

10 Steps for Getting to Best-Fit Type

Discovering your MBTI® type isn't about permanently assigning four letters to yourself, like putting a tattoo on your forehead. Instead, it's about learning something about yourself and how you take in information and make decisions. To do that, you need to figure out which four-letter type is the best fit for you. Here are some steps I recommend to help a client get to her best-fit type.

- 1 Have your client take the MBTI® Form Q assessment. This will enable you to generate both a Step I™ report and a Step II™ report. The Step II facets often add insight into why someone might not identify with her reported results.
- 2 As you begin your feedback session, ask your client what her mind-set was when she was answering the questions on the assessment. This can help identify influences that might have affected her results.
- 3 Help your client find her two-page type description in the *Introduction to Myers-Briggs® Type* booklet. Ask her to highlight in one color everything she agrees with on those pages and in another color everything she disagrees with.
- 4 Then ask her to do the same thing with any other type that might be her best-fit type. For example, if the client reported INFP but isn't sure if she prefers Thinking or Feeling, have her look at both INFP and INTP.
- 5 Ask your client to think back as far as she can remember, to a time before she was influenced by family and friends, and try to answer the question, "What was my preference then, before I had all those roles and expectations?"
- 6 Encourage your client to explore this idea with her parents or someone else who knew her well when she was younger to provide ideas. The point is to get a better understanding of the preference your client was born with.
- 7 Encourage your client to ask people she trusts and knows well for additional input. Of course, the client is always the final decision maker throughout this process.
- 8 Ask your client to give you examples of when she uses each side of a preference pair. Listen for phrases such as "I have to..." Typically, things we have to do are not our preferences.
- 9 If your client is unsure about one of her preferences, have her try out both that preference and its opposite and then come back and share her observations with you.
- 10 Use the many resources CPP has available to help you and your client find her best-fit type, such as *Introduction to Type® Dynamics and Development*, *In the Grip*, and *Finding the Fit*.

Remember, learning about ourselves is a lifelong process. Some people may never get to their true personality type, and that's okay. I like this quote from Isabel Myers regarding the purpose of the MBTI assessment: "Whatever the circumstances of your life, the understanding of type can make your perceptions clearer, your judgments sounder, and your life closer to your heart's desire."

www.themyersbriggs.com