warm-hearted	0.96	0.64
TF56 fair-minded or caring	0.78	0.72	TF60 who or what	0.68	0.70
TF58 analytical or sentimental	0.65	0.91	TF63 wary or trusting	0.67	0.52
TF61 practical or sentimental	0.63	0.92	TF65 gentle or firm	0.74	0.61
TF66 competent or kindhearted	0.70	0.80	TF67 justice or mercy	0.62	0.79
TF70 bighearted or firm-minded	0.82	0.66	TF69 uncritical or critical	0.59	0.73
TF72 tenderness or strength	0.65	0.86	TF70 thinking or feeling	0.89	0.82
TF75 When making a decision, is it more important to you to weigh the facts, or consider people's feelings & opinions?	0.65	0.75	TF72 compassion or foresight	0.74	0.74
TF87 Which is a higher compliment, to be called competent or compassionate?	0.71	0.81	TF74 Are you more careful about people's feelings or their rights?	0.76	0.59
TF89 Would you rather work under a boss or teacher who is good-natured but often inconsistent, or sharp-tongued but always logical?	0.58	0.73	TF78 Are you naturally more interested in people than things or more interested in things & how they work than in human relationships?	0.76	0.57
JP1 When you go somewhere for the day, would you rather plan what you will do & when, or just go?	0.67	0.90	JP2 In getting a job done do you depend upon starting early so as to finish with time to spare or the extra speed you develop at the last minute?	0.72	0.76
JP4 Do you prefer to arrange dates, parties, etc. well in advance, or be free to do whatever looks like fun when the time comes?	0.74	0.70	JP7 When an unforeseen event forces you to set aside your day's programme do you feel inconvenienced by a break in the programme or welcome the unexpected diversion?	0.63	0.62
JP8 Do you prefer to do many things on the spur of the moment, or according to your plans?	0.76	0.84	JP13 Does following a schedule appeal to you or cramp you?	0.71	0.87
JP12 Does following a schedule appeal to you, or cramp you?	0.70	0.90	JP14 When you start a big project that is due in a week do you take time	0.60	0.87



mbti MBTI® Step I Form M Measurement Properties - India

Scale/item #	SkillsOne® Indian Sample		Scale/item #	Distributor Indian Sample	
	PR (ESTJ)	PR (INFP)		PR (ESTJ)	PR (INFP)
JP14 Does the idea of making a list of what you should get done over a weekend appeal to you, or leave you cold?	0.65	0.81	to list the separate things to be done & the order of doing them or plunge in? JP19 When it is settled well in advance that you will do a certain thing at a certain time do you find it nice to be able to plan accordingly or a little unpleasant to be tied down?	0.63	0.87
JP17 In your daily work do you rather enjoy an emergency that makes you work against time, or usually plan your work so you won't need to work under pressure?	0.32	0.73	JP25 Do you prefer to arrange dates, parties, etc. well in advance or be free to do whatever looks like fun when the time comes?	0.87	0.68
JP20 When you have a special job to do, do you like to organize it carefully before you start, or find out what is necessary as you go along?	0.62	0.80	JP26 Do you rather prefer to do things at the last minute or find doing things at the last minute hard on the nerves?	0.74	0.76
JP24 In planning a trip would you prefer to most of the time do whatever you feel like that day, or know ahead of time what you'll be doing most days?	0.73	0.71	JP31 Do you think that having a daily routine is a comfortable way to get things done or painful even when necessary?	0.61	0.84
JP28 scheduled or unplanned	0.62	0.99	JP37 When you have a special job to do, do you like to organise it carefully before you start or find out what is necessary as you go along?	0.67	0.82
JP36 systematic or spontaneous	0.80	0.80	JP38 Would you be better off if routine came more easily to you or variety came more easily to you?	0.55	0.59
JP41 systematic or casual	0.64	0.85	JP40 In your home life, when you come to the end of some undertaking are you clear as to what comes next & ready to tackle it or glad to relax until the next inspiration hits you?	0.76	0.67
JP55 impulse or decision	0.63	0.83	JP44 punctual or leisurely	0.61	0.80
JP59 unconstrained or scheduled	0.77	0.80	JP50 orderly or easygoing	0.74	0.69
JP64 orderly or easygoing	0.78	0.73	JP56 systematic or casual	0.64	0.80
JP76 Do you generally prefer to make your social engagements some distance ahead, or be free to do things on the spur of the moment?	0.75	0.75	JP61 scheduled or unplanned	0.63	0.89
JP78 In most instances, do you prefer to go with the flow, or follow a schedule?	0.84	0.77	JP76 Do you generally prefer to make your social engagements some distance ahead or be free to do things on the spur of the moment?	0.84	0.71
JP80 Do you prefer to wait & see what happens & then make plans, or plan things far in advance?	0.83	0.75	JP80 When you go somewhere for the day would you rather plan what you will do & when or just go?	0.74	0.77
JP84 Do you consider yourself to be more of a spontaneous person, or more of an organized person?	0.85	0.80	JP83 With routine chores do you prefer to polish them off at the beginning of the day or work them into the intervals of a more interesting project?	0.66	0.60
JP86 When you start a big project that is due in a week, do you take time to list the separate things to be done & the order of doing them, or plunge in?	0.58	0.82	JP85 Do you get real satisfaction out of doing a task before it actually has to be done or enjoy the speed & efficiency you acquire just before a deadline?	0.72	0.71



mbti MBTI® Step I Form M Measurement Properties - India

Scale/item #	SkillsOne® Indian Sample		Scale/item #	Distributor Indian Sample	
	PR (ESTJ)	PR (INFP)		PR (ESTJ)	PR (INFP)
JP88 Do you find going by a schedule necessary at times but generally unfavorable, or helpful & favorable most of the time?	0.67	0.91			
JP90 Overall, when working on a big assignment do you tend to figure out what needs to be done as you go along, or begin by breaking it down into steps?	0.60	0.81			
JP93 Would you prefer to do most things however you feel that particular day, or a set schedule?	0.79	0.84			

Principal components factor analyses with varimax rotations were run on two Indian samples. The results are presented in Tables 5 and 6.

Table 5. Factor Analysis Rotated Component Matrix for SkillsOne® Indian Sample

	Component			
	J/P	E/I	S/N	T/F
Are you usually a) a good mixer, or b) rather quiet and reserved?	.007	-.698	-.012	.007
When you are with a group of people, would you usually rather a) join in the talk of the group, or b) talk individually with people you know well?	-.006	-.565	.064	-.095
In a large group do you more often a) introduce others, or b) get introduced?	-.041	-.454	.035	-.073
Would you say it generally takes others a) a lot of time to get to know you, or b) a little time to get to know you?	.051	.518	.091	-.059
Do you tend to spend a lot of time a) by yourself, or b) with others?	.031	.528	.001	.044
Can you a) talk easily to almost anyone for as long as you have to, or b) find a lot to say only to certain people or under certain circumstances?	-.005	-.498	.035	-.099
Can the new people you meet tell what you are interested in a) right away, or b) only after they really get to know you?	-.029	-.376	.034	.034
Would most people say you are a) a private person, or b) a very open person?	.038	.706	.019	.024
a) reserved, or b) talkative	-.080	.630	-.024	-.019
a) quiet, or b) outgoing	-.083	.651	-.107	.055
a) quiet, or b) gregarious	-.059	.571	-.115	-.010
a) open, or b) private	-.051	-.553	.087	-.063
a) few friends, or b) lots of friends	-.002	.593	-.057	.011
Do you find being around a lot of people a) gives you more energy, or b) is often "draining"?	-.043	-.555	.044	-.053
At parties, do you a) sometimes get bored, or b) always have fun?	.024	.549	.020	.070
Do you usually a) mingle well with others, or b) tend to keep more to yourself?	-.077	-.671	.005	-.036
Are you a) easy to get to know, or b) hard to get to know?	-.015	-.478	-.063	.105
At parties, do you a) do much of the talking, or b) let others do most of the talking?	.099	-.573	.057	.067
Can you keep a conversation going indefinitely a) only with people who share some interest of yours, or b) with almost anyone?	.005	.447	-.072	.049
In social situations do you generally find it a) difficult to start and maintain a conversation with some people, or b) easy to talk to most people for long periods of time?	.016	.660	-.022	.083
If you were a teacher, would you rather teach a) fact courses, or b) courses involving theory?	-.076	-.059	-.416	-.111
Do you usually get along better with a) imaginative people, or b) realistic people?	.191	-.014	.539	.195
Would you rather be considered a) a practical person, or b) an ingenious person?	-.198	-.012	-.535	-.132
Are you more attracted to a) a person with a quick and brilliant mind, or b) a practical person with a lot of common sense?	.087	-.016	.436	-.059



mbti MBTI® Step I Form M Measurement Properties - India

	Component			
	J/P	E/I	S/N	T/F
Would you rather have as a friend someone who a) is always coming up with new ideas, or b) has both feet on the ground?	.035	-.041	.407	-.039
In reading for pleasure, do you a) enjoy odd or original ways of saying things, or b) like writers to say exactly what they mean?	.058	-.106	.329	.060
In doing something that many other people do, does it appeal to you more to a) do it in the accepted way, or b) invent a way of your own?	-.007	.085	-.391	.176
a) abstract, or b) solid	.176	.010	.459	.059
a) facts, or b) ideas	-.080	.106	-.608	-.111
a) statement, or b) concept	.053	.075	-.387	.012
a) no-nonsense, or b) theoretical	-.036	.004	-.138	-.065
a) theory, or b) certainty	.102	.069	.350	.083
a) idea, or b) actuality	.040	.023	.575	.061
a) imaginative, or b) matter-of-fact	.098	.005	.575	.176
a) make, or b) create	.014	.096	-.453	.109
a) sensible, or b) fascinating	-.218	.125	-.464	-.067
a) production, or b) design	.066	.066	-.440	.135
a) concrete, or b) abstract	-.216	.051	-.402	-.193
a) build, or b) invent	-.023	.016	-.482	.091
a) imaginative, or b) realistic	.104	-.011	.618	.208
a) theory, or b) fact	.078	.069	.485	.139
a) possibilities, or b) certainties	.141	.008	.406	.139
a) novel, or b) already known	.029	.005	.422	-.012
a) practical, or b) innovative	-.089	.085	-.611	.048
Do you generally prefer courses that teach a) concepts and principles, or b) facts and figures?	.018	.057	.482	.091
Would you rather a) support the established methods of doing good, or b) analyze what is still wrong and attack unsolved problems?	.085	.093	-.281	.258
Do you more often let a) your heart rule your head, or b) your head rule your heart?	.152	.014	.050	.496
Is it a higher compliment to be called a) a person of real feeling, or b) a consistently reasonable person?	.172	-.143	.229	.335
Are you inclined to a) value sentiment more than logic, or b) value logic more than sentiment?	.128	.007	.028	.547
a) gentle, or b) firm	.072	.096	.067	.409
a) thinking, or b) feeling	-.132	.007	-.011	-.569
a) convincing, or b) touching	-.053	-.028	-.114	-.549
a) analyze, or b) sympathize	-.158	.066	-.034	-.495
a) sensitive, or b) just	-.044	.031	-.068	.333
a) compassion, or b) foresight	.049	.030	-.046	.503
a) benefits, or b) blessings	.005	.011	-.077	-.463
a) determined, or b) devoted	.003	-.088	.034	-.352
a) strong-willed, or b) tenderhearted	-.071	-.118	.074	-.509
a) objective, or b) passionate	-.098	.098	-.271	-.341
a) warm, or b) objective	.060	.047	.136	.451
a) compassionate, or b) logical	.103	-.090	.156	.502
a) fair-minded, or b) caring	.013	.007	-.024	-.513
a) analytical, or b) sentimental	-.121	.056	.008	-.550
a) practical, or b) sentimental	-.173	-.018	-.075	-.537
a) competent, or b) kindhearted	-.015	-.048	.081	-.534
a) bighearted, or b) firm-minded	.157	-.054	.173	.461
a) tenderness, or b) strength	.120	.112	.009	.489
When making a decision, is it more important to you to a) weigh the facts, or b) consider people's feelings and opinions?	-.101	-.031	-.087	-.423
Which is a higher compliment, to be called a) competent, or b) compassionate	-.080	-.012	-.092	-.486
Would you rather work under a boss (or teacher) who is a) good-natured but often inconsistent,	.171	.084	.058	.279



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	Component			
	J/P	E/I	S/N	T/F
or b) sharp-tongued but always logical?				
When you go somewhere for the day, would you rather a) plan what you will do and when, or b) just go?	-.624	-.045	-.060	-.070
Do you prefer to a) arrange dates, parties, etc., well in advance, or b) be free to do whatever looks like fun when the time comes?	-.500	-.033	-.134	.012
Do you prefer to do many things a) on the spur of the moment, or b) according to your plans?	.625	-.013	.102	.104
Does following a schedule a) appeal to you, or b) cramp you?	-.609	-.063	-.220	.003
Does the idea of making a list of what you should get done over a weekend a) appeal to you, or b) leave you cold?	-.491	-.024	-.085	-.018
In your daily work, do you a) rather enjoy an emergency that makes you work against time, or b) usually plan your work so you won't need to work under pressure?	.481	-.010	.063	.005
When you have a special job to do, do you like to a) organize it carefully before you start, or b) find out what is necessary as you go along?	-.508	-.049	-.005	-.048
In planning a trip would you prefer to a) most of the time do whatever you feel like that day, or b) know ahead of time what you'll be doing most days?	.460	.020	.038	.081
a) scheduled, or b) unplanned	-.656	-.007	-.076	-.076
a) systematic, or b) spontaneous	-.533	.099	-.236	-.193
a) systematic, or b) casual	-.492	-.024	-.065	-.197
a) impulse, or b) decision	.414	.027	.125	.349
a) unconstrained, or b) scheduled	.530	.002	.306	.065
a) orderly, or b) easygoing	-.467	.077	-.065	-.236
Do you generally prefer to a) make your social engagements some distance ahead, or b) be free to do things on the spur of the moment?	-.552	.082	-.110	.013
In most instances, do you prefer to a) go with the flow, or b) follow a schedule?	.608	-.022	.042	.155
Do you prefer to a) wait and see what happens and then make plans, or b) plan things far in advance?	.567	.045	.102	.143
Do you consider yourself to be a) more of a spontaneous person, or b) more of an organized person?	.635	-.114	.160	.148
When you start a big project that is due in a week, do you a) take time to list the separate things to be done and the order of doing them, or b) plunge in?	-.435	-.037	.040	-.075
Do you find going by a schedule a) necessary at times but generally unfavorable, or b) helpful and favorable most of the time?	.582	-.006	.088	.083
Overall, when working on a big assignment, do you tend to a) figure out what needs to be done as you go along, or b) begin by breaking it down into steps?	.431	.072	-.055	.149
Would you prefer to do most things a) however you feel that particular day, or b) a set schedule?	.615	.066	.078	.203



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Table 6. Factor Analysis Rotated Component Matrix for Distributor Indian Sample

	Component			
	E/I	J/P	S/N	T/F
Are you a) easy to get to know, or b) hard to get to know?	.389	.313	.116	.150
Do you a) talk easily to almost anyone for as long as you have to, or b) find a lot to say only to certain people or under certain conditions?	.526	.166	.031	.010
Are you usually a) a 'good mixer', or b) rather quiet and reserved?	.587	.351	-.040	.018
Do you tend to have a) deep friendships with very few people, or b) broad friendships with many different people?	-.359	-.139	-.022	.062
Can you keep a conversation going indefinitely a) only with people who share some interest of yours, or b) with almost anyone?	-.476	.038	.110	-.116
In talking with friends, do you a) sometimes tell them a personal thing in confidence, or b) almost never tell anything you are not willing to have repeated?	-.181	.563	.042	.143
Do you usually a) show your feelings freely, or b) keep your feelings to yourself?	.109	.607	-.089	.055
When strangers notice you, does it a) make you uncomfortable, or b) not bother you at all?	-.464	.102	.128	.180
Is it your habit to a) confide in nobody, or at most in one person, or b) have a number of friends you confide in?	-.046	-.571	.008	-.087
Do you a) think that all the people you like know that you like them, or b) admire some people for a long time, without letting them know it?	.142	.366	.003	.076
When you are with a group of people, would you usually rather a) join in the talk of the group, or b) talk with one person at a time?	.610	.076	.103	.028
Among your friends, are you a) one of the last to hear what is going on, or b) full of news about everybody?	-.318	-.246	.061	-.080
At social gatherings, do you a) try to corner somebody you like to talk to, or b) mix with the group?	-.640	-.113	-.053	.053
At parties, do you a) sometimes get bored, or b) always have fun?	-.467	-.253	.092	.046
a) speak, or b) write	.132	.203	-.047	-.001
a) calm, or b) lively	-.198	-.492	.141	.107
a) reserved, or b) talkative	-.314	-.493	.161	.037
When you are at a party, do you like to a) help get things going, or b) let the others have fun in their own way?	.326	.155	.180	.072
When you are with a group of your good friends, do you a) do more than your share of the talking, or b) do less than your share of the talking?	.154	.370	-.046	-.010
In a large group, do you more often a) introduce others, or b) get introduced?	.542	.092	-.004	.036
Do you prefer to think about a matter by a) talking it over with someone, or b) mulling it over in your mind?	.147	.426	.097	.099
Can the new people you meet tell what you are interested in a) right away, or b) only after they really get to know you?	.218	.413	-.024	.056
Do you usually say a) more than you mean, or b) less than you mean?	.097	.510	-.040	-.052
When you meet strangers, do you find it a) pleasant, or at least easy, or b) something that takes a good deal of effort?	.536	.179	-.093	-.018
When you have a suggestion that ought to be made at a meeting, do you a) stand up and make it as a matter of course, or b) hesitate to do so?	.390	.140	-.110	-.337
Would you rather be considered a) a practical person, or b) an ingenious person?	-.053	.146	.339	-.146
In reading for pleasure, do you a) enjoy odd or original ways of saying things, or b) like writers to say exactly what they mean?	.163	-.040	-.265	.055
If you were a teacher, would you rather teach a) fact-based courses, or b) courses involving theory?	-.027	.131	.305	-.169
Do you usually get along better with a) imaginative people, or b) realistic people?	.027	-.018	-.505	.223
In doing something that many other people do, does it appeal to you more to a) do it in the accepted way, or b) invent a way of your own?	-.125	.019	.332	.179
In your way of living, do you prefer to be a) original, or b) conventional?	.248	.085	-.170	-.171
a) statement, or b) concept	.029	-.126	.227	.046
a) build, or b) invent	-.018	.014	.332	.140



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	Component			
	E/I	J/P	S/N	T/F
a) concrete, or b) abstract	.030	.031	.536	-.118
a) literal, or b) figurative	-.104	.012	.352	-.024
a) production, or b) design	-.078	-.086	.223	.018
a) sign, or b) symbol	-.016	-.072	.175	.005
a) accept, or b) change	-.123	-.042	.265	.252
a) known, or b) unknown	-.169	.055	.468	.122
a) facts, or b) ideas	-.133	-.013	.413	-.046
a) foundation, or b) spire	.005	-.040	.246	-.084
a) theory, or b) experience	-.143	-.022	-.207	-.006
a) fluid, or b) solid	.016	-.082	-.408	.204
Is it higher praise to say someone has a) vision, or b) common sense?	.054	-.080	-.072	.030
If you were fundraising in your neighbourhood for something like the Red Cross, would your calls turn out to be a) brief and businesslike, or b) sociable and friendly?	-.322	-.127	.021	-.116
Is it a higher compliment to be called a) a person of real feeling, or b) a consistently reasonable person?	-.005	.133	-.199	.374
Do you more often let a) your heart rule your head, b) your head rule your heart?	-.004	.170	-.078	.439
Are you more likely to speak up in a) praise, or b) blame?	.221	-.019	.033	.072
Do you feel it is a worse fault to be a) unsympathetic, or b) unreasonable?	-.009	-.036	-.116	.459
If you were considering a certain course of action, which of these two arguments in its favour would sound more attractive to you a) people very much want you to do it, or b) this is the most logical thing for you to do?	.037	.147	.013	.198
Do you consider it a greater shortcoming in a person a) to have too much sentiment, or b) not enough sentiment?	-.064	-.091	.111	-.410
Do you feel it is a worse fault a) to show too much warmth, or b) not to have enough warmth?	-.024	-.054	.065	-.301
Do you usually a) value sentiment more than logic, or b) value logic more than sentiment?	-.016	.070	-.131	.578
a) convincing, or b) touching	-.009	-.042	.158	-.523
a) approve, or b) question	-.147	.008	.236	.279
a) benefits, or b) blessings	-.091	-.007	.097	-.446
a) analyse, or b) sympathise	-.018	.073	.117	-.531
a) soft, or b) hard	.064	-.022	.099	.342
a) firm-minded, or b) warm-hearted	.018	-.041	.050	-.567
a) who, or b) what	-.043	.079	-.066	.370
a) wary, or b) trusting	-.071	-.138	-.068	-.181
a) gentle, or b) firm	-.079	.033	.107	.406
a) justice, or b) mercy	-.075	.062	.188	-.378
a) uncritical, or b) critical	.043	-.122	.087	.304
a) thinking, or b) feeling	-.088	-.067	.097	-.555
a) compassion, or b) foresight	.011	.102	-.059	.484
Are you more careful about a) people's feelings, or b) their rights?	-.009	.062	.037	.449
Are you naturally a) more interested in people than things, or b) more interested in things and how they work than in human relationships?	.209	.205	.021	.268
In getting a job done, do you depend on a) starting early, so as to finish with time to spare, or b) the extra speed you develop at the last minute?	.087	-.024	.455	-.039
When an unforeseen event forces you to set aside your day's programme, do you a) feel inconvenienced by a break in the programme, or b) welcome the unexpected diversion?	-.193	-.083	.337	.136
Does following a schedule a) appeal to you, or b) cramp you?	.032	.028	.559	-.062
When you start a big project that is due in a week, do you a) take time to list the separate things to be done and the order of doing them, or b) plunge in?	.146	-.059	.361	-.028
When it is settled well in advance that you will do a certain thing at a certain time, do you find it a) nice to be able to plan accordingly, or b) a little unpleasant to be tied down?	.130	-.026	.425	.046
Do you prefer to a) arrange dates, parties, etc, well in advance, or b) be free to do whatever looks like fun when the time comes?	-.072	-.003	.421	.022
Do you a) rather prefer to do things at the last minute, or b) find doing things at the last minute	.040	-.037	-.461	.079



mbti MBTI® Step I Form M Measurement Properties - India

	Component			
	E/I	J/P	S/N	T/F
hard on the nerves?				
Do you think that having a daily routine is a) a comfortable way to get things done, or b) painful even when necessary?	.067	-.059	.442	-.017
When you have a special job to do, do you like to a) organise it carefully before you start, or b) find out what is necessary as you go along?	.117	-.043	.405	.008
Would you be better off if a) routine came more easily to you, or b) variety came more easily to you?	-.050	-.059	.017	.167
In your home life, when you come to the end of some undertaking, are you a) clear as to what comes next and ready to tackle it, or b) glad to relax until the next inspiration hits you?	.251	.075	.288	-.101
a) punctual, or b) leisurely	.103	-.107	.362	-.264
a) orderly, or b) easygoing	-.021	-.166	.433	-.120
a) systematic, or b) casual	.091	-.140	.419	-.197
a) scheduled, or b) unplanned	-.020	-.041	.585	-.134
Do you generally prefer to a) make your social engagements some distance ahead, or b) be free to do things on the spur of the moment?	-.069	-.048	.492	-.041
When you go somewhere for the day, would you rather a) plan what you will do and when, or b) just go?	.046	-.026	.459	-.060
With routine chores, do you prefer to a) polish them off at the beginning of the day, or b) work them into the intervals of a more interesting project?	-.020	.006	.292	.094
Do you a) get a real satisfaction out of doing a task before it actually has to be done, or b) enjoy the speed and efficiency you acquire just before a deadline?	.015	-.063	.389	.003

Historically, best-fit type has been assessed in terms of agreement between one's reported type and true type, or verified best-fit type. Previous work has shown agreement rates of all four preferences at 62% (Kummerow, 1988), 67% (Bathurst, 2000), 75% (Walck, 1992; Myers & McCaulley, 1985), 76% (Krause & Thompson, 2008), and 85% (Hammer & Yeakley, 1987). The number of changes made from one preference pole to another within each dichotomy has also been examined. Results generally indicate that more shifts are made on the Thinking-Feeling scale, in the direction of T to F, than all other scales (Bathurst, 2000; Kummerow, 1988; Walck, 1992). Moreover, the MBTI Manual (1998) reports that within the National Sample ($N = 3,036$), there are less clear preferences found on the T-F scale. Research has also been conducted to examine best-fit type cross-culturally. Rates of agreement between best-fit type and reported type have been found to range from 60% among German participants (Deakin, 2006) to 68% among French participants (Hackston, 2005), and 72% among UK participants (Kendall, 1998).

A separate Indian sample was used to examine best fit type data. The sample consisted of 90 individuals (62% male, 38% female) who completed the MBTI Form M assessment during an MBTI qualifying program training. Additional demographic information for this sample was not available. The rate of agreement was calculated for the Indian sample in two ways. Table 7 shows the rate of agreement between best-fit type and self-scorable type, while Table 8 shows the rate of agreement between IRT-scored type and best-fit type. The rates of agreement for the Indian sample are in line with those reported for both domestic and other international samples. For comparison purposes the rates for a U.S. sample are included in each Tables 7 and 8. The tables show similar rates of agreement between the U.S. and Indian samples. This U.S. sample consists of 89 individuals (57% male, 43% female) who completed the MBTI Form M



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assessment during an MBTI qualifying program training. The average age of this sample was 43 years. Eighty-seven percent of the sample reported being employed full-time with an average of 17 years working in their current line of work.

Table 7. Agreement Between Self-Scorable Type and Best-Fit Type in Indian & U.S. Qualifying Program Samples

Agreement on	Indian Sample		US Sample	
	<i>n</i>	%	<i>n</i>	%
4 Preferences	62	68.9	61	68.5
3 Preferences	21	23.3	21	23.6
2 Preferences	5	5.6	5	5.6
1 Preference	2	2.2	1	1.1
0 Preferences	0	0	1	1.1

Table 8. Agreement Between IRT-Scored Type and Best-Fit Type in Indian & U.S. Qualifying Program Samples

Agreement on	Indian Sample		US Sample	
	<i>n</i>	%	<i>n</i>	%
4 Preferences	57	63.3	64	71.9
3 Preferences	27	30.0	17	19.1
2 Preferences	4	4.4	6	6.7
1 Preference	2	2.2	1	1.1
0 Preferences	0	0	1	1.1



mbti® MBTI® Step I Form M Measurement Properties - India

Table 9 shows the correlations, for each preference, between the self-scored, IRT-scored, and best fit type scores for the Indian and U.S. Samples.

Table 9. Indian and U.S. Qualifying Program Samples Correlations Between Self-scored, IRT-scored, and Best Fit Type

	Indian Best Fit Type Sample		US Comparison Sample	
	self-scored	IRT-scored	self-scored	IRT-scored
EI				
Best Fit	.87	.87	.82	.77
self-scored		.87		.95
SN				
Best Fit	.80	.72	.88	.88
self-scored		.86		.91
TF				
Best Fit	.68	.69	.68	.71
self-scored		.95		.98
JP				
Best Fit	.83	.84	.75	.82
self-scored		.93		.89

The number of changes made from one preference to another within each dichotomy (e.g., a change of preference from self-scored or IRT-scored to best-fit type) and the direction of those changes (e.g., E to I vs. I to E) was also assessed for the Indian and U.S. samples. Table 4 shows the number and direction of changes between self-scored type and best fit type preferences. The greatest number of changes for the Indian sample was from T to F (n=11), while for the U.S. sample it was T to F, F to T, and J to P (each n=7).

Table 10. Number of Changes Between Best Fit Type and Self-scored Type Preferences

Change	Indian Sample	U.S. Sample
	Total	Total
E to I	2	4
I to E	4	4
S to N	7	1
N to S	2	4
T to F	11	7
F to T	3	7
J to P	8	7
P to J	0	4



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Table 11 shows the number and direction of changes between IRT-scored type and best fit type preferences. The greatest number of changes for the Indian sample was from S to N (n=13), while for the U.S. sample it was T to F (n=7). Chi-square analyses were not run to assess any of these changes because the sample sizes, and therefore the expected values, were too small.

Table 11. Number of Changes Between Best Fit Type and IRT-scored Type Preferences

	Indian Sample	U.S. Sample
Change	Total	Total
E to I	2	5
I to E	4	5
S to N	13	3
N to S	1	2
T to F	12	7
F to T	2	6
J to P	6	4
P to J	1	4



MBTI® Step I Form M Measurement Properties - India

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