



## **MBTI® - Reliability**

### **MBTI® reliability and results**

The validity and test-retest reliability of the MBTI® Indicator was checked in over 4,000 studies worldwide. They proved that, when individuals are retested, the probability that the letter code they are assigned will remain the same is between 82 and 87 per cent. 72 per cent of all participants fully identify themselves with the type determined by means of the instrument. Less than 7 per cent of the participants deviate in more than one letter from the type classified by the questionnaire (see: Thomas Lorenz, Stefan Oppitz. Myers-Briggs Typenindikator (MBTI®) – Profilierung durch Persönlichkeit. In: Walter Simon. Persönlichkeitsmodelle und Persönlichkeitstests – 15 Persönlichkeitsmodelle für Personalauswahl, Persönlichkeitsentwicklung, Training und Coaching. Wiesbaden 2006 p. 299 – 319).

Objectivity is another quality criterion of the MBTI® personality instrument. The respondents complete the test at home or at work without any assistance from a consultant. They just tick if a question is applicable or not. Interpretation is not necessary : The result of the test is given as a letter code.