



MBTI® MANUAL GLOBAL SUPPLEMENT SERIES

# United Kingdom (European English) Supplement to the MBTI® Manual for the Global Step I™ and Step II™ Assessments

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## INTRODUCTION

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As steward of the *Myers-Briggs Type Indicator*® (MBTI®) assessment, The Myers-Briggs Company had two overarching goals in undertaking its revision to create global Step I™ and Step II™ forms: (1) preserve the integrity of the Step I and Step II assessments and (2) improve the reliability and validity of the MBTI assessment overall. More specifically, the company sought to update existing representative samples and compile new representative samples in additional countries based on translations (or adaptations) of the assessment into additional languages, use a statistical model consistent with type theory, and, if supported by data analysis, use the same scoring method globally, so that scores could be compared across all those countries and languages.

Broadening existing and compiling new representative samples was a high priority. The prior revision of the MBTI assessment culminated in the 1998 publication of MBTI Form M (Step I), which replaced the earlier Form G. Form Q (Step II) was subsequently published in 2001 and replaced Form K. In the United Kingdom, the European Step I assessment was published in 1997. The European Step II assessment was published in 2003 based on pan-European samples compiled by OPP Ltd. Although all these forms of the MBTI assessment served their audiences well, no additional representative samples in the United States or the UK had been compiled subsequent to their publication. It was therefore important to update the US and UK representative samples as well as expand the number of representative samples to include additional countries and languages, reflecting the increasingly global reach of the MBTI assessment.

To address this need, data were collected in targeted countries (see table 1), with specific demographic targets set by experts for all samples except those from Brazil and South Africa.<sup>1</sup> A consistent data collection effort yielded samples that responded to a common 230-item

MBTI research form containing all items on then-current forms of the assessment (i.e., MBTI Form M and Form Q, and European Step I and Step II); common demographic items; and other validation assessments. Respondents who completed North American English or European English versions of the assessment also completed an online interpretation session through The Myers-Briggs Company's MBTI® Complete website, making their verified, or "best-fit," type available for analysis.

In brief, the revision of the MBTI assessment provided the opportunity to collect a wealth of data, resulting in national representative samples that had not existed previously. These samples served the global research effort for the revised assessments themselves and also provided 4 new large and 19 new moderate-size samples. (*Please note:* In this manual supplement series, a particular sample may be referred to by either country or language for convenience in a particular context. Refer as needed to the sample names listed in table 1 when considering the results presented.)

Two different categories of samples were collected for this global project. Table 1 lists the 4 "large" samples—United States, Canada, and Australia (all North American English), and the United Kingdom (European English)—and the 19 "moderate-size" samples from around the world, which were all combined to form the *global sample*. Large samples were targeted to have 1,000 or more respondents, to exceed the sample size of an existing representative sample (specifically, in the US and the UK), and to reflect the size of the market for the MBTI assessment. The moderate-size samples for the most part included targets to ensure that they were nationally representative; only 3 of these samples—Brazil (Brazilian Portuguese), South Africa (Afrikaans), and South Africa (North American English)—due in part to their smaller markets for the MBTI assessment, were distributor led and nonrepresentative.

The MBTI global sample consists of 16,773 individuals, as detailed and summarized in the *MBTI® Manual for the Global Step I™ and Step II™ Assessments* (Myers, McCaulley, Quenk, & Hammer, 2018). The global sample was used to develop the Global Step I and Step II assessments. It is critical to keep in mind that while analyses were conducted for each country/language sample used in this supplement series and are summarized here, the focus of the analyses was on the global sample reported in the 2018 MBTI manual.

This supplement to the 2018 manual summarizes results obtained from responses of the United Kingdom (European English) sample—hereafter, *UK (English)* sample—to the Global Step I and Step II assessments in European English. Included in this supplement is a general description of the sample, along with statistical summaries, analyses, and type distributions based on those results.

Table 1 | List of large and moderate-size country/language samples in the MBTI® global sample

Country/language sample	N
<b>Large samples</b>	
Australia (North American English)	776
Canada (North American English)	939
United Kingdom (European English)	2,831
United States (North American English)	3,578
<b>Moderate-size samples</b>	
Brazil (Brazilian Portuguese)*	839
Canada (Canadian French)	176
China (Simplified Chinese)	521
China (Traditional Chinese)	477
Denmark (Danish)	468
Finland (Finnish)	524
France (European French)	472
Germany (German)†	440
Greece (Greek)	277
Ireland (European English)	383
Italy (Italian)	458
Mexico (Latin American Spanish)	359
Netherlands (Dutch)	506
Norway (Norwegian)	493
Portugal (European Portuguese)	503
South Africa (Afrikaans)*	505
South Africa (North American English)*	189
Spain (European Spanish)	564
Sweden (Swedish)	495

Note: Global sample, N = 16,773.

\*Data collection for this sample was distributor led; it is not a representative sample.

†Germany sample includes one individual residing in Switzerland.

## TRANSLATION PROCESS

The Myers-Briggs® Company's translation process for the MBTI Global Step I and Step II assessments was based on industry-standard methods for assessment translation (International Test Commission, 2005).<sup>2</sup> Because each of the languages included in this project has a different history of translation and use, the process varied somewhat for different languages.

Initial development of the current commercial form of the MBTI assessment in European English was completed by OPP Ltd (Kendall, 1998). The 88 items of OPP's European Step I assessment were then integrated into the research form known as the Pan-European Step II™—Trial Form (see Quenk, Hammer, & Majors, 2004, for details). The trial form contained 230 items from Myers' pool of existing items and was translated into nine European languages—Danish, Dutch, English, French, German, Italian, Norwegian, Spanish, and Swedish. Later the form was refined to become the 166-item European Step II assessment, with a version for each language; all versions

have been used extensively since their release. Additional research on these different language versions of the assessment, and on others developed since that time, has been reported by OPP Ltd (2009). The 230-item research form became the starting point for the translation of the European English version used in this global project.

OPP's original European English translation was created by a professional linguist; it was evaluated by in-country expert reviewers and iterated until a satisfactory version of the translation was developed. For this global project, the European English version was again evaluated by a professional linguist as well as in-country expert reviewers; modifications were made to item wordings to reflect improvements, changes in language usage since the original translation, or other corrections needed to further improve the quality and accuracy of the translation. All changes were reviewed by the linguist as well as in-country expert reviewers, iteratively, until an agreed-upon translation was developed.

## DATA COLLECTION

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Data for this revision of the assessment were collected almost exclusively online through two Myers-Briggs Company websites. The first site, built by the company's Research Division, accommodated the administration of the MBTI research form and other validity assessments, which were used for non-English-speaking research participants. The second site, for English-speaking participants, was a special modification of MBTI®Complete created for this research project using the 230-item MBTI research form, followed by MBTI®Complete's online interpretation session yielding respondents' best-fit type results. (For details on best-fit type, see chapter 7 in the 2018 MBTI manual.) MBTI research from data for the UK (English) sample were collected using the MBTI®Complete website; best-fit type data were collected at that time but are not reported here.

For the MBTI research form, specific sampling targets were set for each sample (table 2). Local MBTI distributors helped determine the final targets for samples in their respective countries or regions by selecting appropriate official sources. In general, sampling targets were designed to mirror the working-age population.

Once the websites were prepared and the sampling targets were set, data collection began. For most samples, the majority of participants were provided with incentives by an external market research firm. Such firms maintain panels of participants who have expressed willingness to participate in research. These participants were compensated for completing some combination of demographic items, the MBTI research form, and/or other validity assessments. For some samples—for

example, Brazil (Brazilian Portuguese)—the locally based MBTI distributor led the data collection effort. Once data were collected, all cases were thoroughly examined, and invalid cases (e.g., those with too many response omissions or where a participant had selected only the "A" response option across 230 items) were removed. This cleanup step, while reducing final sample sizes, was required to ensure that only the highest-quality data remained for analysis.

A representative sample of individuals in the UK who read European English was obtained from a market research firm. Targets were set based on the population of the UK and provided by OPP Ltd. Table 2 shows the demographic target and actual obtained percentages. The resulting UK (English) sample consists of 2,831 individuals, 52.5% women and 47.5% men. The age range is 16–67, with an average of 38 years (standard deviation = 12.9). All individuals reported residing in the UK.

## MBTI® GLOBAL STEP I™ ASSESSMENT RESULTS FOR THE UK (ENGLISH) SAMPLE

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The Global Step I assessment contains 92 items used to help determine individuals' personality type by identifying their preferences on four pairs of opposites (Extraversion–Introversion, Sensing–Intuition, Thinking–Feeling, and Judging–Perceiving). Combining an individual's four preferences yields 1 of 16 possible MBTI types. The Global Step I assessment replaces the Form M assessment and the European Step I assessment.

### MBTI® Type and Preference Distributions

MBTI type was computed for all participants in the UK (English) sample. Type, preference, and preference combination distributions for this sample are presented in tables 3 and 4.

Table 3 shows that the most common types for this group are ISTJ and ISTP. The least common types are ENTJ and ENFJ. As reported in the *MBTI® Step I™ European Data Supplement* (OPP Ltd, 2009), the most common types in a large British sample ( $N = 88,394$ ) at that time were ESTJ and ENTJ. The least common types in that sample were ISFP and INFJ. Table 4 shows the distributions of preferences as well as four two-preference combinations: (1) *orientation* pairs, (2) *process* pairs, (3) *orientation of energy* and *perceiving process* pairs, and (4) *judging process* and *external orientation* pairs. The table shows that of the preferences, Is are more prevalent than Es, and Ss more than Ns, while the other preferences are more evenly distributed.

Tables 5–8 show type and preference distributions by gender.



Table 2 | Demographic summary: UK (English) sample

Demographic	Target %	Actual %	Demographic	Target %	Actual %
<b>Age group</b>			<b>Education level (cont.)</b>		
16–19 years	8	8	Other qualifications (includes foreign and some professional qualifications)	9	7
20–24 years	11	12	No qualifications	13	7
25–34 years	21	21	No response	—	12
35–49 years	36	36	<b>Employment status</b>		
50–69 years	24	24	Working full-time	57	48
Mean age: 38 years	—	—	Working part-time	18	14
<b>Gender</b>			Unemployed	5	5
Female	50	53	Student	4	8
Male	50	47	Looking after family/home	6	7
<b>Ethnicity</b>			Long-term sick	6	6
White—British	82	76	Other	4	<1
White—Irish	5	1	No response	—	12
White—other European	5	4	<b>Job sector</b>		
Black—Caribbean	1	1	Public administration, education or health	29	21
Black—African	<1	<1	Manufacturing	12	8
Black—other	<1	<1	Construction	8	5
Indian	2	2	Distribution, hotels, or restaurants	1	5
Bangladeshi	<1	<1	Transport or communications	7	5
Pakistani	1	<1	Banking, finance, or insurance	16	5
Chinese	<1	<1	Agriculture or fishing	2	<1
Other Asian	<1	<1	Energy or water	1	<1
Mixed	1	1	Other services	6	11
Other	<1	<1	No response	—	37
No response	—	12	<b>Job type</b>		
<b>Country of residence</b>			Manager or senior official	16	12
England	84	75	Professional occupation	13	12
Scotland	8	8	Administrative or secretarial occupation	12	9
Wales	5	4	Skilled trade occupation	11	8
Northern Ireland	3	2	Associate professional or technical occupation	15	5
<b>Education level</b>			Sales or customer service occupation	8	5
NVQ 4 equivalent and above*	29	29	Personal service occupation	8	4
NVQ 3 equivalent	18	20	Elementary occupation	11	4
NVQ 2 equivalent	18	16	Process, plant, or machine operative	7	3
NVQ 1 equivalent	14	9	No response	—	37

Note: *N* = 2,831. Percentages in a given category may not total 100% due to rounding of decimals.

\*NVQ = National Vocational Qualification. For information on the five NVQ levels, visit: [https://en.wikipedia.org/wiki/National\\_Vocational\\_Qualification](https://en.wikipedia.org/wiki/National_Vocational_Qualification)

## Relationships Between MBTI® Global Step I™, Form M, and European Step I™ Preference Pair Results

Correlations between MBTI Global Step I, Form M, and European Step I preference pair results for the UK (English) sample are shown in table 9.<sup>3</sup> The overall agreement rate of whole types between the Global Step I and Form M assessments is 77%, while between the Global Step I and European Step I assessments it is 52%.

The agreement rate between the Global Step I and Form M assessments is higher than the 60% agreement rate between Form G and Form M reported in the 1998 *MBTI® Manual* (Myers, McCaulley, Quenk, & Hammer).

## Global Step I™ Preference Pair Intercorrelations

Intercorrelations of Global Step I continuous scores in the UK (English) sample are shown in table 10 below the diagonal. The highest correlation is between the S–N

Table 3 | Reported MBTI® type distribution: UK (English) sample

Sensing		Intuition			
Thinking	Feeling	Thinking			
<b>ISTJ</b> n = 397 14.0%	<b>ISFJ</b> n = 274 9.7%	<b>INFJ</b> n = 72 2.5%	<b>INTJ</b> n = 69 2.4%	Judging	Introversion
<b>ISTP</b> n = 289 10.2%	<b>ISFP</b> n = 181 6.4%	<b>INFP</b> n = 232 8.2%	<b>INTP</b> n = 166 5.9%		
<b>ESTP</b> n = 153 5.4%	<b>ESFP</b> n = 158 5.6%	<b>ENFP</b> n = 276 9.7%	<b>ENTP</b> n = 134 4.7%	Judging	
<b>ESTJ</b> n = 158 5.6%	<b>ESFJ</b> n = 167 5.9%	<b>ENFJ</b> n = 61 2.2%	<b>ENTJ</b> n = 44 1.6%		

Note: N = 2,831.

Table 4 | Reported MBTI® type preference and preference combination distributions: UK (English) sample

Preferences		Orientation pairs		Process pairs		Orientation of energy and perceiving pairs		Judging and external orientation pairs	
n	%	n	%	n	%	n	%	n	%
<b>E</b>	1,151 40.7	<b>EJ</b>	430 15.2	<b>ST</b>	997 35.2	<b>ES</b>	636 22.5	<b>TJ</b>	668 23.6
<b>I</b>	1,680 59.3	<b>EP</b>	721 25.5	<b>SF</b>	780 27.6	<b>EN</b>	515 18.2	<b>TP</b>	742 26.2
<b>S</b>	1,777 62.8	<b>IJ</b>	812 28.7	<b>NF</b>	641 22.6	<b>IS</b>	1,141 40.3	<b>FJ</b>	574 20.3
<b>N</b>	1,054 37.2	<b>IP</b>	868 30.7	<b>NT</b>	413 14.6	<b>IN</b>	539 19.0	<b>FP</b>	847 29.9
<b>T</b>	1,410 49.8								
<b>F</b>	1,421 50.2								
<b>J</b>	1,242 43.9								
<b>P</b>	1,589 56.1								

Note: N = 2,831.

and J–P preference pairs. The next highest is between S–N and T–F. These correlations are very similar to those found for the global sample, shown in table 10 above the diagonal. The UK (English) sample findings are likewise consistent with those reported for Form M in the 1998 *MBTI® Manual* (Myers et al.).

### Reliability and Validity of Global Step I™ Results

This section covers measurement properties for the European English version of the MBTI Global Step I assessment used in the UK, including reliability and validity. For full reliability and validity information for the global sample, refer to the *MBTI® Manual for the Global Step I™ and Step II™ Assessments* (Myers et al., 2018).

### RELIABILITY

*Reliability* refers to consistency of measurement. A measure is said to be reliable when it produces a consistent, though not necessarily identical, result. Scores, not assessments, are either reliable or unreliable for a particular population of respondents, as reliability is affected by both the sample and the items contained in the instrument (Capraro & Capraro, 2002). Because reliability hinges at least partially on total score variability, samples that are homogeneous on the characteristic being measured will likely yield a low total score variance, and the reliability of the scores regarding the characteristic may be poor. Conversely, participants in a sample that is heterogeneous with respect to the

Table 5 | Reported MBTI® type distribution for men: UK (English) sample

Sensing		Intuition		Thinking	Feeling	Thinking	Judging	Introversion
Thinking		Feeling						
<b>ISTJ</b> n = 225 16.7%	<b>ISFJ</b> n = 92 6.8%	<b>INFJ</b> n = 21 1.6%	<b>INTJ</b> n = 46 3.4%	Judging	Introversion			
<b>ISTP</b> n = 180 13.4%	<b>ISFP</b> n = 80 6.0%	<b>INFP</b> n = 84 6.3%	<b>INTP</b> n = 110 8.2%					
<b>ESTP</b> n = 98 7.3%	<b>ESFP</b> n = 59 4.4%	<b>ENFP</b> n = 82 6.1%	<b>ENTP</b> n = 85 6.3%	Judging	Extraversion			
<b>ESTJ</b> n = 96 7.1%	<b>ESFJ</b> n = 48 3.6%	<b>ENFJ</b> n = 16 1.2%	<b>ENTJ</b> n = 22 1.6%					

Note: n = 1,344.

Table 6 | Reported MBTI® type preference and preference combination distributions for men: UK (English) sample

Preferences		Orientation pairs		Process pairs		Orientation of energy and perceiving pairs		Judging and external orientation pairs	
n	%	n	%	n	%	n	%	n	%
<b>E</b>	506 37.6	<b>EJ</b>	182 13.5	<b>ST</b>	599 44.6	<b>ES</b>	301 22.4	<b>TJ</b>	389 28.9
<b>I</b>	838 62.4	<b>EP</b>	324 24.1	<b>SF</b>	279 20.8	<b>EN</b>	205 15.3	<b>TP</b>	473 35.2
<b>S</b>	878 65.3	<b>IJ</b>	384 28.6	<b>NF</b>	203 15.1	<b>IS</b>	577 42.9	<b>FJ</b>	177 13.2
<b>N</b>	466 34.7	<b>IP</b>	454 33.8	<b>NT</b>	263 19.6	<b>IN</b>	261 19.4	<b>FP</b>	305 22.7
<b>T</b>	862 64.1								
<b>F</b>	482 35.9								
<b>J</b>	566 42.1								
<b>P</b>	778 57.9								

Note: n = 1,344.

characteristic will likely score differently from each other, thereby increasing variability and providing stronger reliability (Dawis, 1987).

Internal consistency reliability measures the consistency of responses across items in a particular measure for a particular sample. The most commonly used estimator of internal consistency reliability is Cronbach’s alpha (Cronbach, 1951). Table 11 shows the Cronbach’s alphas for Global Step I preference pairs in the UK (English) sample and in the global sample for comparison purposes. The UK (English) sample alphas range from .88 to .89.

Another form of reliability is test-retest, which estimates how stable a measure is over time. Test-retest reliability correlations of Global Step I continuous scores in the UK (English) sample are also presented in table 11. The test-retest interval was ≤15 weeks. This table also shows the rate of test-retest agreement for each preference pair. Test-retest correlations and test-retest agreement rates are also shown for the global sample in this table for comparison purposes.

Table 12 shows the percentage of individuals who reported zero, one, two, three, or four preferences the same upon retest in the UK (English) sample. Eighty percent of individuals reported having either three or four preferences the same at time of retest.

Table 7 | Reported MBTI® type distribution for women: UK (English) sample

Sensing		Intuition			
Thinking	Feeling	Thinking			
<b>ISTJ</b> <i>n</i> = 172 11.6%	<b>ISFJ</b> <i>n</i> = 182 12.2%	<b>INFJ</b> <i>n</i> = 51 3.4%	<b>INTJ</b> <i>n</i> = 23 1.5%	Judging	Introversion
<b>ISTP</b> <i>n</i> = 109 7.3%	<b>ISFP</b> <i>n</i> = 101 6.8%	<b>INFP</b> <i>n</i> = 148 10.0%	<b>INTP</b> <i>n</i> = 56 3.8%		
<b>ESTP</b> <i>n</i> = 55 3.7%	<b>ESFP</b> <i>n</i> = 99 6.7%	<b>ENFP</b> <i>n</i> = 194 13.0%	<b>ENTP</b> <i>n</i> = 49 3.3%	Judging	Extraversion
<b>ESTJ</b> <i>n</i> = 62 4.2%	<b>ESFJ</b> <i>n</i> = 119 8.0%	<b>ENFJ</b> <i>n</i> = 45 3.0%	<b>ENTJ</b> <i>n</i> = 22 1.5%		

Note: *n* = 1,487.

Table 8 | Reported MBTI® type preference and preference combination distributions for women: UK (English) sample

Preferences		Orientation pairs		Process pairs		Orientation of energy and perceiving pairs		Judging and external orientation pairs	
<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
<b>E</b>	645 43.4	<b>EJ</b>	248 16.7	<b>ST</b>	398 26.8	<b>ES</b>	335 22.5	<b>TJ</b>	279 18.8
<b>I</b>	842 56.6	<b>EP</b>	397 26.7	<b>SF</b>	501 33.7	<b>EN</b>	310 20.8	<b>TP</b>	269 18.1
<b>S</b>	899 60.5	<b>IJ</b>	428 28.8	<b>NF</b>	438 29.5	<b>IS</b>	564 37.9	<b>FJ</b>	397 26.7
<b>N</b>	588 39.5	<b>IP</b>	414 27.8	<b>NT</b>	150 10.1	<b>IN</b>	278 18.7	<b>FP</b>	542 36.4
<b>T</b>	548 36.9								
<b>F</b>	939 63.1								
<b>J</b>	676 45.5								
<b>P</b>	811 54.5								

Note: *n* = 1,487.

**VALIDITY**

An instrument is said to be valid when it measures what it has been designed to measure (Ghiselli, Campbell, & Zedeck, 1981; Murphy & Davidshofer, 2005). Validity can be demonstrated using a number of different approaches. Convergent validity and discriminant validity are often examined by looking at the patterns of relationships on different instruments. An initial examination of convergent and discriminant validity was conducted by analyzing relationships found between the European English version of the MBTI Global Step I assessment and the *Adjective Check List* (ACL; Gough

& Heilbrun, 1983) as well as the CPI 260® assessment (Gough & Bradley, 2005).

**ACL assessment.** A portion of the UK (English) sample participants (*n* = 199) also completed the ACL when completing the research version of the MBTI assessment. The ACL consists of 300 different adjectives—such as *intelligent, alert, clear-thinking, and noisy*—encompassing a wide variety of behaviors. Respondents were asked to select the adjectives they believed were self-descriptive (Gough & Heilbrun, 1983). According to Gough and Heilbrun, results for any respondent with fewer than 20 adjectives or more than 250 adjectives checked should be cautiously interpreted; those with



Table 9 | Relationships between MBTI® Global Step I™, Form M, and European Step I™ preference pair results: UK (English) sample

Preference pair	Global Step I™ and Form M preference pair results		Global Step I™ and European Step I™ preference pair results	
	Correlation between continuous scores	Agreement rate (%)	Correlation between continuous scores	Agreement rate (%)
E-I	.96	92	.94	86
S-N	.96	93	.92	87
T-F	.98	95	.89	83
J-P	.97	93	.89	80
Overall agreement rate		77		52

Note: N = 2,831.

Table 10 | Intercorrelations of Global Step I™ continuous scores: UK (English) sample

Preference pair	E-I	S-N	T-F	J-P
E-I	—	-.20	-.15	-.15
S-N	-.22	—	.27	.48
T-F	-.15	.26	—	.23
J-P	-.18	.50	.17	—

Note: Correlations for the UK (English) sample (N = 2,831) are below the diagonal; those for the global sample (N = 16,773) are above the diagonal.

Table 11 | Internal consistency and test-retest reliabilities of Global Step I™ preference pair continuous scores: UK (English) and global samples

Sample	N	Cronbach's alpha			
		E-I	S-N	T-F	J-P
UK (English)	2,831	.89	.88	.89	.88
Global	16,773	.89	.87	.89	.88

  

Sample (interval)	n	Test-retest correlation			
		E-I	S-N	T-F	J-P
UK (English) (<15 weeks)	88	.88	.81	.85	.85
Global (<15 weeks)	1,762	.86	.83	.82	.81

  

Sample (interval)	n	Test-retest agreement rate (%)			
		E-I	S-N	T-F	J-P
UK (English) (<15 weeks)	88	84	82	78	77
Global (<15 weeks)	1,762	84	86	79	79

Table 12 | Percentage of individuals with preferences the same at retest: UK (English) sample

Sample (interval)	n	Number of preferences the same at retest (%)				
		4	3	2	1	0
UK (English) (<15 weeks)	88	47	33	17	2	1

fewer than 10 or more than 270 checked are almost always invalid. As a result, respondents with too many or too few adjectives were omitted prior to analysis. The more conservative approach was taken here, and respondents with fewer than 20 adjectives or more than 250 adjectives checked were removed from the analysis of the ACL. Scales on the ACL assessment result from combinations of adjectives. Selected ACL scale means, standard deviations, and Cohen's *d* (Cohen, 1992; mean differences expressed in units of standard deviation<sup>4</sup>) for MBTI preferences for the UK (English) sample are presented in tables 13–16.

**CPI 260® assessment.** The CPI 260 assessment measures personality characteristics intended to provide a clear and accurate description of the respondent to increase self-awareness and understanding (Gough & Bradley, 2005). A portion of the UK (English) sample (*n* = 214) also completed the CPI 260 assessment. CPI 260 scale means, standard deviations, and Cohen's *d* for each of the four preference pairs are shown in tables 17–20.

Table 13 | ACL scale means, standard deviations, and Cohen's *d* for Global Step I™ E–I preferences: UK (English) sample

ACL scale	ACL scale description	Extraversion		Introversion		Cohen's <i>d</i>
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
<b>Sum of number checked</b>	Total number of adjectives checked	72.88	45.02	60.70	34.21	-0.32
<b>Sum of favorable checked</b>	Total number of favorable adjectives checked	34.02	14.21	27.61	15.11	-0.43
<b>Sum of unfavorable checked</b>	Total number of unfavorable adjectives checked	7.76	12.21	6.53	6.75	-0.14
<b>Communality</b>	An indicator of providing common or similar responses compared to the responses of people in general	8.07	4.49	8.28	4.43	0.05
<b>Achievement</b>	To strive to be outstanding in pursuits of socially recognized significance	6.29	4.66	4.96	4.60	-0.29
<b>Dominance</b>	To seek and maintain a role as leader in groups, or to be influential and controlling in individual relationships	4.29	3.84	0.48	4.22	-0.93
<b>Endurance</b>	To persist in any task undertaken	4.31	4.55	4.50	5.32	0.04
<b>Order</b>	To place special emphasis on neatness, organization, and planning in one's activities	3.37	3.75	4.54	4.81	0.26
<b>Intracception</b>	To engage in attempts to understand one's behavior or the behavior of others	8.59	4.79	8.17	5.30	-0.08
<b>Nurturance</b>	To engage in behaviors that provide material or emotional benefits to others	9.75	6.36	7.29	6.34	-0.39
<b>Affiliation</b>	To seek and maintain numerous personal friendships	14.53	6.37	10.43	6.35	-0.64
<b>Exhibition</b>	To behave in such a way as to elicit the immediate attention of others	4.22	3.94	-0.84	3.60	-1.37
<b>Autonomy</b>	To act independently of others or of social values and expectations	2.75	4.51	0.84	3.29	-0.52
<b>Aggression</b>	To engage in behaviors that attack or hurt others	1.59	3.73	-1.86	3.79	-0.91
<b>Change</b>	To seek novelty of experience and to avoid routine	3.66	3.00	1.83	3.03	-0.61
<b>Succorance</b>	To solicit sympathy, affection, or emotional support from others	0.12	3.21	0.69	2.98	0.19
<b>Deference</b>	To seek and maintain subordinate roles in relationships with others	-0.69	4.94	1.81	3.98	0.58
<b>Self-Control</b>	To control one's behaviors and emotions	-2.12	3.38	0.53	2.97	0.86
<b>Self-Confidence</b>	Poise, self-assurance, and belief in one's ability to achieve one's goals	6.19	3.87	2.76	3.79	-0.90
<b>Personal Adjustment</b>	The ability to cope with situational and interpersonal demands, and a feeling of efficacy	4.92	4.14	3.80	3.50	-0.30
<b>Ideal Self</b>	Strong sense of personal worth; or harmony between what one is and what one wants to be	3.58	5.29	1.84	4.64	-0.36
<b>Creative Personality</b>	The desire to do and think differently from the norm, and a talent for originality	3.71	3.50	2.09	3.13	-0.50
<b>Military Leadership</b>	Steadiness, self-discipline, and good judgment of the kind required in positions of military (or related) leadership	5.42	4.36	5.15	4.56	-0.06
<b>Adult</b>	Attitudes of independence, objectivity, and industriousness associated with the concept of "mature adult"	4.19	5.18	4.38	5.00	0.04

Note: Extraversion, *n* = 59; Introversion, *n* = 140. For information on Cohen's *d*, see note 4 at the back of this supplement.

Table 14 | ACL scale means, standard deviations, and Cohen's *d* for Global Step I™ S–N preferences: UK (English) sample

ACL scale	ACL scale description	Sensing		Intuition		Cohen's <i>d</i>
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
<b>Sum of number checked</b>	Total number of adjectives checked	59.70	34.16	72.27	43.01	0.33
<b>Sum of favorable checked</b>	Total number of favorable adjectives checked	26.74	14.91	34.30	14.29	0.51
<b>Sum of unfavorable checked</b>	Total number of unfavorable adjectives checked	6.53	7.18	7.52	10.90	0.11
<b>Communality</b>	An indicator of providing common or similar responses compared to the responses of people in general	7.89	4.42	8.78	4.44	0.20
<b>Achievement</b>	To strive to be outstanding in pursuits of socially recognized significance	4.65	4.47	6.56	4.72	0.42
<b>Dominance</b>	To seek and maintain a role as leader in groups, or to be influential and controlling in individual relationships	0.75	4.34	3.10	4.29	0.54
<b>Endurance</b>	To persist in any task undertaken	4.45	5.33	4.42	4.70	-0.01
<b>Order</b>	To place special emphasis on neatness, organization, and planning in one's activities	4.38	4.85	3.86	3.96	-0.11
<b>Intracception</b>	To engage in attempts to understand one's behavior or the behavior of others	7.59	5.30	9.52	4.66	0.38
<b>Nurturance</b>	To engage in behaviors that provide material or emotional benefits to others	7.54	6.57	8.85	6.13	0.20
<b>Affiliation</b>	To seek and maintain numerous personal friendships	10.60	6.44	13.45	6.55	0.44
<b>Exhibition</b>	To behave in such a way as to elicit the immediate attention of others	-0.35	4.00	2.41	4.42	0.66
<b>Autonomy</b>	To act independently of others or of social values and expectations	0.53	3.19	2.90	4.25	0.66
<b>Aggression</b>	To engage in behaviors that attack or hurt others	-1.40	3.89	0.14	4.25	0.38
<b>Change</b>	To seek novelty of experience and to avoid routine	1.37	2.68	4.10	3.11	0.96
<b>Succorance</b>	To solicit sympathy, affection, or emotional support from others	0.90	3.01	-0.14	3.02	-0.34
<b>Deference</b>	To seek and maintain subordinate roles in relationships with others	1.85	4.17	-0.29	4.55	-0.50
<b>Self-Control</b>	To control one's behaviors and emotions	0.35	3.21	-1.30	3.25	-0.51
<b>Self-Confidence</b>	Poise, self-assurance, and belief in one's ability to achieve one's goals	2.85	3.92	5.37	3.96	0.64
<b>Personal Adjustment</b>	The ability to cope with situational and interpersonal demands, and a feeling of efficacy	3.85	3.67	4.62	3.79	0.21
<b>Ideal Self</b>	Strong sense of personal worth; or harmony between what one is and what one wants to be	1.08	4.59	4.56	4.62	0.76
<b>Creative Personality</b>	The desire to do and think differently from the norm, and a talent for originality	1.38	2.75	4.63	3.23	1.11
<b>Military Leadership</b>	Steadiness, self-discipline, and good judgment of the kind required in positions of military (or related) leadership	4.96	4.70	5.70	4.11	0.16
<b>Adult</b>	Attitudes of independence, objectivity, and industriousness associated with the concept of "mature adult"	3.89	5.14	5.07	4.82	0.23

Note: Sensing, *n* = 126; Intuition, *n* = 73.

Table 15 | ACL scale means, standard deviations, and Cohen's *d* for Global Step I™ T–F preferences: UK (English) sample

ACL scale	ACL scale description	Thinking		Feeling		Cohen's <i>d</i>
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
<b>Sum of number checked</b>	Total number of adjectives checked	60.19	32.44	75.18	24.09	0.22
<b>Sum of favorable checked</b>	Total number of favorable adjectives checked	26.63	14.09	35.09	11.19	0.39
<b>Sum of unfavorable checked</b>	Total number of unfavorable adjectives checked	7.30	6.57	7.05	5.93	-0.09
<b>Communality</b>	An indicator of providing common or similar responses compared to the responses of people in general	7.82	4.36	9.82	3.45	0.18
<b>Achievement</b>	To strive to be outstanding in pursuits of socially recognized significance	5.40	5.01	5.18	5.02	-0.02
<b>Dominance</b>	To seek and maintain a role as leader in groups, or to be influential and controlling in individual relationships	1.73	4.86	1.27	5.27	-0.05
<b>Endurance</b>	To persist in any task undertaken	4.52	5.18	3.86	6.20	-0.03
<b>Order</b>	To place special emphasis on neatness, organization, and planning in one's activities	4.77	4.64	3.55	5.12	-0.25
<b>Intracception</b>	To engage in attempts to understand one's behavior or the behavior of others	7.42	5.08	9.64	4.25	0.34
<b>Nurturance</b>	To engage in behaviors that provide material or emotional benefits to others	5.21	5.75	8.73	5.95	0.96
<b>Affiliation</b>	To seek and maintain numerous personal friendships	9.86	5.83	13.50	6.37	0.56
<b>Exhibition</b>	To behave in such a way as to elicit the immediate attention of others	0.34	4.76	0.50	4.59	0.15
<b>Autonomy</b>	To act independently of others or of social values and expectations	2.10	3.88	3.09	4.60	-0.37
<b>Aggression</b>	To engage in behaviors that attack or hurt others	-0.56	4.60	-1.73	4.59	-0.14
<b>Change</b>	To seek novelty of experience and to avoid routine	2.09	3.29	4.18	3.22	0.18
<b>Succorance</b>	To solicit sympathy, affection, or emotional support from others	-0.15	2.71	0.32	3.29	0.45
<b>Deference</b>	To seek and maintain subordinate roles in relationships with others	-0.05	4.54	-1.18	4.95	0.52
<b>Self-Control</b>	To control one's behaviors and emotions	-0.49	3.47	-0.59	4.38	0.14
<b>Self-Confidence</b>	Poise, self-assurance, and belief in one's ability to achieve one's goals	3.46	4.17	4.23	4.67	0.15
<b>Personal Adjustment</b>	The ability to cope with situational and interpersonal demands, and a feeling of efficacy	3.30	3.32	5.45	3.70	0.45
<b>Ideal Self</b>	Strong sense of personal worth; or harmony between what one is and what one wants to be	2.45	4.41	3.86	5.99	-0.04
<b>Creative Personality</b>	The desire to do and think differently from the norm, and a talent for originality	2.71	3.31	4.77	3.69	-0.08
<b>Military Leadership</b>	Steadiness, self-discipline, and good judgment of the kind required in positions of military (or related) leadership	4.91	4.77	6.50	4.74	0.14
<b>Adult</b>	Attitudes of independence, objectivity, and industriousness associated with the concept of "mature adult"	4.73	5.23	4.59	4.85	-0.16

Note: Thinking, *n* = 99; Feeling, *n* = 100.

Table 16 | ACL scale means, standard deviations, and Cohen's *d* for Global Step I™ J–P preferences: UK (English) sample

ACL scale	ACL scale description	Judging		Perceiving		Cohen's <i>d</i>
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
<b>Sum of number checked</b>	Total number of adjectives checked	63.17	38.48	65.42	37.75	0.06
<b>Sum of favorable checked</b>	Total number of favorable adjectives checked	29.13	14.52	29.88	15.70	0.05
<b>Sum of unfavorable checked</b>	Total number of unfavorable adjectives checked	6.83	8.34	6.96	9.10	0.02
<b>Communality</b>	An indicator of providing common or similar responses compared to the responses of people in general	8.35	4.42	8.09	4.47	–0.06
<b>Achievement</b>	To strive to be outstanding in pursuits of socially recognized significance	5.48	4.64	5.23	4.67	–0.05
<b>Dominance</b>	To seek and maintain a role as leader in groups, or to be influential and controlling in individual relationships	1.56	4.16	1.65	4.75	0.02
<b>Endurance</b>	To persist in any task undertaken	5.35	4.72	3.56	5.31	–0.35
<b>Order</b>	To place special emphasis on neatness, organization, and planning in one's activities	5.09	4.34	3.32	4.59	–0.40
<b>Intracception</b>	To engage in attempts to understand one's behavior or the behavior of others	8.45	5.08	8.15	5.23	–0.06
<b>Nurturance</b>	To engage in behaviors that provide material or emotional benefits to others	7.76	6.35	8.28	6.52	0.08
<b>Affiliation</b>	To seek and maintain numerous personal friendships	11.24	6.12	12.03	7.06	0.12
<b>Exhibition</b>	To behave in such a way as to elicit the immediate attention of others	–0.10	3.86	1.41	4.69	0.35
<b>Autonomy</b>	To act independently of others or of social values and expectations	0.61	3.42	2.17	3.98	0.42
<b>Aggression</b>	To engage in behaviors that attack or hurt others	–1.01	3.72	–0.66	4.42	0.08
<b>Change</b>	To seek novelty of experience and to avoid routine	1.46	2.84	3.26	3.15	0.60
<b>Succorance</b>	To solicit sympathy, affection, or emotional support from others	0.83	2.88	0.22	3.20	–0.20
<b>Deference</b>	To seek and maintain subordinate roles in relationships with others	1.77	3.88	0.39	4.81	–0.31
<b>Self-Control</b>	To control one's behaviors and emotions	0.42	3.10	–0.91	3.40	–0.41
<b>Self-Confidence</b>	Poise, self-assurance, and belief in one's ability to achieve one's goals	3.41	3.78	4.13	4.40	0.18
<b>Personal Adjustment</b>	The ability to cope with situational and interpersonal demands, and a feeling of efficacy	4.16	3.45	4.10	4.00	–0.02
<b>Ideal Self</b>	Strong sense of personal worth; or harmony between what one is and what one wants to be	1.95	4.35	2.75	5.35	0.16
<b>Creative Personality</b>	The desire to do and think differently from the norm, and a talent for originality	1.86	2.93	3.27	3.54	0.43
<b>Military Leadership</b>	Steadiness, self-discipline, and good judgment of the kind required in positions of military (or related) leadership	5.51	4.50	4.96	4.50	–0.12
<b>Adult</b>	Attitudes of independence, objectivity, and industriousness associated with the concept of "mature adult"	4.78	4.92	3.88	5.15	–0.18

Note: Judging, *n* = 98; Perceiving, *n* = 101.



Table 17 | CPI 260® scale means, standard deviations, and Cohen's *d* for Global Step I™ E–I preferences: UK (English) sample

CPI 260® scale	CPI 260® scale description	Extraversion		Introversion		Cohen's <i>d</i>
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
<b>Dominance (Do)</b>	Prosocial interpersonal power and influence	21.04	5.84	13.97	6.45	-1.13
<b>Capacity for Status (Cs)</b>	Ambition for challenge and social status	15.47	4.12	10.61	4.04	-1.19
<b>Sociability (Sy)</b>	Social participation	15.71	3.59	10.14	4.06	-1.43
<b>Social Presence (Sp)</b>	Poise and comfort with attention and recognition	19.00	4.12	14.39	4.25	-1.10
<b>Self-acceptance (Sa)</b>	Sense of personal worth and self-confidence	15.32	3.25	10.88	3.87	-1.21
<b>Independence (In)</b>	Self-sufficiency and self-directedness	14.25	3.60	11.03	4.29	-0.79
<b>Empathy (Em)</b>	Capacity to understand and respond to others' needs	15.19	3.25	11.48	3.47	-1.09
<b>Responsibility (Re)</b>	Conscientiousness and follow-through	14.47	3.30	13.84	3.60	-0.18
<b>Social Conformity (So)</b>	Conformance with social norms and customs	20.14	4.35	18.96	4.64	-0.26
<b>Self-control (Sc)</b>	Cautiousness and self-regulation	14.36	4.72	16.09	4.70	0.37
<b>Good Impression (Gi)</b>	Tact and positive self-presentation	12.58	4.46	12.62	4.27	0.01
<b>Communality (Cm)</b>	Conventional behavior and attitudes	18.39	2.77	18.09	2.54	-0.11
<b>Well-being (Wb)</b>	Overall sense of health and optimism	14.25	3.82	12.34	3.83	-0.50
<b>Tolerance (To)</b>	Open-mindedness and respect for others	11.75	4.08	10.22	3.68	-0.40
<b>Achievement via Conformance (Ac)</b>	Motivation within organized settings	19.32	4.27	17.61	4.13	-0.41
<b>Achievement via Independence (Ai)</b>	Motivation within unstructured settings	15.26	4.07	13.51	3.92	-0.44
<b>Conceptual Fluency (Cf)</b>	Comfort with intellectual and conceptual matters	19.75	4.43	17.18	4.90	-0.54
<b>Insightfulness (Is)</b>	Analytical insight into the motivations of others	12.52	3.11	11.45	3.09	-0.35
<b>Flexibility (Fx)</b>	Adaptability and comfort with change	10.62	3.89	9.50	3.76	-0.30
<b>Sensitivity (Sn)</b>	Tough- versus tender-mindedness	13.01	3.30	14.72	3.63	0.48
<b>Managerial Potential (Mp)</b>	Inclination for supervisory responsibilities	14.75	4.44	11.93	4.06	-0.67
<b>Work Orientation (Wo)</b>	Sense of dedication to work	14.97	3.37	14.03	3.87	-0.26
<b>Creative Temperament (Ct)</b>	Individualization and capacity for innovativeness	15.86	4.65	12.88	4.02	-0.70
<b>Leadership (Lp)</b>	Initiative and effectiveness in leading others	24.95	6.03	18.46	6.62	-1.01
<b>Amicability (Ami)</b>	Cooperation and friendliness	16.77	4.49	15.72	4.69	-0.23
<b>Law Enforcement Orientation (Leo)</b>	Conventional and practical values	16.78	3.25	15.90	3.12	-0.28
<b>Vector 1 (v.1)</b>	Extraversion versus introversion	8.81	4.22	12.80	4.51	0.91
<b>Vector 2 (v.2)</b>	Rule-following versus rule-questioning	12.48	3.23	11.68	3.33	-0.24
<b>Vector 3 (v.3)</b>	Fulfillment of personal potential	16.58	6.04	14.10	5.38	-0.44

Note: Extraversion, *n* = 77; Introversion, *n* = 137. For information on Cohen's *d*, see note 4 at the back of this supplement.

Table 18 | CPI 260® scale means, standard deviations, and Cohen's *d* for Global Step I™ S–N preferences: UK (English) sample

CPI 260® scale	CPI 260® scale description	Sensing		Intuition		Cohen's <i>d</i>
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
<b>Dominance (Do)</b>	Prosocial interpersonal power and influence	15.76	7.05	17.59	7.05	0.26
<b>Capacity for Status (Cs)</b>	Ambition for challenge and social status	11.19	4.42	14.02	4.57	0.63
<b>Sociability (Sy)</b>	Social participation	11.44	4.50	13.15	4.87	0.37
<b>Social Presence (Sp)</b>	Poise and comfort with attention and recognition	15.21	4.44	17.26	4.93	0.44
<b>Self-acceptance (Sa)</b>	Sense of personal worth and self-confidence	11.96	4.09	13.23	4.34	0.30
<b>Independence (In)</b>	Self-sufficiency and self-directedness	11.57	4.28	13.07	4.27	0.35
<b>Empathy (Em)</b>	Capacity to understand and respond to others' needs	11.82	3.66	14.25	3.63	0.67
<b>Responsibility (Re)</b>	Conscientiousness and follow-through	13.46	3.54	14.93	3.27	0.43
<b>Social Conformity (So)</b>	Conformance with social norms and customs	19.21	4.47	19.64	4.70	0.09
<b>Self-control (Sc)</b>	Cautiousness and self-regulation	15.79	4.67	15.02	4.91	-0.16
<b>Good Impression (Gi)</b>	Tact and positive self-presentation	12.75	4.21	12.41	4.51	-0.08
<b>Communality (Cm)</b>	Conventional behavior and attitudes	18.19	2.84	18.22	2.29	0.01
<b>Well-being (Wb)</b>	Overall sense of health and optimism	12.70	3.85	13.50	4.00	0.20
<b>Tolerance (To)</b>	Open-mindedness and respect for others	9.79	3.50	12.18	3.99	0.65
<b>Achievement via Conformance (Ac)</b>	Motivation within organized settings	18.06	4.25	18.45	4.27	0.09
<b>Achievement via Independence (Ai)</b>	Motivation within unstructured settings	12.90	3.74	15.91	3.85	0.79
<b>Conceptual Fluency (Cf)</b>	Comfort with intellectual and conceptual matters	16.92	4.85	19.80	4.45	0.61
<b>Insightfulness (Is)</b>	Analytical insight into the motivations of others	11.21	3.11	12.73	2.96	0.50
<b>Flexibility (Fx)</b>	Adaptability and comfort with change	8.55	3.38	11.84	3.63	0.94
<b>Sensitivity (Sn)</b>	Tough- versus tender-mindedness	13.79	3.56	14.56	3.64	0.21
<b>Managerial Potential (Mp)</b>	Inclination for supervisory responsibilities	12.35	4.17	13.81	4.61	0.33
<b>Work Orientation (Wo)</b>	Sense of dedication to work	13.93	3.76	15.00	3.57	0.29
<b>Creative Temperament (Ct)</b>	Individualization and capacity for innovativeness	12.35	3.81	16.24	4.38	0.96
<b>Leadership (Lp)</b>	Initiative and effectiveness in leading others	19.71	7.14	22.34	6.84	0.37
<b>Amicability (Ami)</b>	Cooperation and friendliness	15.90	4.52	16.38	4.81	0.10
<b>Law Enforcement Orientation (Leo)</b>	Conventional and practical values	16.67	3.11	15.57	3.21	-0.35
<b>Vector 1 (v.1)</b>	Extraversion versus introversion	11.94	4.79	10.52	4.71	-0.30
<b>Vector 2 (v.2)</b>	Rule-following versus rule-questioning	12.26	3.43	11.55	3.10	-0.22
<b>Vector 3 (v.3)</b>	Fulfillment of personal potential	13.75	5.28	16.78	5.92	0.55

Note: Sensing, *n* = 126; Intuition, *n* = 88.

Table 19 | CPI 260® scale means, standard deviations, and Cohen's *d* for Global Step I™ T–F preferences: UK (English) sample

CPI 260® scale	CPI 260® scale description	Thinking		Feeling		Cohen's <i>d</i>
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
<b>Dominance (Do)</b>	Prosocial interpersonal power and influence	16.53	7.18	16.50	7.02	0.00
<b>Capacity for Status (Cs)</b>	Ambition for challenge and social status	12.28	4.29	12.44	5.14	0.03
<b>Sociability (Sy)</b>	Social participation	11.64	4.47	12.74	4.97	0.24
<b>Social Presence (Sp)</b>	Poise and comfort with attention and recognition	15.78	4.55	16.38	4.96	0.13
<b>Self-acceptance (Sa)</b>	Sense of personal worth and self-confidence	12.46	4.14	12.51	4.35	0.01
<b>Independence (In)</b>	Self-sufficiency and self-directedness	12.18	4.44	12.19	4.22	0.00
<b>Empathy (Em)</b>	Capacity to understand and respond to others' needs	12.51	3.86	13.18	3.78	0.18
<b>Responsibility (Re)</b>	Conscientiousness and follow-through	13.81	3.57	14.37	3.41	0.16
<b>Social Conformity (So)</b>	Conformance with social norms and customs	18.78	4.51	20.09	4.54	0.29
<b>Self-control (Sc)</b>	Cautiousness and self-regulation	15.14	4.77	15.87	4.76	0.15
<b>Good Impression (Gi)</b>	Tact and positive self-presentation	12.34	4.47	12.93	4.16	0.14
<b>Communality (Cm)</b>	Conventional behavior and attitudes	17.79	2.75	18.68	2.39	0.34
<b>Well-being (Wb)</b>	Overall sense of health and optimism	12.66	4.04	13.47	3.76	0.21
<b>Tolerance (To)</b>	Open-mindedness and respect for others	10.35	3.70	11.27	4.06	0.24
<b>Achievement via Conformance (Ac)</b>	Motivation within organized settings	17.86	4.29	18.65	4.19	0.19
<b>Achievement via Independence (Ai)</b>	Motivation within unstructured settings	13.83	3.97	14.51	4.14	0.17
<b>Conceptual Fluency (Cf)</b>	Comfort with intellectual and conceptual matters	17.97	4.83	18.27	4.98	0.06
<b>Insightfulness (Is)</b>	Analytical insight into the motivations of others	11.90	3.25	11.76	3.00	-0.05
<b>Flexibility (Fx)</b>	Adaptability and comfort with change	9.42	4.05	10.47	3.51	0.27
<b>Sensitivity (Sn)</b>	Tough- versus tender-mindedness	13.57	3.65	14.73	3.46	0.33
<b>Managerial Potential (Mp)</b>	Inclination for supervisory responsibilities	12.86	4.25	13.05	4.60	0.04
<b>Work Orientation (Wo)</b>	Sense of dedication to work	14.25	3.89	14.51	3.52	0.07
<b>Creative Temperament (Ct)</b>	Individualization and capacity for innovativeness	13.64	4.35	14.32	4.62	0.15
<b>Leadership (Lp)</b>	Initiative and effectiveness in leading others	20.35	6.99	21.32	7.28	0.14
<b>Amicability (Ami)</b>	Cooperation and friendliness	15.72	4.89	16.55	4.30	0.18
<b>Law Enforcement Orientation (Leo)</b>	Conventional and practical values	16.22	3.29	16.20	3.08	-0.01
<b>Vector 1 (v.1)</b>	Extraversion versus introversion	11.14	4.93	11.62	4.65	0.10
<b>Vector 2 (v.2)</b>	Rule-following versus rule-questioning	11.98	3.27	11.95	3.37	-0.01
<b>Vector 3 (v.3)</b>	Fulfillment of personal potential	14.47	5.38	15.61	6.10	0.20

Note: Thinking, *n* = 116; Feeling, *n* = 98.

Table 20 | CPI 260® scale means, standard deviations, and Cohen's *d* for Global Step I™ J–P preferences: UK (English) sample

CPI 260® scale	CPI 260® scale description	Judging		Perceiving		Cohen's <i>d</i>
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
<b>Dominance (Do)</b>	Prosocial interpersonal power and influence	16.50	7.68	16.52	6.51	0.00
<b>Capacity for Status (Cs)</b>	Ambition for challenge and social status	11.90	4.74	12.79	4.61	0.19
<b>Sociability (Sy)</b>	Social participation	11.69	5.03	12.59	4.38	0.19
<b>Social Presence (Sp)</b>	Poise and comfort with attention and recognition	15.50	4.89	16.59	4.56	0.23
<b>Self-acceptance (Sa)</b>	Sense of personal worth and self-confidence	12.03	4.34	12.92	4.09	0.21
<b>Independence (In)</b>	Self-sufficiency and self-directedness	11.87	4.61	12.50	4.04	0.15
<b>Empathy (Em)</b>	Capacity to understand and respond to others' needs	12.35	3.90	13.27	3.72	0.24
<b>Responsibility (Re)</b>	Conscientiousness and follow-through	14.65	3.57	13.50	3.35	-0.33
<b>Social Conformity (So)</b>	Conformance with social norms and customs	20.24	4.57	18.56	4.42	-0.37
<b>Self-control (Sc)</b>	Cautiousness and self-regulation	16.57	4.25	14.41	5.02	-0.46
<b>Good Impression (Gi)</b>	Tact and positive self-presentation	13.89	4.16	11.38	4.14	-0.60
<b>Communality (Cm)</b>	Conventional behavior and attitudes	18.90	2.39	17.53	2.67	-0.54
<b>Well-being (Wb)</b>	Overall sense of health and optimism	13.36	4.01	12.71	3.84	-0.17
<b>Tolerance (To)</b>	Open-mindedness and respect for others	11.27	3.75	10.29	3.97	-0.25
<b>Achievement via Conformance (Ac)</b>	Motivation within organized settings	19.32	3.99	17.17	4.25	-0.52
<b>Achievement via Independence (Ai)</b>	Motivation within unstructured settings	14.40	4.04	13.89	4.07	-0.13
<b>Conceptual Fluency (Cf)</b>	Comfort with intellectual and conceptual matters	18.59	5.07	17.63	4.68	-0.20
<b>Insightfulness (Is)</b>	Analytical insight into the motivations of others	12.13	3.19	11.54	3.07	-0.19
<b>Flexibility (Fx)</b>	Adaptability and comfort with change	8.83	3.48	10.94	3.90	0.57
<b>Sensitivity (Sn)</b>	Tough- versus tender-mindedness	14.36	3.84	13.85	3.36	-0.14
<b>Managerial Potential (Mp)</b>	Inclination for supervisory responsibilities	13.60	4.56	12.32	4.17	-0.29
<b>Work Orientation (Wo)</b>	Sense of dedication to work	14.88	3.91	13.88	3.47	-0.27
<b>Creative Temperament (Ct)</b>	Individualization and capacity for innovativeness	12.83	4.35	15.03	4.35	0.51
<b>Leadership (Lp)</b>	Initiative and effectiveness in leading others	21.13	7.53	20.47	6.72	-0.09
<b>Amicability (Ami)</b>	Cooperation and friendliness	17.10	4.66	15.14	4.43	-0.43
<b>Law Enforcement Orientation (Leo)</b>	Conventional and practical values	17.21	3.18	15.26	2.90	-0.64
<b>Vector 1 (v.1)</b>	Extraversion versus introversion	11.90	4.68	10.84	4.87	-0.22
<b>Vector 2 (v.2)</b>	Rule-following versus rule-questioning	13.15	2.85	10.83	3.33	-0.75
<b>Vector 3 (v.3)</b>	Fulfillment of personal potential	15.56	5.59	14.45	5.85	-0.19

Note: Judging, *n* = 105; Perceiving, *n* = 109.

## MBTI® GLOBAL STEP II™ ASSESSMENT RESULTS FOR THE UK (ENGLISH) SAMPLE

The Global Step II assessment contains all 92 Global Step I items plus an additional 51 items needed to score the Step II facets, for a total of 143. Step II results expand on descriptions of the four preference pairs by providing information about five facets of each pair (see table 21). The Global Step II assessment replaces the Form Q assessment and the European Step II assessment.

Table 21 | Relationships between Global Step II™, Form Q, and European Step II™ facet results: UK (English) sample

Global Step II™ facet	Correlation between continuous scores	
	Global Step II™ and Form Q facet results	Global Step II™ and European Step II™ facet results
<b>E–I facets</b>		
Initiating–Receiving	.98	.96
Expressive–Contained	.99	.94
Gregarious–Intimate	.97	.99
Active–Reflective	.86	.88
Enthusiastic–Quiet	.99	.97
<b>S–N facets</b>		
Concrete–Abstract	.96	.95
Realistic–Imaginative	.99	.99
Practical–Conceptual	.85	.86
Experiential–Theoretical	.94	.98
Traditional–Original	.96	.95
<b>T–F facets</b>		
Logical–Empathetic	.94	.95
Reasonable–Compassionate	.94	.97
Questioning–Accommodating	.58	.70
Critical–Accepting	.83	.82
Tough–Tender	.98	.97
<b>J–P facets</b>		
Systematic–Casual	.95	.97
Planful–Open-Ended	.98	.98
Early Starting–Pressure-Prompted	.93	.94
Scheduled–Spontaneous	.96	.94
Methodical–Emergent	.96	.89

Note:  $N = 2,831$ .

## Relationships Between MBTI® Global Step II™, Form Q, and European Step II™ Facet Results

Table 21 presents the relationships between MBTI Global Step II, Form Q, and European Step II facet results for the UK (English) sample.

### Global Step II™ Facet Intercorrelations

Intercorrelations of Global Step II facets are presented in table 22. Facets within each preference pair correlate higher with other facets of the same preference pair than with facets of different preference pairs.

### Reliability and Validity of Global Step II™ Results

This section covers measurement properties for the European English version of the MBTI Global Step II assessment, including reliability and validity. For full reliability and validity information for the global sample, refer to the *MBTI® Manual for the Global Step I™ and Step II™ Assessments* (Myers et al., 2018).

#### RELIABILITY

Internal consistency and test-retest reliabilities for Global Step II facets in the UK (English) sample are presented in table 23.

#### VALIDITY

Reported here as evidence of the validity of the European English version of the MBTI Global Step II assessment are the percentage of out-of-preference facet scores for each preference pair, correlations between preference pairs and facets, and correlations between the MBTI assessment and two other assessments.

The five facets within each preference pair do not represent the entire conceptual domain of the preference pair. Further, it is not uncommon for individuals to have a facet score on the side opposite that of their preference in a given preference pair. For example, an Extrovert may score toward the Intimate pole. This apparent inconsistency is referred to as an out-of-preference score and defined as a facet score from  $-2$  to  $-5$  when a respondent has preferences for I, N, F, or P; or from  $2$  to  $5$  when a respondent has preferences for E, S, T, or J. While it is not unusual to have a number of out-of-preference scores, it is relatively rare to have out-of-preference scores in three or more facets within any one preference pair. The percentage of out-of-preference facet scores for each preference pair in the UK (English) sample is shown in table 24.



Table 22 | Intercorrelations of Global Step II™ facets: UK (English) sample

Global Step II™ facet	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.	19.	20.
<b><i>E–I facets</i></b>																				
1. Initiating–Receiving	—																			
2. Expressive–Contained	.59	—																		
3. Gregarious–Intimate	.57	.55	—																	
4. Active–Reflective	.72	.58	.55	—																
5. Enthusiastic–Quiet	.64	.57	.61	.65	—															
<b><i>S–N facets</i></b>																				
6. Concrete–Abstract	-.12	-.13	-.11	-.11	-.24	—														
7. Realistic–Imaginative	-.13	-.14	-.13	-.14	-.29	.69	—													
8. Practical–Conceptual	-.10	-.07	-.10	-.08	-.22	.60	.66	—												
9. Experiential–Theoretical	-.07	-.06	-.06	-.07	-.12	.59	.53	.45	—											
10. Traditional–Original	-.16	-.07	-.09	-.10	-.25	.62	.60	.60	.43	—										
<b><i>T–F facets</i></b>																				
11. Logical–Empathetic	-.10	-.25	-.09	-.15	-.17	.31	.25	.14	.16	.09	—									
12. Reasonable–Compassionate	-.08	-.22	-.07	-.11	-.13	.31	.24	.12	.18	.09	.78	—								
13. Questioning–Accommodating	.07	-.11	-.01	.00	.04	.08	.04	-.10	.01	-.20	.52	.58	—							
14. Critical–Accepting	-.11	-.21	-.09	-.12	-.13	.23	.17	.07	.08	.06	.56	.64	.69	—						
15. Tough–Tender	-.01	-.17	-.01	-.04	-.03	.26	.19	.08	.14	.03	.64	.71	.71	.70	—					
<b><i>J–P facets</i></b>																				
16. Systematic–Casual	-.18	-.17	-.21	-.16	-.30	.53	.47	.40	.32	.56	.35	.33	.12	.24	.24	—				
17. Planful–Open-Ended	-.14	-.09	-.15	-.11	-.20	.31	.27	.23	.19	.41	.13	.12	-.01	.08	.06	.67	—			
18. Early Starting–Pressure-Prompted	-.03	-.07	-.10	-.06	-.15	.26	.25	.22	.22	.29	.03	.03	-.04	-.05	-.01	.46	.49	—		
19. Scheduled–Spontaneous	-.12	-.09	-.16	-.12	-.21	.41	.37	.31	.29	.49	.15	.13	-.02	.03	.06	.75	.75	.58	—	
20. Methodical–Emergent	.00	-.07	-.09	-.01	-.09	.21	.19	.15	.17	.21	.13	.13	.05	.00	.06	.49	.49	.57	.58	—

Note: N = 2,831.

Table 23 | Internal consistency and test-retest reliabilities of Global Step II™ facet continuous scores: UK (English) sample

Global Step II™ facet	Cronbach's alpha	Test-retest correlation
<b>E–I facets</b>		
Initiating–Receiving	.83	.78
Expressive–Contained	.74	.85
Gregarious–Intimate	.63	.74
Active–Reflective	.63	.66
Enthusiastic–Quiet	.71	.83
<b>S–N facets</b>		
Concrete–Abstract	.75	.71
Realistic–Imaginative	.73	.77
Practical–Conceptual	.63	.67
Experiential–Theoretical	.68	.64
Traditional–Original	.72	.77
<b>T–F facets</b>		
Logical–Empathetic	.79	.75
Reasonable–Compassionate	.75	.76
Questioning–Accommodating	.63	.71
Critical–Accepting	.62	.77
Tough–Tender	.76	.79
<b>J–P facets</b>		
Systematic–Casual	.78	.73
Planful–Open-Ended	.81	.79
Early Starting–Pressure-Prompted	.64	.77
Scheduled–Spontaneous	.83	.74
Methodical–Emergent	.66	.70

Note:  $N = 2,831$ ; test-retest,  $n = 88$ .

Table 24 | Percentage of reported out-of-preference Global Step II™ facet scores: UK (English) sample

Preference pair	Number of out-of-preference facet scores (%)					
	0	1	2	3	4	5
<b>E–I</b>	68	25	6	<1	0	0
<b>S–N</b>	70	25	5	<1	0	0
<b>T–F</b>	74	18	6	1	<1	0
<b>J–P</b>	62	26	9	2	0	0

Note:  $N = 2,831$ .

Correlations between facets and preference pairs are presented in table 25. The correlation between each facet and its corresponding preference pair is significantly higher than those between the facet and the other three preference pairs. This is “compelling evidence for the theoretical hierarchical structure of the Step II facets in relation to the Step I scales” (Quenk, Hammer, & Majors,

Table 25 | Correlations between Global Step II™ facets and preference pairs: UK (English) sample

Global Step II™ facet	Preference pair			
	E–I	S–N	T–F	J–P
<b>E–I facets</b>				
Initiating–Receiving	.87	–.16	–.08	–.14
Expressive–Contained	.77	–.14	–.24	–.11
Gregarious–Intimate	.73	–.14	–.07	–.17
Active–Reflective	.83	–.14	–.12	–.12
Enthusiastic–Quiet	.82	–.30	–.13	–.23
<b>S–N facets</b>				
Concrete–Abstract	–.18	.87	.31	.44
Realistic–Imaginative	–.21	.85	.24	.39
Practical–Conceptual	–.14	.76	.11	.33
Experiential–Theoretical	–.09	.68	.17	.29
Traditional–Original	–.18	.79	.06	.51
<b>T–F facets</b>				
Logical–Empathetic	–.18	.27	.90	.19
Reasonable–Compassionate	–.15	.26	.91	.18
Questioning–Accommodating	.01	–.01	.69	.01
Critical–Accepting	–.16	.18	.72	.09
Tough–Tender	–.06	.20	.84	.10
<b>J–P facets</b>				
Systematic–Casual	–.24	.59	.33	.83
Planful–Open-Ended	–.16	.36	.11	.86
Early Starting–Pressure-Prompted	–.10	.31	.01	.63
Scheduled–Spontaneous	–.16	.47	.12	.94
Methodical–Emergent	–.05	.23	.11	.63

Note:  $N = 2,831$ .

2001, p. 104). The UK (English) sample correlations are comparable to those reported in the *MBTI® Step II™ Manual* (Quenk et al., 2001) and the *MBTI® Step II™ Manual, European Edition* (Quenk, Hammer, & Majors, 2004). The lowest correlations between a facet and its corresponding preference pair are between Early-Starting–Pressure-Prompted and Methodical–Emergent and J–P.

To further demonstrate convergent and divergent validity of the MBTI Global Step II facets using the European English version in the UK, the facets were correlated with scales of two other assessments, the *Adjective Check List* (ACL) and the *CPI 260®* assessment. Descriptions of the relationships between the MBTI assessment and the other assessments follow.

**ACL assessment.** ACL scales correlated with the Global Step II facets; a selection of these correlations is presented in table 26. The relationships between

Table 26 | Selected correlations between Global Step II™ facets and ACL scales: UK (English) sample

Global Step II™ facet scale	ACL scale												
	Communality	Dominance	Endurance	Order	Nurturance	Affiliation	Exhibition	Change	Deference	Self-Control	Self-Confidence	Personal Adjustment	Creative Personality
<b>E–I facet scales</b>													
Initiating–Receiving	.01	-.51	-.06	.09	-.19	-.26	-.56	-.25	.27	.35	-.44	-.20	-.21
Expressive–Contained	-.01	-.39	.00	.13	-.25	-.26	-.46	-.16	.14	.29	-.40	-.23	-.13
Gregarious–Intimate	-.01	-.31	-.01	.10	-.20	-.19	-.40	-.19	.11	.29	-.31	-.12	-.06
Active–Reflective	.02	-.47	-.03	.11	-.18	-.26	-.54	-.32	.25	.39	-.43	-.17	-.21
Enthusiastic–Quiet	-.04	-.41	-.02	.08	-.22	-.30	-.52	-.33	.19	.32	-.41	-.20	-.21
<b>S–N facet scales</b>													
Concrete–Abstract	.06	.15	-.05	-.14	.17	.24	.24	.39	-.17	-.19	.24	.10	.43
Realistic–Imaginative	.03	.20	-.06	-.11	.04	.16	.29	.40	-.24	-.26	.26	.02	.42
Practical–Conceptual	.12	.31	.05	.01	.04	.18	.28	.41	-.24	-.25	.32	.02	.44
Experiential–Theoretical	-.09	.08	-.08	-.14	.00	.07	.17	.29	-.16	-.18	.16	-.01	.25
Traditional–Original	.06	.22	.04	.00	.02	.18	.27	.44	-.32	-.23	.27	.05	.44
<b>T–F facet scales</b>													
Logical–Empathetic	.05	.02	-.06	-.21	.43	.25	.10	.10	.17	.02	.07	.22	-.05
Reasonable–Compassionate	.07	-.02	-.09	-.21	.42	.22	.07	.13	.21	.06	.01	.20	-.03
Questioning–Accommodating	-.01	-.27	-.19	-.25	.27	.01	-.18	-.14	.35	.16	-.20	.13	-.27
Critical–Accepting	.10	-.06	-.02	-.13	.46	.22	-.01	.01	.30	.12	.05	.31	-.07
Tough–Tender	.10	-.23	-.13	-.21	.42	.16	-.09	-.02	.38	.17	-.12	.16	-.13
<b>J–P facet scales</b>													
Systematic–Casual	-.03	.03	-.21	-.29	.06	.10	.27	.40	-.22	-.28	.14	-.01	.22
Planful–Open-Ended	-.07	-.03	-.18	-.19	.00	.07	.16	.23	-.19	-.24	.04	.00	.17
Early Starting–Pressure-Prompted	-.10	.00	-.27	-.27	-.12	-.01	.21	.29	-.24	-.22	.01	-.18	.14
Scheduled–Spontaneous	-.13	-.03	-.27	-.29	-.07	.01	.25	.35	-.29	-.30	.04	-.12	.22
Methodical–Emergent	-.23	-.10	-.32	-.35	-.26	-.18	.15	.18	-.28	-.24	-.11	-.26	.06

Note: n = 199.

the MBTI Global Step II assessment and the ACL are consistent with those reported in the *MBTI® Step II® Manual* (Quenk et al., 2001) and the *MBTI® Step II® Manual, European Edition* (Quenk et al., 2004).

**CPI 260® assessment.** Correlations between the Global Step II facets and CPI 260 scales for the UK sample are shown in table 27. The correlations reported here are similar to those found in the *MBTI® Step II® Manual* for the CPI 434 assessment (Quenk et al., 2001), providing additional evidence of the validity of the MBTI Global Step II assessment.

### Global Step II™ Facet Distributions

Determining whether a particular score is in-preference, midzone, or out-of-preference provides the basis for recognizing and understanding individual differences

among people of the same type. When giving feedback to respondents, for practitioners the most important verification issue is the accuracy with which the scores reflect their placement at either pole or in the midzone. If a respondent disagrees with results on a facet, interpretation will be affected. For example, a respondent may judge a facet score that was reported as midzone to be actually out-of-preference or in-preference. In such an instance, statements in the report will be incorrect for that facet, so the practitioner must provide appropriate interpretive information that corresponds to the respondent’s verified placement.

Table 28 shows the percentages and rank order of in-preference, midzone, and out-of-preference scores for the 20 Global Step II facets for the UK (English) sample. Interpreters may find this table useful because it shows which facets are more or less likely to yield scores in

Table 27 | Correlations between Global Step II™ facets and CPI 260® scales: UK (English) sample

Global Step II™ facet scale	CPI 260® scale																												
	Do	Cs	Sy	Sp	Sa	In	Em	Re	So	Sc	Gi	Cm	Wb	To	Ac	Ai	Cf	Is	Fx	Sn	Mp	Wo	Ct	Lp	Ami	Leo	v.1	v.2	v.3
<b><i>E–I facet scales</i></b>																													
Initiating–Receiving	-.58	-.56	-.69	-.51	-.58	-.42	-.48	-.10	-.11	.12	-.06	-.09	-.28	-.22	-.25	-.23	-.31	-.21	-.14	.29	-.39	-.17	-.36	-.55	-.13	-.18	.41	-.12	-.24
Expressive–Contained	-.44	-.42	-.55	-.47	-.46	-.32	-.40	-.08	-.16	.21	.04	-.14	-.27	-.18	-.19	-.19	-.20	-.12	-.17	.24	-.26	-.17	-.28	-.41	-.12	-.20	.37	-.13	-.20
Gregarious–Intimate	-.38	-.46	-.50	-.48	-.39	-.29	-.51	-.06	-.19	.16	-.02	.00	-.25	-.27	-.10	-.29	-.26	-.20	-.35	.19	-.32	-.18	-.41	-.38	-.21	-.02	.34	.00	-.27
Active–Reflective	-.49	-.50	-.58	-.49	-.50	-.33	-.46	-.04	-.12	.23	.02	-.05	-.19	-.14	-.21	-.21	-.23	-.13	-.19	.20	-.25	-.08	-.35	-.44	-.04	-.14	.47	-.16	-.15
Enthusiastic–Quiet	-.43	-.45	-.53	-.46	-.47	-.30	-.45	-.05	-.10	.26	.11	-.07	-.13	-.14	-.17	-.20	-.24	-.07	-.19	.15	-.24	-.06	-.33	-.39	-.03	-.12	.45	-.09	-.15
<b><i>S–N facet scales</i></b>																													
Concrete–Abstract	.08	.32	.20	.25	.14	.08	.32	.24	.07	-.11	-.08	-.01	.04	.23	.14	.34	.24	.16	.42	.22	.10	.09	.38	.13	.03	-.26	-.14	.02	.23
Realistic–Imaginative	.15	.33	.26	.25	.22	.13	.32	.20	.06	-.17	-.11	-.11	.00	.19	.10	.30	.25	.14	.38	.13	.13	.05	.43	.18	-.01	-.19	-.23	-.03	.18
Practical–Conceptual	.11	.25	.16	.17	.18	.13	.21	.23	.10	-.13	-.05	-.07	.04	.21	.12	.26	.22	.09	.28	.14	.14	.13	.30	.13	.01	-.06	-.18	-.01	.18
Experiential–Theoretical	.02	.16	.05	.16	.04	.08	.22	.11	-.04	-.12	-.06	-.11	-.02	.13	-.03	.24	.12	.17	.40	.06	.03	.01	.32	.03	-.01	-.21	-.10	-.17	.07
Traditional–Original	.18	.22	.21	.23	.22	.20	.24	.06	-.10	-.22	-.22	-.03	.02	.06	-.05	.16	.19	.09	.29	-.02	.05	.02	.35	.16	-.17	-.16	-.23	-.15	.05
<b><i>T–F facet scales</i></b>																													
Logical–Empathetic	-.01	.04	.14	.10	.00	-.07	.13	.00	.08	.01	.03	.09	.06	.08	.06	.01	-.02	-.10	.10	.23	-.03	-.01	.01	.04	.09	-.11	.01	.02	.10
Reasonable–Compassionate	-.04	.10	.13	.09	.01	-.08	.14	.11	.08	.07	.10	.04	.05	.15	.10	.13	.06	-.02	.18	.25	.02	.05	.10	.06	.14	-.09	.06	.02	.16
Questioning–Accommodating	-.16	.00	.02	.04	-.13	-.16	.02	.03	.11	.13	.10	-.02	.02	.09	.05	.00	-.08	-.10	.13	.21	-.07	.00	.00	-.08	.16	-.14	.13	-.01	.08
Critical–Accepting	.05	.10	.18	.16	.04	.06	.20	.17	.25	.13	.15	.24	.23	.22	.21	.19	.16	.06	.17	.13	.11	.18	.07	.15	.22	.04	.00	.08	.21
Tough–Tender	-.10	.02	.05	.05	-.08	-.10	.13	.19	.17	.14	.13	.11	.08	.19	.17	.15	.05	-.02	.22	.24	.03	.11	.08	-.01	.17	-.11	.09	.04	.19
<b><i>J–P facet scales</i></b>																													
Systematic–Casual	.03	.12	.19	.24	.14	.12	.19	-.14	-.16	-.25	-.30	-.15	.02	-.02	-.23	.01	-.01	-.04	.36	-.02	-.11	-.08	.31	.02	-.14	-.32	-.10	-.36	-.01
Planful–Open-Ended	-.08	.02	.00	.11	.03	.06	.11	-.17	-.14	-.16	-.26	-.12	-.02	-.09	-.28	-.03	-.06	-.10	.27	-.03	-.19	-.07	.24	-.11	-.13	-.35	.01	-.35	-.08
Early Starting–Pressure-Prompted	.12	.20	.18	.24	.17	.19	.22	.01	.02	-.25	-.25	-.18	.05	.01	-.12	.10	.07	.04	.39	-.11	.04	.00	.40	.08	-.06	-.17	-.22	-.18	.06
Scheduled–Spontaneous	.00	.12	.08	.17	.12	.10	.17	-.14	-.17	-.28	-.33	-.19	-.07	-.09	-.29	-.01	-.06	-.07	.38	-.04	-.15	-.14	.33	-.04	-.21	-.36	-.13	-.35	-.05
Methodical–Emergent	-.14	.01	-.01	.08	-.01	-.01	.05	-.17	-.13	-.26	-.25	-.28	-.06	-.13	-.26	-.09	-.13	-.12	.29	-.03	-.15	-.09	.16	-.16	-.15	-.29	-.03	-.30	-.04

Note: n = 214.

Table 28 | In-preference, midzone, and out-of-preference percentages and rankings for the Global Step II<sup>™</sup> facets: UK (English) sample

Global Step II <sup>™</sup> facet	In-preference		Midzone		Out-of-preference	
	%	Rank	%	Rank	%	Rank
<b>E–I facets</b>						
Initiating–Receiving	62.91	5	32.64	10	4.45	17
Expressive–Contained	55.17	18	37.12	3	7.70	8
Gregarious–Intimate	56.45	16	31.79	11	11.76	5
Active–Reflective	59.24	10	34.40	9	6.36	10
Enthusiastic–Quiet	61.53	9	29.92	17	8.55	7
<b>S–N facets</b>						
Concrete–Abstract	58.85	13	35.71	4	5.44	15
Realistic–Imaginative	63.55	1	31.79	11	4.66	16
Practical–Conceptual	58.85	13	34.58	8	6.57	9
Experiential–Theoretical	55.46	17	31.44	14	13.10	4
Traditional–Original	53.13	19	40.76	2	6.11	11
<b>T–F facets</b>						
Logical–Empathetic	62.31	6	34.62	7	3.07	18
Reasonable–Compassionate	62.06	8	35.36	6	2.58	19
Questioning–Accommodating	48.75	20	42.18	1	9.08	6
Critical–Accepting	58.95	12	27.52	18	13.53	3
Tough–Tender	63.41	2	30.63	16	5.97	13
<b>J–P facets</b>						
Systematic–Casual	62.13	7	31.79	11	6.08	12
Planful–Open-Ended	63.23	4	30.87	15	5.90	14
Early Starting–Pressure-Prompted	58.14	15	22.25	20	19.60	1
Scheduled–Spontaneous	63.37	3	35.64	5	0.99	20
Methodical–Emergent	59.10	11	23.03	19	17.87	2

Note: N = 2,831.

these three categories. There are wide variations in the frequency with which facet scores are likely to be out-of-preference. Here, the facet with the highest percentage of out-of-preference scores is Early Starting–Pressure-Prompted at 19.60%, followed by Methodical–Emergent at 17.87%. The Scheduled–Spontaneous facet (0.99%) and the Reasonable–Compassionate facet (2.58%) appear least likely to elicit out-of-preference responses.

Gender differences on the Step II facets in the UK (English) sample are presented in table 29.

## CONCLUSION

Initial analyses of the European English versions of the MBTI Global Step I and Step II assessments used in the UK demonstrate that they each have good internal

consistency and test-retest reliabilities and are consistent with those of prior forms of the MBTI assessment (i.e., Form M and Form Q, European Step I and Step II). Validity was established in several ways. First, included in this supplement are mean ACL and CPI 260 scale differences between Global Step I preferences. The differences show meaningful and expected relationships between the assessments. Next, correlations of the Global Step II assessment with two other assessments (the ACL and CPI 260) show anticipated relationships. The percentage of out-of-preference facet scores is also presented. While more research should be conducted, all these analyses show that the European English versions of the MBTI Global Step I and Step II assessments have adequate reliability and validity and are appropriate for use with individuals in the UK who read and understand European English.



Table 29 | Means, standard deviations, and Cohen's *d* of the Global Step II™ facets by total sample and gender: UK (English) sample

Global Step II™ facet	Total sample ( <i>N</i> = 2,831)		Men ( <i>n</i> = 1,344)		Women ( <i>n</i> = 1,487)		Gender difference
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	Cohen's <i>d</i>
<b><i>E–I facets</i></b>							
Initiating–Receiving	0.15	0.92	0.20	0.86	0.12	0.97	0.08
Expressive–Contained	0.12	0.84	0.14	0.78	0.10	0.90	0.04
Gregarious–Intimate	0.07	0.79	0.02	0.79	0.12	0.79	–0.13
Active–Reflective	0.10	0.83	0.12	0.79	0.09	0.86	0.04
Enthusiastic–Quiet	0.16	0.86	0.20	0.82	0.11	0.88	0.10
<b><i>S–N facets</i></b>							
Concrete–Abstract	–0.06	0.91	–0.14	0.88	0.02	0.93	–0.18
Realistic–Imaginative	–0.19	0.85	–0.22	0.82	–0.16	0.87	–0.06
Practical–Conceptual	–0.21	0.78	–0.21	0.76	–0.21	0.80	0.00
Experiential–Theoretical	0.04	0.83	0.07	0.82	0.01	0.83	0.07
Traditional–Original	–0.12	0.87	–0.13	0.85	–0.10	0.88	–0.03
<b><i>T–F facets</i></b>							
Logical–Empathetic	–0.01	0.86	–0.27	0.78	0.24	0.86	–0.62
Reasonable–Compassionate	0.12	0.86	–0.11	0.82	0.33	0.85	–0.53
Questioning–Accommodating	0.05	0.80	–0.14	0.80	0.22	0.77	–0.46
Critical–Accepting	0.09	0.78	–0.14	0.77	0.30	0.73	–0.59
Tough–Tender	–0.03	0.89	–0.27	0.88	0.19	0.84	–0.54
<b><i>J–P facets</i></b>							
Systematic–Casual	0.05	0.92	0.01	0.89	0.09	0.94	–0.09
Planful–Open-Ended	0.09	0.90	0.14	0.86	0.05	0.94	0.10
Early Starting–Pressure-Prompted	0.10	0.80	0.14	0.78	0.07	0.81	0.09
Scheduled–Spontaneous	0.06	0.94	0.10	0.92	0.03	0.96	0.08
Methodical–Emergent	–0.01	0.81	0.06	0.79	–0.07	0.82	0.16

Note: For information on Cohen's *d*, see note 4, below.

## NOTES

- Originally, samples from India (North American English) and Saudi Arabia (Arabic) were collected, but these were later dropped from the global sample due to sample composition and psychometric concerns.
- The terms *translation* and *adaptation* are often used interchangeably in the testing and measurement literature. Historically, *translation* has been used to describe the process by which an assessment is converted to a language other than the one in which it was originally constructed. However, the term *adaptation* is increasingly being used to reflect the fact that an effective conversion of assessment items from one language to another often requires not a word-for-word translation but rather a modification intended to maintain the general sense or purpose of those items in a particular language. Nevertheless, as the more readily understood term, *translation* is used here.
- Correlation coefficients range from –1 to 1 and can be squared and used as effect sizes (measures of the practical significance of the relationship between the two variables in question). Cohen's guidelines regarding effect sizes indicate that  $r^2 = .10$  is a small effect size,  $r^2 = .30$  is medium, and  $r^2 = .50$  is large (Cohen, 1988, 1992).
- Cohen's *d* is an estimate of an effect size computed by taking the difference between the means of two groups and dividing by their pooled standard deviations. Because the metric is in standard deviation units, effect sizes can easily be compared to evaluate the magnitude of a difference. Cohen (1992) provides an overview of the computation of a variety of effect sizes, along with guidance on interpretation. Cohen proposed that  $d = .20$  be considered small,  $d = .50$  be considered medium, and  $d = .80$  be considered large. In psychological research, small to medium effect sizes are typical.

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