Comparison of Insights® Discovery System to Myers-Briggs Type Indicator®

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The purpose of this report is to outline the similarities and differences between MBTI or the Myers-Briggs Type Indicator and the Insights Discovery System.

Brief Description of the Systems

Insights Discovery System

The Insights Discovery System is a framework for understanding the dynamics of interactions between individuals and the interaction within teams and organizations. The system is based solidly on the work of Swiss psychologist C.G. Jung. The framework can be taught through facilitation, which starts with an understanding of the relationship between Jung's attitudes (extraversion and introversion) and the rational functions (thinking and feeling). This demonstration is done with the introduction of four colour energies (red, yellow, green, and blue) relating to these functions in their respective attitudes. It builds with the addition of an explanation of Jung's preferences (including the irrational functions) and leads into a comprehensive introduction of Jung's eight primary types in an Insights Discovery format. From this foundation, a wheel is used to grow the understanding and application of the system and to identify 72 related sub-types.

In addition, a comprehensive personal profile is compiled for each individual who participates. The Insights Discovery profile contains 19 to 40 pages of information, depending on the chapters selected. The Foundation Chapter provides information on personal style, strengths and possible weaknesses, communication, value to a team, blind spots, and development areas. Additional sections can be added to the profile, regarding Management Style, Effective Selling, Personal Achievement and Interview Questions. The Insights Discovery profile is written and presented in a practical and easily understood way. The profile not only provides for individual feedback and personal growth, but when the data is collated with others' profiles, they also give an overview of team or organizational strengths and weaknesses. Using this information can establish unique strategies for development, and can spin off into associated learning such as consultative sales training, leadership and management training, team dynamics, and personal growth. A number of learning modules are available, and customized application for a specific organization is possible. The Insights Discovery system is designed to match the needs of both the individual who participates, and the organization. Jung referred in his psychology to the personal and also to the collective.

MBTI

MBTI is a preference evaluator created by Katherine Brigss and Isabel Briggs Myers that has been used for almost 50 years. The MBTI is a self-report instrument. It is an ipsative test, in that it cannot distinguish "shades" or degrees of a preference. It reveals personal preferences for making decisions, source of energy and focus and orientation to the outer world. It does not measure competence, intelligence, satisfaction or skill. The MBTI system is based on C. J. Jung's theory of personality type, with some exceptions. An individual's preferences are reported: extravert-introvert, thinking-feeling, and sensing-intuitive, with the addition of a fourth preference scale (judging-perceiving) which was an invention of Myers and Briggs. The system identifies 16 types through the possible combination of preferences (E or I, T or F, S or N, J or P). It is acknowledged that the 16 MBTI types are not absolute, that is, they are not intended to pigeonhole people. Participants are invited to reconsider their type if the resulting type indicated does not feel right to them. There is printed information on each of the individual 16 types, and this material is standard and restricted to the 16 types. Customized reports are not available. The system is widely used throughout the world.

A Comparison of Insights Discovery and MBTI:

Insights Discovery and MBTI can be compared easily, and this comparison is presented in the wheel diagram attached (Page 4) entitled The Insights Discovery System in Relation to MBTI, where the MBTI 16 types have been overlaid onto the Insights Discovery wheel. The comparison is easy to discuss and is logical in this form. There are a number of points to consider:

There is a "J-P" scale in MBTI. However the functions (T and F, S and N) in their attitudes (E and I) are revealed and easily compared.

For relating purposes only, the 8 MBTI "P" types and 8 MBTI "J" types are depicted as opposites on the Insights Discovery Wheel, however, Jung did not discriminate between J's and P's in terms of individuals. His view was rather to consider that the ability to make and defer decisions existed relatively easily within each individual.

The MBTI "P" and "J" types for the foregoing reasons can also appear elsewhere through the Insights Discovery model but for comparison purposes they are illustrated as static on the Insights Discovery wheel.

The "P" and "J" MBTI groups were positioned on an inner and outer circle allowing for a discussion of "opposites" on the wheel, for example, ENFP (inner circle) which has an opposite ISTJ (outer circle). This dynamic of opposites is essential to appreciating the potential of the Insights Discovery model (i.e., If you had 3 energies above the mid-line □accommodating circle□, then your opposite type would have one energy above the mid-line □focused circle□ and it would be your fourth energy that you are least inclined to use.)

How the Insights Discovery and MBTI Systems are Similar:

• Both the Insights Discovery and MBTI models are underpinned with a strong Jungian psychological basis, and are validated extensively.

• Because some of the core concepts are similar, the knowledge gained to date through working with MBTI is not wasted or lost when Insights Discovery replaces or is an addition to the psychometric tools used by organizations.

- Both systems are non-judgmental. Insights Discovery honours the unique gifts of each individual.

- Both systems are preference indicators, in that there are no right or wrong answers.

- Both systems deal with the different styles people exhibit, based on their choice of preferences.

- Both systems are respected internationally. Insights Discovery reports are currently available in over 25 languages, which incorporates most of the worlds' major languages.

- Both indicators are intended to be used voluntarily by "normal" people.

- Questions regarding MBTI types can be discussed freely to aid comparison at any time during the Insights Discovery process.

Some of the Differences between Insights Discovery and MBTI Systems:

Ease of Understanding

- Insights Discovery is particularly easy to understand. The entry point for Insights Discovery is very straightforward. The use of colours makes it accessible and quick to absorb. Jung wrote that we cannot see psychic energy --- but we can see colour!

- MBTI type letters are more difficult to understand and remember. Test this statement by asking a person who has experienced an MBTI session for their preference letters, what they mean, and what relationship they have to any other four-letter grouping. Then ask a person the same question but related to their Insights Discovery energies and type. Usually the difference in understanding is startling!

- The Insights Discovery profile is very pragmatic (answering the question, "How can we use this information?"), and it is broader in scope than MBTI. The Insights Discovery profile is written in jargon-free language.

- Participants learn more effectively in Insights' interactive workshops.

- The facilitator has flexibility as to the format of the workshop.

- Because of the significantly larger number of Insights Discovery sub-types it is viewed by participants as less prescriptive than MBTI.

- Insights Discovery looks at preferences along a continuum, not discretely. Insights Discovery expands on the Jungian preferences of Introversion/ Extraversion, Thinking/Feeling and Sensing/Intuition to go deeper into understanding the unique personalities of every individual.

- In Jung's view the attitude of consciousness was generally in opposition to the attitude of the unconscious. This flies in the face of the Myers-Briggs view that the attitude of the dominant and auxiliary functions were always in opposition. The effect of this is considered below.

Graphs and Visuals

- Insights Discovery has a wheel rather than MBTI's 16 boxes. This is important as Jung spent much of his life considering the significance of the Mandala or Wheel, and its link with the Symbol of 'Four'. By incorporating the collective energy of this symbol in its comprehensive wheel model, Insights Discovery engages the support of one of the most powerful Archetypes known in the Collective Unconscious.

- There are 72 sub-types represented on the Insights Discovery wheel, as opposed to MBTI's 16 types.

- The Insights Discovery wheel provides an easy way of understanding dynamics between people.

- The graphical depiction of the colours and the wheel is very strong, and shows the different proportions within an individual. Insights Discovery allows deeper knowledge of the individual to surface during feedback sessions through the unique and detailed graphs & preference flows.

- The Preference Flow and differences between Conscious and Less-conscious Personas gives very powerful information. Only Insights Discovery explores the less conscious persona in text and graphic form, creating what Jung referred to as the entire psyche or Self in a holistic disposition.

Reports and Evaluating Process

- Evaluator: MBTI uses a booklet and separate question sheet with combination of up to 131 questions and word associations. The Insights Discovery Evaluator combines the 200 individual items into 100 word pairs, which themselves are set into 25 frames of 4 differing word-pairs.

- MBTI reports are comprised of a page indicating the four letter MBTI type & standard information regarding that MBTI type.

- The Insights Discovery personal profile is a unique personal document (up to 40 pages), so unique in fact that two people residing on the exact same position on the wheel will not have the same profile results.

- MBTI typology is essentially prescriptive. Intensity of preferences are not taken into account, for example two ENTPs can be two very different people, but the system does not differentiate between them.

- MBTI is an ipsative test, which means it cannot distinguish 'shades' of a preference. Insights Discovery on the other hand, allows for varying degrees of preferences. This is achieved by the unique combination of both ipsative and normative measurement, allowing the individual to express him or herself clearly in the psychometric evaluation.

- The Insights Discovery evaluator measures the interplay between the rational functions and their relevant attitudes, so that the nuances or little differences of style can be identified.
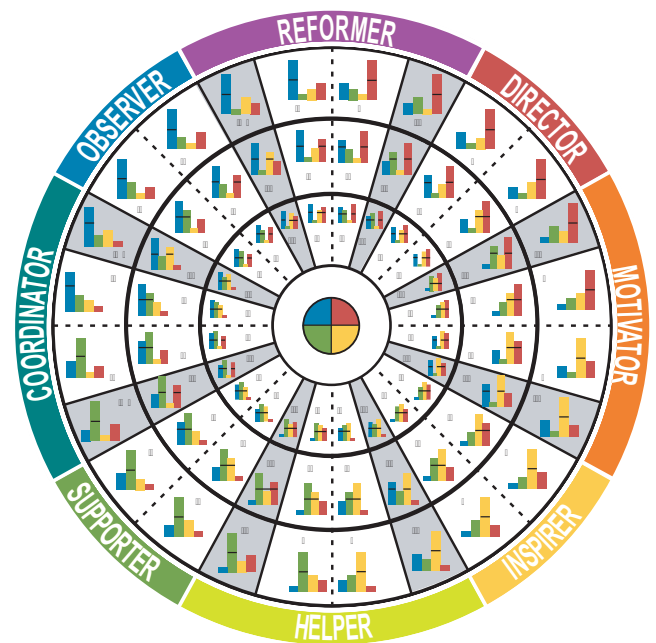
Adhering to C. G. Jung's work on Psychological Types

- The MBTI "J-P" dimension was not used by Jung to discriminate between types. The J-P preference is used in MBTI typology to indicate the attitude of the function which deals with the outside world. It is essential in understanding the differences between MBTI and Insights Discovery to recall that this addition was that of Myers and Briggs, and that the resulting outputs are counter Jung's theory of consistency of attitude in consciousness and the unconscious.

- The attitude of the auxiliary function in MBTI is always opposite to that of the dominant – the result of the J-P addition. Most of the Insights Discovery sub-types reveal the attitudes in consciousness as being the same, although some of the Insights Discovery special types encompass mixed attitudes. Jung was clear throughout his work that functions would generally co-exist in the same attitude in consciousness, or in the unconsciousness.

- Throughout his work on Psychological Types, Jung referred many times to a circle to depict the relationship between the attitudes and functions, and ultimately with the entire psyche. Insights Discovery is faithful to this approach.

Myers-Briggs Type Indicator® (MBTI) Model

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

Insights Discovery® Model

The Insights Discovery® System in Relation to MBTI