

# Myers-Briggs Type Indicator<sup>®</sup> (MBTI<sup>®</sup>)

## Instrument Quantifies Preferences for Perceiving and Deciding; Supports Performance Improvement for Individuals and Groups

*“He who knows others is wise; he who knows himself is enlightened.”*

### Problem

Numerous studies\* have shown that, even more than aptitude and prior experience, employee attitudes, motivators, and behavioral styles significantly predict both individual and organizational success in the workplace. Yet, few if any companies consistently measure and use these “key psychological indicators.”

\*e.g., Barrick, M.R. and Mount, M.K. (1991). 'The big five personality dimensions and job performance: a meta-analysis', *Personnel Psychology*, 44, pp1-26

### Solution



Whether assigning people to important roles or leading them to deliver their absolute best, you can't manage what you don't measure.

Administered as part of a carefully crafted and consistently administered Organizational Development program, the **MBTI<sup>®</sup>** assessment quantifies the behavioral traits that have been shown to make a real difference to producing bottom-line results.

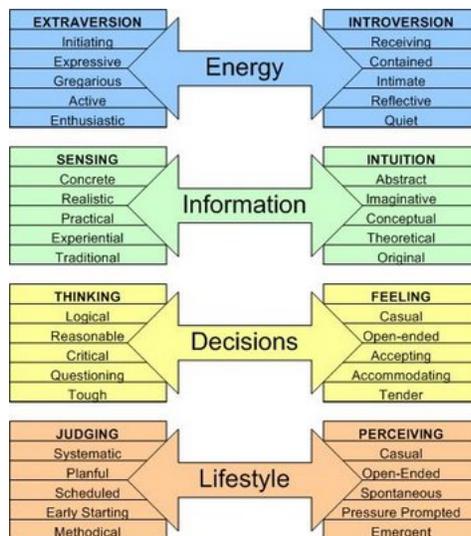
Building on insights provided by MBTI, **Lodestar** offers a comprehensive Human Capital Services portfolio, backed by an extensive network of certified professionals.

### Description

The MBTI assessment has helped millions of people worldwide gain insights about themselves and how they interact with others—and improve how they communicate, learn, and work. It provides a powerful framework for building better relationships, driving positive change, harnessing innovation, and achieving excellence.

The MBTI assessment measures attitudes and behavioral preferences along four critical dimensions of behavior:

- Extraversion <-> Introversion
- Sensing <-> Intuition
- Thinking <-> Feeling
- Judging <-> Perceiving



### MBTI Features

- Used by 89 of Fortune 100 companies to maximize individual and team effectiveness from entry to executive levels
- Selected by the nation's top colleges and universities worldwide as the foundational tool for student and alumni career development
- Backed by more than fifty years of scientific research and ongoing global development
- Taken online in 30 minutes, available in more than 30 languages
- 17 page report provides actionable information in an easy-to-read format

### MBTI Applications

- Individual performance improvement
- Scientific role assignment and placement
- Leadership development
- Performance improvement
- Retention

### Benefits to Your Organization

- A positive investment in your people
- Improves individual productivity and empowers groups to execute more effectively on plans and strategy

### For more information

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