

MBTI® Step III™ - Understanding Patterns of Perception and Judgment

Summary: You may have heard about something called “Step III” during the past few years, but are unclear about what it is. The following provides accurate and up-to-date information about Step III™ and its development.

“...understanding your patterns of perception and judgment can make your perceptions clearer, your judgments sounder, and your life closer to your heart's desire.”

Isabel Briggs Myers

What is MBTI® Step III™?

Step III™ is a way of scoring the MBTI® instrument that shows a respondent’s current ways of using perception and judgment and the likely effectiveness of those uses, which is assumed to be evidence of type development. Suggestions and recommendations for enhancing one’s perception and judgment are included in the materials that have been developed. Suggestions and statements included in the report are designed to enhance one's type development through dialog with a trained counselor or coach. As with all aspects of the MBTI® Step III™ scoring is interpreted in the context of healthy personality and will require respondent verification of results.

Why was Step III™ Developed?

When Isabel Myers conceptualized the development of the Indicator, she had a vision that went far beyond the identification of basic individual type preferences. Results that indicate preferences for one of the 16 types is known as Step I™. The MBTI® Step II™ process fulfilled Isabel Myers’ plan to provide people with individualized type reports that reflected their distinctive way of expressing their type preferences. MBTI® Step III™ analysis actualizes Myers’ goal of helping people use their natural types as effectively as possible. The body of work she envisioned has now been finalized with the recent publication of the MBTI® Step III™ Item Booklet and Interpretive Report, which completes the three "steps" of the MBTI® assessment and reports.

Who Developed the Step III™?

The development of the Step III™ project was a collaborative effort involving CPP, Inc., publisher of the MBTI® assessments; CAPT, Inc. (Center for Applications of Psychological Type), which is in possession of all of Myers’ and McCaulley’s original work (Mary McCaulley was the former president of CAPT; she died in August 2003), the MBTI® Trust, owners of the MBTI® copyrights and trademarks; a team of consultant

For more information on the MBTI® Step III™ and the Certification program, go to: www.capt.org

experts (Allen Hammer, Ph.D., Wayne Mitchell, Ph.D., and Naomi Quenk, Ph.D.); and Judy Breiner, Ph.D., Director of Research Operations at CAPT, and Betsy Styron, President and CEO of CAPT. Other researchers and type users were invited to participate and share perspective and data as the project evolved.

How was MBTI® Step III™ Developed?

In developing the initial work that led to the MBTI® Step III™, Myers created several scales and a number of patterns for responding to MBTI® items. She found these to be related to specific ways people used their types and did extensive research to validate this work. Myers and McCaulley were able to engage in extensive research with over 100,000 records scored through a computerized scoring program developed by CAPT. Myers and McCaulley were working on this aspect of type at the time of Myers' death in 1980. That early work served as the foundational research, which was validated through CAPT's current Step III™ database, which now holds over 300,000 records.

Who can Use the MBTI Step III™?

It is important for those who use the MBTI® Step III™ with clients in one-to-one counseling settings to have an advanced degree in psychology, psychotherapy, or some other area that provides training and experience in "interviewing" or talking with individuals about sensitive areas in their personal lives.

Step III™ certified professionals need to be able to adopt a non-pathological, non-judgmental approach to clients. The MBTI® Step III™ instrument, like the MBTI® Step I™ and Step II™ instruments, addresses healthy personality characteristics.

Special training is required through the MBTI® Step III™ Certification Program because professional users need to know the background, development, appropriate use, and perhaps most important, realize the paradigm shift required to go beyond the basics of type to type development.

The MBTI® Step III™ instrument and Interpretive Report are available for purchase and use only by those professionals who have:

- A Master's degree or higher
- Worked with clients in a one-to-one counseling, coaching, or therapeutic relationship, with a minimum of two years experience
- Successfully completed the MBTI® Certification program, or other approved training program, that teaches the theory of psychological type and how it is used to help people increase self-awareness and develop skills for more effective living

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- Completed the MBTI® Step III™ Certification Program

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