

MBTI Step II

MBTI Step II is an extended version of the Myers-Briggs Type Indicator which provides additional depth and clarification within each of the four original MBTI preference dichotomies.

Isabel Briggs Myers had noted that people of any given type shared differences as well as similarities, and developed a more in depth method to offer clues about how each person expresses and experiences their type pattern, which is called **MBTI Step II**. This resulted in the identification of five subscales (with corresponding pairs of facets each) for each of the four MBTI scales.

Extroversion Initiating Expressive Gregarious Active Enthusiastic	Introversion Receiving Contained Intimate Reflective Quiet
Sensing Concrete Realistic Practical Experiential Traditional	Intuitive Abstract Imaginative Conceptual Theoretical Original
Thinking Logical Reasonable Questioning Critical Tough	Feeling Empathetic Compassionate Accommodating Accepting Tender
Judging Systematic Planful Early Starting Scheduled Methodical	Perceiving Casual Open-ended Prompted Spontaneous Emergent

These break down the uniqueness of individuals into greater detail, by bringing to light the subtle nuances of personality type; thus avoiding the reduction of all of personality to just the 16 types.

MBTI Step II Concepts

There are a number of new concepts introduced in Step II that are not part of MBTI Step I, including:-

- Each of the original four preference pairs (dichotomies) is broken down into five *facets*. Whilst the facets reflect different aspects of the main dichotomy, they do not combine to the whole of the original preference. In other words, you can not say that, for example, a preference for *Thinking over Feeling* is simply a combination of the five Thinking facets (Logical, Reasonable, Questioning, Critical and Tough).
- Whilst in MBTI Step I, each of the preference pairs is considered to be a polar opposite, some of the Step II facets are more like traits, i.e. there may be degrees of strength or aptitude.
- Any individual taking Step II is likely to find some of the facets to be aligned to the overall preference (*in preference*, e.g. preference for the Logical facet and an overall Thinking preference); others may be more flexible or variable (*mid zone*, e.g. no clear preference for either the Concrete or Abstract facet despite an overall Intuition preference); and there may be some facets that are opposite to the overall preference (*out of preference*, also called *OOPS*, e.g. a preference for the Intimate over the Gregarious facet despite an overall Extraversion preference)

MBTI Step II Applications

MBTI Step II can be used in the same applications areas as MBTI Step I, for example, coaching, team dynamics and relationship counselling.

It is particularly used in one-to-one executive coaching and in working with teams who have already had some exposure to MBTI Step I. It is also useful in helping individuals to clarify their MBTI Step I *best fit type*.