

# MBTI® Step I Form M Measurement Properties in Indian Samples

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



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

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 <sup>1</sup> |
|-------------|---|--|--|
| E/I         | .89                                       | .82  | .91  |
| S/N         | .84                                       | .74  | .92  |
| T/F         | .85                                       | .77  | .91  |
| J/P         | .89                                       | .80  | .92  |

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



## 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 |           | Distributor Indian Sample   |           |           |
|---|--------------------------|-----------|---|-----------|-----------|
|   | PR (ESTJ)                | PR (INFP) | Scale/item #  | 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      |



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| 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      |
| SN2 If you were a teacher, would you rather teach fact courses, or courses involving theory?   | 0.65                     | 0.77      | 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      |
| SN5 Do you usually get along better with imaginative people, or realistic people?  | 0.73                     | 0.85      | EI84 Do you usually say more than you mean or less than you mean?  | 0.68                      | 0.66      |
| SN9 Would you rather be considered a practical person or an ingenious person?  | 0.71                     | 0.87      | 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      |
| 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      | 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      |
| SN18 Would you rather have as a friend someone who is always   | 0.69                     | 0.61      | SN4 Would you rather be considered a practical person or an ingenious person?  | 0.60                      | 0.86      |
|  |                          |           | 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      |
|  |                          |           | SN16 If you were a teacher would you rather teach fact-based courses or courses involving theory?  | 0.64                      | 0.81      |
|  |                          |           | SN20 Do you usually get along better with imaginative people or realistic people?  | 0.68                      | 0.86      |
|  |                          |           | SN28 In doing something that many other people do does it appeal   | 0.79                      | 0.63      |



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| Scale/item #  | SkillsOne® Indian Sample |           | Distributor Indian Sample  |           |           |
|---|--------------------------|-----------|--|-----------|-----------|
|   | PR (ESTJ)                | PR (INFP) | Scale/item #   | PR (ESTJ) | PR (INFP) |
| coming up with new ideas, or has both feet on the ground?   |                          |           | to you more to do it in the accepted way or invent a way of your own?  |           |           |
| <b>SN22</b> In reading for pleasure, do you enjoy odd or original ways of saying things, or like writers to say exactly what they mean?         | 0.74                     | 0.59      | <b>SN32</b> In your way of living do you prefer to be original or conventional?  | 0.72      | 0.55      |
| <b>SN25</b> 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? | 0.70                     | 0.57      | <b>SN41</b> statement or concept   |           |           |
| <b>SN27</b> abstract or solid   | 0.68                     | 0.67      | <b>SN45</b> build or invent  | 0.80      | 0.55      |
| <b>SN30</b> facts or ideas  | 0.76                     | 0.71      | <b>SN47</b> concrete or abstract   | 0.62      | 0.90      |
| <b>SN34</b> statement or concept  | 0.91                     | 0.57      | <b>SN51</b> literal or figurative  | 0.66      | 0.68      |
| <b>SN39</b> no-nonsense or theoretical  | 0.54                     | 0.62      | <b>SN53</b> production or design   | 0.76      | 0.58      |
| <b>SN44</b> theory or certainty   | 0.61                     | 0.77      | <b>SN57</b> sign or symbol   | 0.62      | 0.60      |
| <b>SN46</b> idea or actuality   | 0.84                     | 0.66      | <b>SN59</b> accept or change   | 0.71      | 0.60      |
| <b>SN48</b> imaginative or matter-of-fact   | 0.89                     | 0.69      | <b>SN62</b> known or unknown   |           |           |
| <b>SN50</b> make or create  | 0.87                     | 0.56      | <b>SN64</b> facts or ideas   | 0.65      | 0.80      |
| <b>SN52</b> sensible or fascinating   | 0.67                     | 0.74      | <b>SN66</b> foundation or spire  | 0.81      | 0.70      |
| <b>SN54</b> production or design  | 0.81                     | 0.58      | <b>SN68</b> theory or experience   | 0.56      | 0.82      |
| <b>SN60</b> concrete or abstract  | 0.64                     | 0.80      | <b>SN71</b> fluid or solid   | 0.53      | 0.74      |
| <b>SN63</b> build or invent   |                          |           | <b>SN73</b> Is it higher praise to say someone has vision or common sense?   | 0.65      | 0.72      |
| <b>SN65</b> imaginative or realistic  | 0.76                     | 0.63      |  | 0.70      | 0.55      |
| <b>SN67</b> theory or fact  | 0.81                     | 0.81      |  |           |           |
| <b>SN69</b> possibilities or certainties  | 0.65                     | 0.87      |  |           |           |
| <b>SN71</b> novel or already known  | 0.77                     | 0.63      |  |           |           |
| <b>SN73</b> practical or innovative   | 0.82                     | 0.61      |  |           |           |
| <b>SN74</b> Do you generally prefer courses that teach concepts or principles or facts and figures?   | 0.86                     | 0.61      |  |           |           |
| <b>SN82</b> Do you generally prefer courses that teach concepts or principles or facts and figures?   | 0.81                     | 0.66      |  |           |           |
| <b>SN92</b> Would you rather support the established methods of doing good, or analyze what is still wrong and attach unsolved problems?        | 0.67                     | 0.66      |  |           |           |
| <b>TF6</b> Do you more often let your heart rule your head, or your head rule your heart?   | 0.54                     |           |  |           |           |
|   | 0.67                     |           | <b>TF5</b> 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? | 0.59      | 0.52      |
|   | 0.73                     |           |  |           |           |
| <b>TF15</b> Is it a higher compliment to be called a person of real feeling, or a consistently reasonable person?                               | 0.73                     | 0.70      | <b>TF9</b> Is it a higher compliment to be called a person of real feeling or a consistently reasonable person?  | 0.73      | 0.68      |
| <b>TF21</b> Are you inclined to value sentiment more than logic, or value logic more than sentiment?  | 0.70                     | 0.70      |  |           |           |
| <b>TF29</b> gentle or firm  | 0.71                     | 0.82      | <b>TF11</b> Do you more often let your heart rule your head or your head rule your heart?  | 0.74      | 0.71      |
|   | 0.79                     |           |  |           |           |
| <b>TF31</b> thinking or feeling   | 0.79                     | 0.64      | <b>TF17</b> Are you more likely to speak up in praise or blame?  | 0.56      | 0.68      |
|   | 0.76                     |           |  |           |           |
| <b>TF33</b> convincing or touching  | 0.76                     | 0.79      | <b>TF21</b> Do you feel it is a worse fault to be unsympathetic or unreasonable?   | 0.68      | 0.52      |
|   | 0.75                     |           |  |           |           |
|   | 0.82                     |           | <b>TF23</b> If you were considering a  | 0.55      | 0.74      |
|   |                          |           |  |           | 0.65      |



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| Scale/item #  | SkillsOne® Indian Sample<br>PR (ESTJ) PR (INFP) |      | Scale/item #  | Distributor Indian Sample<br>PR (ESTJ) PR (INFP) |      |
|---|---|------|---|--|------|
| TF35 analyze or sympathize  |   |      | 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? |  |      |
| TF37 sensitive or just  | 0.63  | 0.89 | TF29 Do you consider it a greater shortcoming in a person to have too much sentiment or not enough sentiment?   | 0.73   | 0.67 |
| TF40 compassion or foresight  | 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 |
| TF43 benefits or blessings  | 0.78  | 0.74 | TF35 Do you usually value sentiment more than logic or value logic more than sentiment?   | 0.80   | 0.88 |
| TF45 determined or devoted  | 0.74  | 0.72 | TF42 convincing or touching   | 0.74   | 0.82 |
| TF47 strong-willed or tenderhearted   | 0.62  | 0.70 | TF46 approve or question  | 0.65   | 0.65 |
| TF49 objective or passionate  | 0.64  | 0.83 | TF48 benefits or blessings  | 0.73   | 0.70 |
| TF51 warm or objective  | 0.79  | 0.65 | TF52 analyse or sympathise  | 0.69   | 0.90 |
| TF53 compassionate or logical   | 0.82  | 0.67 | TF54 soft or hard   | 0.79   | 0.56 |
| TF56 fair-minded or caring  | 0.76  | 0.80 | TF58 firm-minded or warm-hearted  | 0.96   | 0.64 |
| TF58 analytical or sentimental  | 0.78  | 0.72 | TF60 who or what  | 0.68   | 0.70 |
| TF61 practical or sentimental   | 0.65  | 0.91 | TF63 wary or trusting   | 0.67   | 0.52 |
| TF66 competent or kindhearted   | 0.63  | 0.92 | TF65 gentle or firm   | 0.74   | 0.61 |
| TF70 bighearted or firm-minded  | 0.70  | 0.80 | TF67 justice or mercy   | 0.62   | 0.79 |
| TF72 tenderness or strength   | 0.82  | 0.66 | TF69 uncritical or critical   | 0.59   | 0.73 |
| 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 | TF70 thinking or feeling  | 0.89   | 0.82 |
| TF87 Which is a higher compliment, to be called competent or compassionate?   | 0.65  | 0.71 | TF72 compassion or foresight  |  |      |
| TF89 Would you rather work under a boss or teacher who is good-natured but often inconsistent, or sharp-tongued but always logical? | 0.71  | 0.81 |   | 0.74   | 0.74 |
| JP1 When you go somewhere for the day, would you rather plan what you will do & when, or just go?                                   | 0.58  | 0.73 | TF74 Are you more careful about people's feelings or their rights?  | 0.76   | 0.59 |
| 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?    | 0.67  | 0.90 | 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 |
| JP8 Do you prefer to do many things on the spur of the moment, or according to your plans?  | 0.74  | 0.70 | 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 |
| JP12 Does following a schedule appeal to you, or cramp you?   | 0.76  | 0.84 | 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 |
|   | 0.70  | 0.90 | JP13 Does following a schedule appeal to you or cramp you?  | 0.71   | 0.87 |
|   |   |      | JP14 When you start a big project that is due in a week do you take time  | 0.60   | 0.87 |



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| Scale/item #   | SkillsOne® Indian Sample<br>PR (ESTJ) PR (INFP) |      | Scale/item #  | Distributor Indian Sample<br>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?                            | JP26 Do you rather prefer to do things at the last minute or find doing things at the last minute hard on the nerves?   | 0.87 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 | JP31 Do you think that having a daily routine is a comfortable way to get things done or painful even when necessary?                                       | 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?  | 0.74 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 | JP38 Would you be better off if routine came more easily to you or variety came more easily to you?   | 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?   | 0.61 0.84 |
| JP28 scheduled or unplanned  | 0.62  | 0.99 | JP44 punctual or leisurely  | 0.67 0.82   |           |
| JP36 systematic or spontaneous   | 0.80  | 0.80 | JP50 orderly or easygoing   | 0.55 0.59   |           |
| JP41 systematic or casual  | 0.64  | 0.85 | JP56 systematic or casual   | 0.76 0.67   |           |
| JP55 impulse or decision   | 0.63  | 0.83 | JP61 scheduled or unplanned   | 0.61 0.80   |           |
| JP59 unconstrained or scheduled  | 0.77  | 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?                         | 0.74 0.69   |           |
| JP64 orderly or easygoing  | 0.78  | 0.73 | JP80 When you go somewhere for the day would you rather plan what you will do & when or just go?  | 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 | 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?        | 0.63 0.89   |           |
| JP78 In most instances, do you prefer to go with the flow, or follow a schedule?   | 0.84  | 0.77 | 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? | 0.84 0.71   |           |
| JP80 Do you prefer to wait & see what happens & then make plans, or plan things far in advance?  | 0.83  | 0.75 | 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?   | 0.74 0.77   |           |
| JP84 Do you consider yourself to be more of a spontaneous person, or more of an organized person?  | 0.85  | 0.80 | JP88 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? | 0.66 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 | JP90 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® Step I Form M Measurement Properties - India

| Scale/item #   | SkillsOne® Indian Sample<br>PR (ESTJ) PR (INFP) |      | Scale/item # | Distributor Indian Sample<br>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® 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  |



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

|  | 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  |



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

**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  |



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

|  | 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® 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**

|               | Indian Sample |      | US Sample |      |
|---------------|---------------|------|-----------|------|
| Agreement on  | n             | %    | n         | %    |
| 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**

|               | Indian Sample |      | US Sample |      |
|---------------|---------------|------|-----------|------|
| Agreement on  | n             | %    | n         | %    |
| 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  |



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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 |            |
|-------------|-----------------------------|------------|----------------------|------------|
| EI          | self-scored                 | IRT-scored | self-scored          | IRT-scored |
| 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**

|        | Indian Sample | U.S. Sample |
|--------|---------------|-------------|
| Change | 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**

|               | <b>Indian Sample</b> | <b>U.S. Sample</b> |
|---------------|----------------------|--------------------|
| <b>Change</b> | <b>Total</b>         | <b>Total</b>       |
| 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                  |



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