

An Exploratory Study of the Validity of the
Myers Briggs Type Indicator® Team Report.

A Thesis Submitted

by

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ABSTRACT

This descriptive, exploratory study tested the validity for three sections of the Myers-Briggs Type Indicator® (MBTI) Team Report as to what degree the participants perceived the information was accurate and useful. “Leaders” and “Number of Weeks Lapsed” (before completing questionnaire) were two exploratory variables studied.

The sample was 51 team members from various organizations in 7 industries and 10 of the United States. Team members received the “MBTI® Team Report, TR Questionnaire”, a 19-question original questionnaire created for this research, from customers (consultants) of Consulting Psychologists Press during May and June of 2000.

The median for 13 (of 16 total) descriptive variable questions resulted in a favorable perception of the accuracy and usefulness for the items from the Team Report. The Kruskal-Wallis 1-way Anova test found 4 questions with a significant relationship ($p < .05$) to the number of weeks lapsed before completing the questionnaire. The sooner the participant completed the questionnaire, the more positive the mean rank response was to these 4 questions. The Mann-Whitney U test found 5 questions had a significant relationship ($p < .05$) to whether or not the participant was a leader. The leaders scored these questions considerably higher than did the team members.

Overall, the sample participants found that the MBTI® Team Report provided accurate descriptions of their team and useful information. Therefore, this study supported the use of this tool with teams.

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