



THE TYPEFINDER[®] ASSESSMENTS

Technical Documentation

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OVERVIEW

The TypeFinder® personality assessments are indicators of personality type with applications in personal exploration, career planning, coaching, employee development, and research. The assessments include the TypeFinder® Personality Test (also referred to as the TypeFinder® for Individuals), the TypeFinder® for the Workplace, and the TypeFinder® for Career Planning, which are all administered online through the website at Truity.com. The TypeFinder assessments provide a comprehensive assessment of personality type according to the system developed by Katharine Briggs and Isabel Briggs Myers. The TypeFinder Personality Test also includes a measure of 23 traits which provide more detailed insight within the four preferences created by Briggs and Myers. This report provides a summary of the development process and psychometric characteristics of the TypeFinder assessments.

THEORETICAL FRAMEWORK

The TypeFinder assessments are based primarily on the theories created by Isabel Briggs Myers and her mother, Katharine Briggs. Briggs and Myers theorized that people could be categorized into types based on their preferences for ways of thinking, behaving, and relating to others. They proposed that there were four primary dimensions of personality, each of which could be described in terms of two opposing styles, or “preferences.” Thus, every individual could be described as either:

- Extraverted or Introverted, with Extraverts being more focused on and energized by the external world, and Introverts drawing energy from the internal world;
- Sensing or Intuitive, with Sensors being more straightforward and hands-on, and Intuitives being more conceptual and focused on ideas;
- Thinking or Feeling, with Thinkers prioritizing logical, rational data in their decision making, and Feelers focusing more on personal and emotional factors; and
- Judging or Perceiving, with Judgers preferring structure and firm decisions, and Perceivers preferring spontaneity and open-ended situations.

Briggs and Myers thus proposed that all people could be classified according to their preferences on each of the above, and further that each person could then be assigned a four-letter acronym describing their personality type, with each letter standing in for a preference. Thus, a person who preferred Introversion, Intuition, Feeling, and Judging would be called an INFJ (The letter “N” is used to signify Intuition to avoid duplicating the “I” for Introversion).

Briggs and Myers based their theories on their understanding of psychologist C.G. Jung’s work in his book *Psychological Types*, their direct observations of people, and later, Isabel Briggs Myers’ pilot studies of her MBTI® assessment with small sample populations (e.g., the students in a local high school). They were not trained as social scientists and their methods had a decidedly grassroots

quality, however later studies found that the four dimensions of personality they had outlined overlapped significantly with the Five Factors of personality discovered by research psychologists. In a 1989 study, Costa and McCrae concluded that Myers and Briggs' four preferences described essentially the same phenomena as the first four dimensions of the Big Five (the fifth, neuroticism, did not have a correlate with the MBTI®).

The TypeFinder assessments were developed with an eye to the correspondence between Myers and Briggs' theory and the Big Five. By making the commonalities explicit, our descriptions of personality types and traits can be informed by current research into personality dimensions that are shared by both systems. In addition, the MBTI® assessment suffered from some structural issues; in particular, scores on the Sensing/Intuition and Judging/Perceiving dimensions were not fully independent. By using Big Five to underpin our understanding of these dimensions, we were able to better distinguish two independent dimensions and eliminate this correlation between factors.

In addition to being informed by Big Five research, the TypeFinder Personality Test is unique in its measurement of personality *facets*. Although many people find their four-letter type description to be illuminating, it can also be somewhat reductive in that it seeks to describe a wide range of behavior within only four broad dimensions of personality. Describing more detailed facets of personality is one way to address this constraint.

Late in her career, Isabel Briggs Myers sought to add depth to her Myers Briggs Type Indicator® assessment by creating a new edition, eventually called the MBTI® Step II. The MBTI® Step II outlined five facets within each broad dimension which were intended to more specifically describe individual variation. For instance, facets within the Extraversion/Introversion dimension addressed sociability, activity level, and expressiveness.

The TypeFinder Personality Test uses a similar approach to Briggs Myers' Step II assessment, in that it describes 5-6 facets within each of the four broad dimensions. However, where Briggs Myers started from a theoretical understanding of personality—she developed the facets as she supposed they should be—the facets used in the TypeFinder Personality Test were developed empirically, using factor analysis, as well as through study of the traits that make up each Big Five dimension.

Beginning with a basic version of the TypeFinder Personality Test which measured only the four broad dimensions, we examined the factor structure to gain insight into the traits that might make up each dimension. We then developed several iterations of the facet scales to create a final structure which measured 23 clearly defined facets, as below.

FACETS OF INTROVERSION/EXTRAVERSION

Placid

Has a low energy level and prefers not to expend it unless necessary.

Reserved

Tends to keep thoughts to self. Shares ideas and thoughts cautiously.

Private

Socializes selectively and values privacy. Dislikes attention

Calm

Not prone to strong positive emotions. Not easily excited.

Aloof

Typically does not approach people. Lets others make the first move.

Solitary

Tends to be sensitive to stimuli and prefers quiet solitude.

Energetic

Has a high energy level and likes to keep busy.

Expressive

Shares thoughts and feelings readily. Does not often keep quiet.

Prominent

Enjoys attention and social status. Likes being in the public eye.

Joyful

Experiences strong positive emotions. Excitable and enthusiastic.

Friendly

Tends to approach other people. Readily initiates social interaction.

Engaged

Likes busy, noisy environments. Stimulated by crowds.

FACETS OF SENSING/INTUITION

Realistic

Thinks about things concretely and focuses on what can be directly observed.

Concrete

Learns by doing. Wants to experience things first-hand.

Traditional

Distrusts new ways of doing things. Prefers tried-and-true methods.

Factual

Accepts things as they are. Not prone to ask "why."

Practical

Appreciates things for their utilitarian value. Not interested in the arts.

Habitual

Enjoys familiar experiences. Dislikes trying new things.

Imaginative

Thinks about things abstractly and focuses on ideas and theories.

Conceptual

Learns by conceptualizing. Wants to understand theories and principles.

Progressive

Attracted to innovation and futuristic thinking. Likes trying out new methods.

Insightful

Wants to understand "why." Explores cause and effect.

Aesthetic

Appreciates art and other things with purely aesthetic value.

Adventurous

Enjoys novelty and seeks new experiences. Easily bored by the familiar.

FACETS OF THINKING/FEELING

Objective

Makes decisions based on objective, rational information

Rational

Prefers to avoid displays of emotion and vulnerability.

Challenging

Likes debate. Unafraid of conflict and may find it exciting.

Individualist

Prefers not to have to take care of other people. Values independence.

Self-Reliant

Likes doing things according to own agenda, without having to gain consensus.

Tough

Is unforgiving when wronged by others. Hesitant to reconcile or give second chances.

Subjective

Makes decisions based on values and the concerns of the people involved.

Compassionate

Comfortable with difficult emotions and likes being a shoulder to cry on.

Agreeable

Finds ways to agree and avoid argument. Is uncomfortable with conflict.

Helpful

Gains satisfaction from caring for the less fortunate or capable.

Cooperative

Likes to build coalition and work on projects in cooperation with others.

Tolerant

Forgives mistakes easily. Gives others the benefit of the doubt when hurt by their actions.

FACETS OF PERCEIVING/JUDGING

Relaxed

Tends to have disorderly surroundings. Dislikes structure.

Spontaneous

Avoids scheduling and prefers to decide on activities in the moment.

Casual

Has a “play before work” philosophy. Puts fun before responsibility.

Impulsive

Easily distracted by the environment. Abandons goals in favor of attractive diversions.

Easygoing

Does not think much about the future; focuses on enjoying the present moment.

Orderly

Has many organizational systems. Prefers to have a place for everything.

Scheduled

Plans ahead and keeps to a schedule. Dislikes last-minute changes.

Conscientious

Has a “work before play” philosophy. Avoids fun until duties are taken care of.

Disciplined

Resists temptations. Focuses on goals and does not get sidelined.

Ambitious

Has ambitious goals and is motivated by achievement.

STRUCTURE

The TypeFinder assessments are delivered online, through the website at Truity.com. The assessments are freely available to website visitors, who can complete each assessment and view a basic report with no registration or payment required. A premium report, which explains the test results in more depth and detail, is available for purchase.

The TypeFinder assessments consist of 130 items, each scored on a 5-point Likert scale, with 104 items presenting one statement for agreement (e.g., “I like poetry”) and 24 items presenting a choice of two statements (e.g., “I keep my thoughts to myself” vs. “I speak up”). The assessments take approximately 10-15 minutes to complete. Results are presented immediately after the user submits their responses.

RELIABILITY AND VALIDITY

The TypeFinder assessments were developed primarily through an iterative process of factor analysis, which aimed to improve the structure and psychometric characteristics of the assessments with each iteration. The final item set was then subjected to tests of reliability and validity.

RELIABILITY

Cronbach’s alpha was calculated for each of the four broad dimensions as well as each of the 23 facets for the TypeFinder Personality Test, using an international sample population of N=217,076. Below are the values found for alpha for each of the broad dimensions, which demonstrate excellent internal consistency for each of the four scales.

Dimension	Cronbach’s Alpha
E/I	0.937
S/N	0.886
T/F	0.902
J/P	0.923

Alpha values for the 23 facets are shown in the tables below. Lower alpha values are found in scales which consist of fewer items.

Dimension	Facet	Alpha
E/I	Placid/Energetic	0.739
E/I	Reserved/Expressive	0.836
E/I	Private/Prominent	0.855
E/I	Calm/Joyful	0.840
E/I	Aloof/Friendly	0.865
E/I	Solitary/Engaged	0.819
S/N	Realistic/Imaginative	0.694
S/N	Concrete/Conceptual	0.797
S/N	Traditional/Progressive	0.712
S/N	Factual/Insightful	0.778
S/N	Practical/Aesthetic	0.716
S/N	Habitual/Adventurous	0.722

Dimension	Facet	Alpha
T/F	Objective/Subjective	0.716
T/F	Rational/Compassionate	0.875
T/F	Challenging/Agreeable	0.720
T/F	Individualist/Helpful	0.825
T/F	Self-Reliant/Cooperative	0.778
T/F	Tough/Tolerant	0.607
J/P	Relaxed/Orderly	0.772
J/P	Spontaneous/Scheduled	0.860
J/P	Casual/Conscientious	0.874
J/P	Impulsive/Disciplined	0.710
J/P	Easygoing/Ambitious	0.620

VALIDITY OF FACET STRUCTURE

To examine the validity of the facet structure, we analyzed the correlations between the 23 facets and the four broad dimensions. The table below shows the correlation between facet scores and overall dimension scores. The high level of correlation between facets and their related dimension, as well as the absence of substantial correlations between facets and unrelated dimensions, is evidence to indicate that the facet structure is sound.

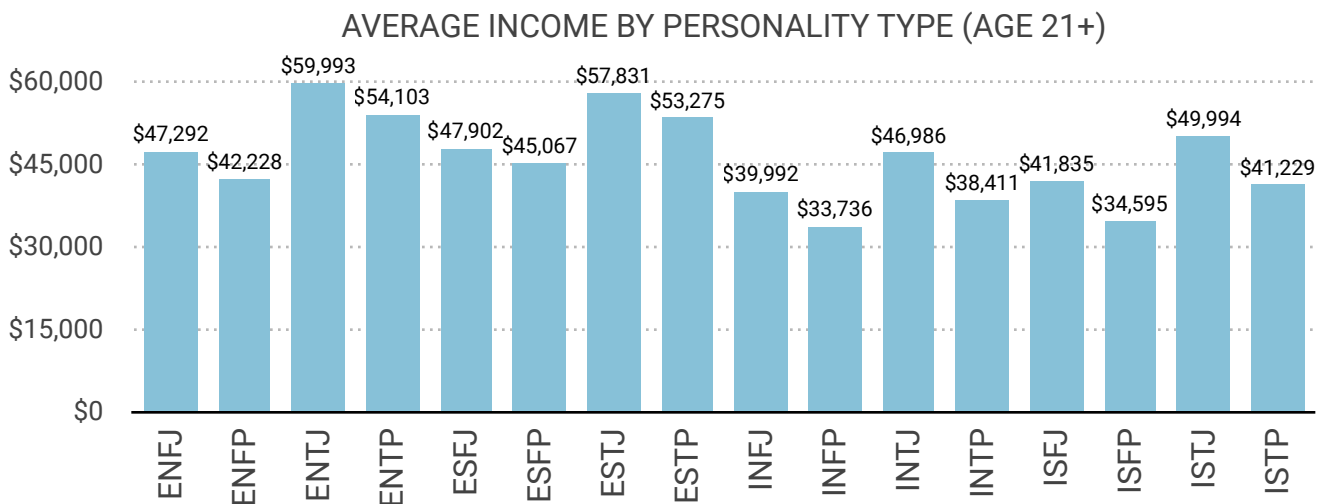
Dimension	Facet	Correlations			
		E/I Total	S/N Total	T/F Total	J/P Total
E/I	Placid/Energetic	0.65	0.12	0.06	0.13
E/I	Reserved/Expressive	0.73	0.10	-0.06	0.01
E/I	Private/Prominent	0.83	-0.00	0.09	-0.10
E/I	Calm/Joyful	0.62	0.10	0.17	0.12
E/I	Aloof/Friendly	0.85	0.09	0.20	-0.01
E/I	Solitary/Engaged	0.80	-0.17	0.10	-0.10
S/N	Realistic/Imaginative	0.04	0.74	0.06	-0.25
S/N	Concrete/Conceptual	0.03	0.84	-0.06	-0.04
S/N	Traditional/Progressive	-0.06	0.54	-0.23	-0.26
S/N	Factual/Insightful	-0.10	0.70	0.16	-0.03
S/N	Practical/Aesthetic	-0.06	0.65	0.24	-0.05

Dimension	Facet	Correlations			
		E/I Total	S/N Total	T/F Total	J/P Total
S/N	Habitual/Adventurous	0.39	0.57	0.06	-0.13
T/F	Objective/Subjective	0.13	-0.03	0.63	-0.25
T/F	Rational/Compassionate	0.19	0.13	0.87	0.03
T/F	Challenging/Agreeable	-0.33	-0.06	0.57	0.01
T/F	Individualist/Helpful	0.15	0.10	0.81	0.08
T/F	Self-Reliant/Cooperative	0.21	-0.03	0.64	-0.06
T/F	Tough/Tolerant	0.09	0.09	0.49	-0.09
J/P	Relaxed/Orderly	-0.00	-0.14	-0.02	0.77
J/P	Spontaneous/Scheduled	-0.10	-0.24	-0.01	0.85
J/P	Casual/Conscientious	0.03	-0.13	-0.00	0.91
J/P	Impulsive/Disciplined	-0.06	-0.17	-0.14	0.69
J/P	Easygoing/Ambitious	0.20	0.19	-0.13	0.43

PREDICTIVE VALIDITY

To examine the assessments' correlation with real-world outcomes, we conducted a survey of volunteers who completed the TypeFinder Personality Test on Truity.com. The subjects were asked to complete a series of voluntary survey questions related to their employment and various career outcomes. We found clear relationships between certain key career outcomes and TypeFinder results.

Average incomes for each type varied widely, with ENTJs earning an average of nearly \$60k per year, in contrast with INFPs, who earned an average salary of just under \$34k.



Additionally, employment status varied widely by type, with some types much more likely to report being unemployed, students, or stay-at-home parents.

Employment Status of Respondents Age 21+

Type	Self-Employed	Disability	Employed	SAH Parent	Retired	Student	Unemployed
ENFJ	11.9%	0.9%	68.3%	1.8%	1.7%	10.4%	5.1%
ENFP	14.4%	1.6%	62.5%	3.1%	1.5%	12.2%	4.7%
ENTJ	12.9%	0.5%	68.5%	1.4%	1.4%	11.2%	4%
ENTP	14.6%	0.7%	61.6%	1.8%	1.6%	13.7%	5.9%
ESFJ	7.7%	0.5%	72.4%	3.6%	2.1%	8.7%	5.1%
ESFP	10.9%	0.8%	67.5%	6%	1.9%	8%	4.9%
ESTJ	9.1%	0.2%	71.3%	2.7%	2.2%	9.3%	5.1%
ESTP	11.6%	0.8%	68.2%	2.6%	3.1%	9.6%	4.1%
INFJ	9.7%	1.8%	64.7%	3.2%	2.3%	13.5%	4.9%
INFP	10%	2.7%	59.4%	3.4%	1.9%	13.7%	8.9%
INTJ	10.8%	1%	66.1%	1.8%	1.2%	14.1%	4.9%
INTP	10.1%	1.4%	61.3%	1.9%	1.3%	14.9%	9.2%
ISFJ	6.4%	1.6%	70.7%	4.9%	3.1%	8.6%	4.8%
ISFP	5.6%	3.6%	66.4%	6.2%	1.9%	8.8%	7.5%
ISTJ	6.9%	0.8%	73.3%	2.5%	3.1%	9%	4.5%
ISTP	7%	1.2%	66.6%	3.2%	2.1%	11.3%	8.7%

Future studies are planned to examine how TypeFinder results relate to other measurable outcomes, however the existing data provide evidence that results on the TypeFinder assessments do correspond with observable differences in career outcomes.

CONCLUSION

Our analysis demonstrates that the TypeFinder® assessments are structurally sound assessments which measure personality factors with real implications in people’s lives. Additionally, the development of TypeFinder® Personality Test facets, unique amongst assessments based on Myers and Briggs’ theory, adds depth and dimension to the four preferences outlined by Myers and Briggs, without introducing new constructs that would be inconsistent with the original theory. In conclusion, the TypeFinder assessments can be considered reliable and valid instruments to explore personality type according to the framework developed by Myers and Briggs.