

MBTI

Step III

focuses on the whole person





Outline of workshop

- Background to Step III and how it fits with Step I and II
- Type dynamics
- Type development/differentiation
- What Step III measures
- Report format and style
- Links back to Step I
- Examples

Steps I, II and III

- Step I focuses on individual differences between types
- Step II reveals individual differences within people of the same type
- Step III deals with an individual's effectiveness in using type

- Step II must be interpreted in context of Step I
- Step III is best interpreted in context of Step I and enhanced by understanding of Step II facets

- Step I and Step II validated by client
- Step III client may or may not be ready to acknowledge or agree with the reality of statements

Steps I, II and III

- Step I
 - All types are equally acceptable and valuable
- Step II
 - All facets results are acceptable ways of accommodating one's natural type to the demands of the environment, and a reflection of individuality within the 16 types
- Step III
 - How effectively the person is currently using their perception and judgement, so may suggest ways to change way of doing things BUT not changing type

Development of Step III

- Isabel Myers aware of Step III from beginning, needed to get the positive elements of MBTI accepted before bringing in Step III
- Started with curiosity and observations:
 - why did people of same type vary in their effectiveness?
 - why did certain people drop out, get fired/underachieve?
 - what caused that?
- She devised scales, examined patterns of responses to selected items, made hypotheses and predictions between scales and patterns and variety of other measures
- And carefully recorded the results

Type development

- Jung and Myers believed that human psyche has ability to grow and heal itself
- Type is born - then life happens
- Adults vary in their ability to use perception and judgement effectively and can improve
- Type development is a life long process
- In order for type to develop there has to be a purpose ie motivation
- Type development is about taking the rough edges off type
- When people develop their type they need to work at complex situations (IM)
- “understanding your patterns of perceiving and judgment can make your perceptions clearer, your judgements sounder, and your life closer to your heart’s desire”



Type development

Every type can present extreme variations in development ...ranging from the most childishly insufficient to the most mature and admirable.

According to type hypothesis this independent development of perception and judgement is a major factor in individual success and satisfaction.

It is tentatively supported that such development may be related to the effort the individual has expended in an endeavour to do something well (IM)

Type development

- Can you think of examples of effective and less effective uses of
 - Sensing
 - Intuition
 - Thinking
 - Feeling
- What behaviours might you observe that would lead to you to conclude that someone was ineffective in their use of
 - Perceiving
 - Judging



Type development

- The end result of good type development is
 - individuals are comfortable and effective using the processes that come most naturally to them with the strengths of their type
 - they have the ability to use the processes that go against the grain and can focus on these processes as needed
 - they control the use of processes instead of feeling controlled by them

Excellence and mental functions

The four functions are pathways to four kinds of excellence

- Through **sensing** - the fullest possible experience of what is immediate and real
- Through **intuition** the broadest view of what is possible and insightful
- Through **thinking** the clearest logic and objective analysis
- Through **feeling** the truest harmony between perceived values and human relationships



Underdeveloped functions

- What would be the impact of underdeveloped thinking for and ESTJ compared with an INFP?

Type development and differentiation

- Concept of differentiation critical to understanding Myer's approach to type development
- Jung rarely used term development
- He referred to processes of differentiation as central to becoming a type
- Thereby people are able to exercise conscious choice in how they direct and control type functions

Type development and 3 kinds of differentiation

- All 3 types of differentiation probably have to occur for type to be used effectively in a mature developed way
 - Differentiation between mental processes ie between process of perception from process of judgement, preventing fusion between a perceiving and a judging function
 - Differentiation between a pair of opposites ie within a pair between sensing and intuition and across pairs eg sensing and thinking
 - Differentiation within a function or attitude so it is not experienced in a stereotypical way
- Can you think of examples?

Exploring functions

- Is a poor course of action the result of using faulty data or using faulty judgement on adequate data?
- Separating this out can be useful in helping to assess type development
- Think about either a major 'mistake' you have made or the typical mistakes you tend to make
- Do you tend to make errors of perception or judgement?

Step III measures.....

- A person's current use of
 - Perception
 - Judgement
- Adjustment or sufficiency, the effects of
 - Confidence
 - Stamina
 - Compensatory strain

Sufficiency Scales

- These scales attempt to measure, from three different angles, the extent to which the individual's total development is or is not sufficient to meet the total demand upon him or her
- Both external and self demand may vary with type
- Varying levels of these scales are associated with a wide variety of variables that reflect differential functioning.
- The sufficiency scales address the question
 'is the way you are using your perception and judgement sufficient to meet the demands that you face?'

Sufficiency Scales

- **Confidence:** how adequate one feels in the face of external and internal difficulties perceived.
 - Can be influenced by attitudes J-P and E-I.
 - IPs most conscious of both kinds of difficulties.
 - EJs likely to see relatively fewer difficulties of either kind.
 - Several manifestations: Shyness, worry, dependence, evidence of failure, indecisiveness
- **Stamina:** habitual reaction to difficulty, the amount of conscious psychic energy available to an individual.
- **Compensatory strain:** behaviours to ease internal strain, projecting one's difficulties rather than dealing with them

Confidence

To know

- one can do certain things more easily than others
- which faults are merely 'the wrong side of one's virtues' and which are excess baggage
- which problems are not peculiar to oneself but are common property to all who belong to the same type and enjoy the same gifts - such understanding is a great comfort.

That knowledge can help

- set a course
- weather a storm
- make the chosen harbour
- prepare for a longer voyage next time

and that is the stuff of which true self-confidence is made



Stamina

- amount of conscious psychic energy available to the individual
- the energy channelled towards dealing with challenges or adversity
- not physical endurance but corresponds in many ways to resilience
- people who deal effectively with life difficulties obtain higher scores than those who are ineffective
- low stamina reflects distaste for difficulties and some lack of judgment that is needed to deal with them.
- how available and useful is someone's store of energy?
- there are no subscales.

(Compensatory) Strain

- behaviours and attitudes assumed in an effort to ease internal strain by projecting one's difficulties instead of dealing with them
- high strain: blame others, low strain: trust others
- applying only to unconsciously motivated acts or attitudes that contribute nothing constructive to the solution of underlying difficulties,
- focus on the technique for recognising the existence of strain and predicting the sort of behaviour likely to result.
- when high levels of strain combined with high confidence resulting unpleasantness is of more aggressive nature than when confidence is low
- statements focus on results of behaviour not cause
- four subscales: resistance, defensiveness, stubbornness and cynicism.
- *I don't think people with high strain enjoy being unhappy they just want to preserve their alibi for not being happy (IM)*

Development scales

Acceptance
Application
Appreciation
Cynicism
Defensiveness
Dependence
Enjoyment
Evidence of failure
Faith
Flexibility
Freedom of expression
Friendship
Grievance

Subscale of confidence

Group sociability
Harmony
Indecisiveness
Logic
Planning
Relatedness
Resistance
Self focus
Shyness
Spontaneity
Stubbornness
Warmth
Worry

Subscale of strain

Step II patterns

- Very specific and highly individual patterns from step II (640 statements)
- Eg someone scoring gregarious, tough and methodical has characteristics that are more than the sum of the parts



Questionnaire

- Pencil and paper
- 222 questions
- Takes about 40 minutes to complete

Report format

- Part 1
 - MBTI type
 - developmental advantages and challenges
- Part 2
 - Your approach to yourself and the world
 - Your approach to people and relationships
 - Your approach to responsibility and work
 - Your approach to problem solving and decision making
- Average report has 26 statements



A Step III feedback

- Reflects current situation
- Is explorative
- Supports client in making sense of statements
- Confirms positive aspects of client
- Encourages exploration of less developed functions
- Suggests ways to develop