



Myers Briggs II Personality Type Indicator

The MBTI Step II personality inventory provides respondents with a four-page Step II Profile and/or an eighteen-page Step II Interpretive Report. The details of Step II results show respondents their preferences further detailed into five components, called *facets*, for each dichotomy. The results come from responses on Form Q of the MBTI instrument, a longer version of the questionnaire used for Step I. The Step II report breaks down each preference into facets, which allow deeper analysis of type. “For example,” according to the *MBTI® Step II Manual*, “Extraversion-Introversion encompasses such facets as sociability, activity level, and expressiveness. A different measurement approach to Extraversion–Introversion might focus on a single facet, for example, sociability. In such an approach, the items making up that measure would ask only about the respondent’s attitudes or behaviors regarding sociability.”

Step II results help define the differences with the 16 types and also provide assistance to people who are having trouble identifying their best-fit type (which is the four-letter type that you think best fits you after you have learned about type, read type descriptions, and discussed your MBTI® results with a qualified practitioner). For example, a person who prefers Perceiving might be confused because she does not take a Perceiving approach to due dates for tasks. She is more comfortable finishing work well ahead of time, which is more typical of people who prefer Judging. Her Step II results would indicate a preference for Judging *on that facet*, explaining why she may have had doubts about her preference for Perceiving. Her overall preference would remain Perceiving, even though some of the five facets under Perceiving may indicate her preference for decisiveness and closure.

When Step II is given alone, it provides results for both a person’s four-letter type but includes the more detailed information on the facets. Step II can also be administered to people who already know their four-letter type. In either case, the MBTI practitioner has the choice of providing respondents with a four-page profile or an eighteen-page report.