

## Comparing the MBTI® Form G & Form M

The MBTI® Form M assessment has several advantages or improvements when compared to Form G. Both forms of the assessment are Step I, meaning their primary goal is to identify the respondents four type preferences. The assessment itself is more efficient. There is 1 less scored item on Form M, and no research items; the items have been updated and revised to eliminate out of date words and phrases; and all the items now have only 2 response choices, making it fully a forced choice assessment.

The Form M scoring was derived using Item Response Theory (IRT). This method allowed the selection of items that provide better information about the respondent's preferences, and more accurate scoring. IRT nearly eliminates the possibility of tied preference scores, and improves the accuracy of preference identification at the midpoint by including items that better distinguish between preferences.

The Form M was developed by administering the research version of the assessment to a large national sample of adults, the first time this has been done with the MBTI® assessment. Using IRT also improved the measurement properties of the Form M compared with the Form G version. Preferences are identified more consistently using Form M, there is higher test-retest consistency in the identification of preferences, and higher test re-test reliability for the continuous scores, meaning similar scale values are found each time. Finally, Form M resulted in an improvement in the identification of best-fit type, where the respondent identifies, during interpretation of their results, their own true type.

Issue	Form G	Form M
<b>The Assessment</b> Number of Items Item Wording  Response Options	126 items, 94 scored for type Developed almost 20 years ago  Some items have 3 response options	93 items, all scored for type Updated out of date words and phrases All items have 2 response options (true forced choice)
<b>Scoring</b> Scoring the preferences Ties Midpoints  Standardization	Summative Scoring (basic addition) Broken in favor of INFP Defined by the number of items  Based on samples drawn from 4 <sup>th</sup> to 12 <sup>th</sup> grade	Item Response Theory (IRT) scoring Rarely occur due to IRT Defined by slope and intercept of the Item Characteristic Curve Based on large National Sample of adults
<b>Measurement Properties</b> Reliability of Preferences Test Re-test - Dichotomies Test-Retest – Continuous Scores Best Fit Type	Range .82 to .86 .75 to .77 .77 to .84  Lower in form G	Generally .90 or higher .84 to .96 .83 to .97  Higher in Form M due to IRT scoring



## Summary of the MBTI® Form M

Form M is also compatible with Form Q and uses Item Response Theory for more precise scoring. This is beneficial for those customers who will eventually switch from Form M to Form Q. New and updated M reports include the Interpretive Report, Career Report, and Interpretive Report for Organizations. Other benefits include: test-retest reliability measurements were improved from Form K. Internal consistency measurements were also improved from Form K.

### What Are Key Differences between Form G & Form M?

#### FORM G:

- 94 items
- Some items have 3 responses
- Different scoring for males and females on T-F scale
- Older information on self-scorable for 16 type descriptors
- Older Style Reports
- Internal Consistency measurements were acceptable
- Test-Retest reliability measurements were acceptable
- Item weights based on a standardization sample of a large number of High School and college students

#### FORM M:

- 93 items
- No items have more than 2 responses
- Scoring process is identical for males and females
- Information on the 16 types reflects current research
- New and updated reports are available (Interpretive Report, Career Report, Interpretive Report for Organizations)
- Internal Consistency measurements were improved
- Test-Retest reliability measurements were improved
- Item weights are based on a Standardization sample of 3,200 adults in a random national sample.

## Summary of the MBTI® Form Q

Form Q provides clients with detailed and personalized information on communication, decision-making, dealing with change and conflict. The option of color reports is a big benefit for customers. Form Q has an MBTI Step II manual, and K has no manual. Form Q has a more professional, and updated look and feel and allows clients to verify type beyond Step I reports. More precise scoring is used using Item Response Theory, like Form M. Customers can enjoy the benefit of printing all Form M reports off of Form Q items. Customers can also verify their client's 4-letter type on the Interpretive Report.

### What Are Key Differences between Form K & Form Q?

#### FORM K:

- Produced in 1989, Step II produced in 1996
- Includes 20 facets, 131 items
- Item selection and scoring is based on factor analysis based on samples of convenience, type is based on Form G
- Uses Form G templates to score 4-letter type
- Support materials include MBTI Step II User's Guide
- No verified option available
- Generated Reports include: Step II Profile, Expanded Interpretive Report (both available in black and white ONLY).

#### FORM Q:

- Produced in 2001
- Includes 20 facets, 144 items
- Item Response Theory & Factor Analysis based on a national USA sample, type is based on Form M
- Uses Form M templates to score 4-letter type
- Support materials include Full technical manual for Step II
- Verified type option available with Interpretive report
- Generated reports include: Step II Profile, Step II Interpretive Report (Available in both color AND black & white)

