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## Summary: Is Myers-Briggs still a valuable tool?

**Conclusion:** The Myers-Briggs assessment is a versatile and valuable tool when used as it was intended to be used.

**Reference:** **Is Myers-Briggs Still Viable?** by Roger R. Pearman. <http://www.talentmgt.com>, May 2007. For more information, contact Julie Geurin at [jgeurin@batrushollweg.com](mailto:jgeurin@batrushollweg.com)

**Why this Article is Important:** Although an established, well researched, and thoroughly documented personality assessment, the Myers-Briggs has come under fire by critics questioning its effectiveness. As such, organizations may move away from the MBTI, with the valuable information it provides, in search of a newer, but less valid assessment.

**Major Findings:** Because people misunderstand its intents and purposes, the Myers-Briggs is at times seen as ineffective or outdated. In fact, the MBTI is up to date and valuable for both individuals and organizations.

### What does it mean to you?

The MBTI is not a “do all, be all” assessment. It was not created for making selection decisions and is not validated for this purpose. It is, however, an impactful tool when facilitated by someone who is educated on the MBTI assessment. When used appropriately, it has a myriad of applications in your organization. The Myers-Briggs can provide individual, team and organizational impact in the following ways:

- A) Personal Development—Provide clarity in identifying individual preferences and increasing understanding of motivations and strengths.
- B) Team effectiveness—Help teams perform in a more collaborative and constructive manner.
- C) Recruitment—Identify what types of people are and are not attracted to the organization. This information can drive strategies to attract and recruit a more diverse population.
- D) Engagement—Give individuals the self-awareness to understand what they need from the organization so they can ask for it. Individuals who feel supported and valued are more likely to stay engaged with the work, their team, and the organization.
- E) Training—Tailor learning approaches to meet the type tendencies of a group. By catering to the general preferences of the group, you can increase the short and long term impact of the program.
- F) Succession Planning—Drive the types of activities which best support learning for an individual. While MBTI is not predictive of performance and therefore should not be used for selection or promotion purposes, awareness of preferred styles allows for an approach more focused on what an individual needs to build on strengths and capitalize on learning opportunities.