Technical Brief for the

MBTI® FORM M and FORM Q ASSESSMENTS

Malaysia

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INTRODUCTION

The *Myers-Briggs Type Indicator*® (MBTI®) instrument is one of the most commonly used personality assessments in the world. Because its administration outside the United States is growing rapidly, the instrument is continually being evaluated for use in specific regions. This technical brief summarizes the measurement properties of the MBTI Form M and Form Q assessments with a Malaysian sample. To that end, it examines the reliability of the MBTI Form M and Form Q assessments, reports on type distribution in a sample of Malaysian participants, and provides comparisons with the US national representative sample (NRS) used in the *MBTI® Manual* (Myers, McCaulley, Quenk, & Hammer, 1998) to examine similarities and differences between the groups.

THE MBTI® ASSESSMENT

The MBTI assessment uses a typology composed of four pairs of opposite preferences, called *preference pairs:*

- Extraversion (E) or Introversion (I)—how you direct and receive energy
- Sensing (S) or Intuition (N)—how you take in information
- Thinking (T) or Feeling (F)—how you decide and come to conclusions
- Judging (J) or Perceiving (P)—how you approach the outside world

The assessment combines an individual's four preferences—one from each preference pair, denoted by its letter—to yield one of the 16 possible personality types (e.g., ESTJ, INFP, etc.). Each type is equally valuable, and an individual inherently belongs to one of the 16 types. This model differentiates the MBTI assessment from most other personality instruments, which typically assess personality traits. Trait-based instruments measure how much of a certain characteristic an individual possesses. Unlike the MBTI assessment, those instruments usually consider one end of a trait to be more positive and the other to be more negative.

MALAYSIAN SAMPLE

Historically, the MBTI assessment has been administered in Malaysia using North American English. A sample composed of 2,337 Malaysian respondents who completed the MBTI Form Q assessment in North American English was obtained for this study. It is important to note that this is not a representative sample, but rather a sample of convenience. Therefore, no inferences may be drawn about the preferences or type distribution of the population of Malaysia. The data reported in this technical brief should be used for psychometric information purposes only.

The Malaysian sample includes 47% women and 51% men, 2% not reported. Respondents' ages ranged from 17 to 73 years (mean = 35.8, *SD* = 8.8). All respondents reported their country of origin and residence as Malaysia. Additional demographic information was not available for this sample.

Table 1 includes the number and percentage of respondents of each type in the sample. As shown, the most frequently occurring type for this sample is ISTJ (21.7%), followed by ESTJ (21.5%). The least common types are INFJ (2.2%) and ENFJ (2.5%). Type distributions for women and men in the Malaysian sample are presented in Tables 2 and 3.

Table 4 shows the number and percentage of respondents for each preference. Also included for reference are the number and percentage of respondents for each preference in the US national representative sample (NRS; Myers et al., 1998).

RELIABILITY OF THE FORM M PREFERENCES

The internal consistency reliabilities (Cronbach's alphas) for the Malaysian sample and the US NRS are reported in Table 5. The reliabilities of the four preference pairs are good for the Malaysian sample and are very similar to those reported in the *MBTI® Manual* (Myers et al., 1998).

TABLE 1. MBTI® TYPE DISTRIBUTION IN THE MALAYSIAN SAMPLE

SENSING		INTUITION			
Thinking	Feeling		Thinking		
ISTJ *n* = 507 21.7%	**ISFJ** *n* = 139 5.9%	**INFJ** *n* = 51 2.2%	**INTJ** *n* = 93 4.0%	Judging	INTROVERSION
ISTP *n* = 136 5.8%	**ISFP** *n* = 85 3.6%	**INFP** *n* = 69 3.0%	**INTP** *n* = 82 3.5%	Perceiving	
ESTP *n* = 111 4.7%	**ESFP** *n* = 71 3.0%	**ENFP** *n* = 95 4.1%	**ENTP** *n* = 83 3.6%		EXTRAVERSION
ESTJ *n* = 502 21.5%	**ESFJ** *n* = 102 4.4%	**ENFJ** *n* = 58 2.5%	**ENTJ** *n* = 153 6.5%	Judging	

Note: *N* = 2,337.

TABLE 2. MBTI® TYPE DISTRIBUTION IN THE MALAYSIAN SAMPLE: WOMEN

SENSING		INTUITION			
Thinking	Feeling		Thinking		
ISTJ *n* = 202 18.5%	**ISFJ** *n* = 95 8.7%	**INFJ** *n* = 33 3.0%	**INTJ** *n* = 33 3.0%	Judging	INTROVERSION
ISTP *n* = 63 5.8%	**ISFP** *n* = 55 5.0%	**INFP** *n* = 38 3.5%	**INTP** *n* = 36 3.3%	Perceiving	
ESTP *n* = 51 4.7%	**ESFP** *n* = 44 4.0%	**ENFP** *n* = 54 4.9%	**ENTP** *n* = 28 2.6%		EXTRAVERSION
ESTJ *n* = 189 17.3%	**ESFJ** *n* = 68 6.2%	**ENFJ** *n* = 36 3.3%	**ENTJ** *n* = 66 6.0%	Judging	

Note: *n* = 1,091.

TABLE 3. MBTI® TYPE DISTRIBUTION IN THE MALAYSIAN SAMPLE: MEN

SENSING		INTUITION			
Thinking	Feeling		Thinking		
ISTJ *n* = 292 24.5%	**ISFJ** *n* = 42 3.5 %	**INFJ** *n* = 17 1.4%	**INTJ** *n* = 56 4.7%	Judging	INTROVERSION
ISTP *n* = 70 5.9%	**ISFP** *n* = 29 2.4%	**INFP** *n* = 31 2.6%	**INTP** *n* = 41 3.4%	Perceiving	
ESTP *n* = 57 4.8%	**ESFP** *n* = 25 2.1%	**ENFP** *n* = 39 3.3%	**ENTP** *n* = 51 4.3%		EXTRAVERSION
ESTJ *n* = 307 25.8%	**ESFJ** *n* = 32 2.7%	**ENFJ** *n* = 21 1.8%	**ENTJ** *n* = 82 6.9%	Judging	

Note: *n* = 1,192.

TABLE 4. MBTI® PREFERENCE DISTRIBUTIONS FOR THE MALAYSIAN SAMPLE AND THE US NRS

	Malaysian Sample (*N* = 2,337)		US NRS (*N* = 3,009)	
Preference	***n***	**%**	***n***	**%**
Extraversion (E)	1,175	50.3	1,483	49.3
Introversion (I)	1,162	49.7	1,526	50.7
Sensing (S)	1,653	70.7	2,206	73.3
Intuition (N)	684	29.3	803	26.7
Thinking (T)	1,667	71.3	1,210	40.2
Feeling (F)	670	28.7	1,799	59.8
Judging (J)	1,605	68.7	1,629	54.1
Perceiving (P)	732	31.3	1,380	45.9

Note: Source for the US NRS is the *MBTI® Manual* (Myers et al., 1998).

TABLE 5. MBTI® PREFERENCE PAIR INTERNAL CONSISTENCY RELIABILITIES FOR THE MALAYSIAN SAMPLE AND THE US NRS

	Cronbach's Alpha	
Preference Pair	**Malaysian Sample**	**US NRS**
Extraversion–Introversion	.90	.91
Sensing–Intuition	.85	.92
Thinking–Feeling	.87	.91
Judging–Perceiving	.89	.92

Note: Malaysian sample *N* = 2,337; US NRS *N* = 3,009. Source for the US NRS is the *MBTI® Manual* (Myers et al., 1998).

FACTOR ANALYSIS

Several studies have conducted confirmatory factor analyses of the MBTI assessment to assess the validity of its factors. They have indicated that a four-factor model, such as the one theorized and developed by Myers, is the most appropriate and offers the best fit (Harvey, Murry, & Stamoulis, 1995; Johnson & Saunders, 1990). A principal components exploratory factor analysis with varimax rotation was conducted using the item responses from the Malaysian sample. The results are presented in Table 6. The shaded cells indicate that factor 1 is E–I, factor 2 is T–F, factor 3 is J–P, and factor 4 is S–N. The four-factor structure produced by this analysis shows that the MBTI Form M items in Malaysia are measuring their intended constructs, the four preference pairs.

TABLE 6. FACTOR ANALYSIS ROTATED COMPONENT MATRIX FOR THE MALAYSIAN SAMPLE

Item Code	Factor 1 (E–I)	Factor 2 (T–F)	Factor 3 (J–P)	Factor 4 (S–N)	Item Code	Factor 1 (E–I)	Factor 2 (T–F)	Factor 3 (J–P)	Factor 4 (S–N)
EI1	.73	.06	.02	–.03	SN1	.08	.02	.06	.32
EI2	.54	.06	.01	–.02	SN2	–.02	.03	.12	.49
EI3	.46	.05	.06	–.08	SN3	.03	.20	.16	.46
EI4	.56	–.05	.08	.10	SN4	.02	.01	.04	.40
EI5	.53	–.05	.06	.03	SN5	–.12	.02	.05	.30
EI6	.56	.06	–.02	.02	SN6	–.07	.08	.07	.27
EI7	.36	–.03	–.01	–.01	SN7	.02	.22	.18	.41
EI8	.68	.01	–.03	.02	SN8	–.04	–.20	.10	.47
EI9	.60	–.05	.05	–.13	SN9	–.09	.08	.08	.64
EI10	.64	–.01	–.08	–.08	SN10	–.03	–.01	.08	.47
EI11	.66	.04	–.06	–.18	SN11	–.01	.11	.07	.16
EI12	.65	.01	–.04	–.10	SN12	.05	.04	.06	.22
EI13	.62	.10	.03	.00	SN13	–.06	–.01	.05	.55
EI14	.58	.00	.02	–.03	SN14	.00	.17	.09	.63
EI15	.59	–.04	.03	–.01	SN15	–.16	–.12	–.03	.55
EI16	.54	–.03	.01	–.03	SN16	–.12	.07	.11	.41
EI17	.51	.04	–.03	–.08	SN17	–.09	.00	.04	.55
EI18	.64	.06	.01	–.03	SN18	.00	.31	.19	.42
EI19	.69	.03	.03	–.03	SN19	–.07	–.10	.03	.59
EI20	.54	–.05	.06	.07	SN20	–.11	–.03	.03	.64
EI21	.56	.03	–.01	–.13	SN21	–.06	–.29	.00	.20
					SN22	–.04	.20	.12	.60
					SN23	.06	.12	.11	.42
					SN24	.01	.11	.20	.38
					SN25	.02	.06	.01	.46
					SN26	–.01	.07	.05	.41

(cont'd)

TABLE 6. FACTOR ANALYSIS ROTATED COMPONENT MATRIX FOR THE MALAYSIAN SAMPLE *(CONT'D)*

Item Code	Factor 1 (E–I)	Factor 2 (T–F)	Factor 3 (J–P)	Factor 4 (S–N)	Item Code	Factor 1 (E–I)	Factor 2 (T–F)	Factor 3 (J–P)	Factor 4 (S–N)
TF1	–.02	.42	.14	.03	JP1	.06	.04	.56	.10
TF2	–.04	.38	.07	.19	JP2	.10	.03	.61	.05
TF3	–.07	.50	.08	.16	JP3	–.05	.08	.60	.09
TF4	.08	.45	.07	.02	JP4	.07	–.01	.55	.23
TF5	–.03	.63	.11	.08	JP5	.10	.02	.49	.09
TF6	.08	.57	.09	.07	JP6	–.08	–.09	.38	.17
TF7	.04	.60	.10	–.01	JP7	.02	.04	.51	.05
TF8	.03	.28	–.08	–.03	JP8	.04	.08	.49	.02
TF9	–.01	.45	–.03	–.15	JP9	.05	.08	.64	.13
TF10	–.04	.45	.05	.18	JP10	–.08	.21	.56	.17
TF11	.03	.38	.07	.03	JP11	–.02	.30	.52	.06
TF12	.11	.53	.10	–.11	JP12	.06	.30	.35	.12
TF13	–.08	.43	.07	.30	JP13	–.01	.04	.56	.29
TF14	–.02	.49	.11	.13	JP14	–.16	.25	.43	.18
TF15	–.05	.52	.03	.22	JP15	–.06	.07	.56	.05
TF16	–.05	.51	–.05	.07	JP16	–.06	.12	.61	.10
TF17	–.02	.63	.09	.01	JP17	.10	.13	.54	.06
TF18	.02	.58	.14	.16	JP18	–.14	.11	.64	.09
TF19	.07	.63	.08	–.04	JP19	.06	.03	.57	.11
TF20	–.02	.52	.10	.05	JP20	.04	.20	.41	–.08
TF21	.01	.49	.05	.03	JP21	.06	.15	.60	.11
TF22	–.11	.45	.10	.18	JP22	–.01	.03	.43	.11
TF23	.16	.55	.08	–.01					
TF24	.02	.32	.10	.03					

Note: N = 2,337.

RELIABILITY OF THE FORM Q FACETS

The MBTI Form Q assessment includes the 93 items that make up the MBTI Form M assessment (measuring the four preference pairs, E–I, S–N, T–F, and J–P) plus another 51 items that are used only to measure the Form Q facets. For each of the four preference pairs there are five facets (see Table 7), yielding a total of 20 facets. These facets help describe some of the ways in which each preference can be different for each individual to create a richer and more detailed description of an individual's behavior. The remaining analyses focus on the evaluation of the Form Q facets.

TABLE 7. MBTI® FORM Q FACET INTERNAL CONSISTENCY RELIABILITIES FOR THE MALAYSIAN SAMPLE AND THE US NRS

	Cronbach's Alpha	
Form Q Facets	Malaysian Sample	US NRS
E–I Facets		
Initiating–Receiving	.78	.85
Expressive–Contained	.71	.79
Gregarious–Intimate	.67	.60
Active–Reflective	.63	.59
Enthusiastic–Quiet	.71	.72
S–N Facets		
Concrete–Abstract	.66	.81
Realistic–Imaginative	.65	.79
Practical–Conceptual	.45	.67
Experiential–Theoretical	.62	.83
Traditional–Original	.60	.76
T–F Facets		
Logical–Empathetic	.75	.80
Reasonable–Compassionate	.66	.77
Questioning–Accommodating	.35	.57
Critical–Accepting	.34	.60
Tough–Tender	.75	.81
J–P Facets		
Systematic–Casual	.74	.74
Planful–Open–Ended	.73	.82
Early Starting–Pressure–Prompted	.58	.70
Scheduled–Spontaneous	.74	.82
Methodical–Emergent	.52	.71

Note: Malaysia sample *N* = 2,337; US NRS *N* = 3,009. Source for the US NRS is the *MBTI® Manual* (Myers et al., 1998).

Internal consistency reliabilities for each facet are reported in Table 7 for the Malaysian sample and the US NRS. The Malaysian sample alphas range from .34 (Critical–Accepting) to .78 (Initiating–Receiving). Overall, some of this sample's alphas are somewhat lower than those of the US NRS. This is consistent with the reliabilities that have been found for international samples and translations of the MBTI Form Q (or, for Europe, Step II™) assessment (Quenk, Hammer, & Majors, 2004; Schaubhut, 2008; Schaubhut & Thompson, 2010a, 2010b, 2011a, 2011b, 2012, 2013, 2016a, 2016b, 2017a, 2017b, 2017c, 2017d). Reliabilities for nine other translations can be found in the *MBTI® Step II™ Manual,* European edition (Quenk et al., 2004).

CONCLUSION

The analyses reported here with an initial Malaysian sample demonstrate that the measurement properties of the assessment are adequate. Therefore, the MBTI Forms M and Q can be widely used with individuals who reside in Malaysia and read English. As use of the MBTI assessment in Malaysia continues to grow, larger and more diverse samples will become available, and the measurement properties of MBTI Forms M and Q in Malaysia will continue to be evaluated.

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