

# **Ethics & Standards**

for using the  
Myers Briggs Type Indicator ®

## **MISSION STATEMENT**

The New Zealand Association for Psychological Type (NZAPT) is a network of people interested in personality type.

NZAPT aims to:

Promote the constructive use of individual differences based on C.G. Jung's theories of psychological type, and the Myers Briggs Type Indicator (MBTI®) assessment tool.

Provide quality information and training in the use of the MBTI instrument.

Promote the ethical principles and standards integral to the professional use-of the MBTI instrument.

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Copies of this booklet are available from NZAPT, PO Box 4146, Marewa, NAPIER 4143

## **Contents**

MISSION STATEMENT .....	1
A. ETHICAL PRINCIPLES .....	4
B. STANDARDS OF PRACTICE .....	4
1. Interpretation of Results .....	5
2. Confidentiality of Results .....	6
3. Professional Competence .....	6
4. Moral and Legal Standards .....	7
5. Research .....	7
C. PROCEDURE FOR COMPLAINTS.....	8
D. HOW TO RECOGNISE MBTI PROFESSIONALS .....	10

## **A. ETHICAL PRINCIPLES**

Members of the New Zealand Association for Psychological Type (NZAPT) subscribe to the following ethical principles:

Principle 1:

Information about a person's type is used for the maximum benefit of the Individual.

Principle 2:

Interpretation of type results emphasises the appreciation and constructive use of individual differences.

Principle 3:

Practitioners work safely within the limits of their own type knowledge and professional competence.

Principle 4:

Practitioners accept the professional and legal responsibilities associated with their use of the MBTI Instrument.

Principle 5:

Practitioners maintain high standards in using the MBTI instrument.

## **B. STANDARDS OF PRACTICE**

MBTI practitioners have professional standards for the effective and ethical of the MBTI Instrument in the following areas:

Interpretation of Results

Confidentiality of Results

1. Professional Competence
2. Moral and Legal Standards
3. Research.

## ***1. Interpretation of Results***

MBTI practitioners interpret results carefully and accurately.

### **Professionals:**

- 1.1 Ensure that people's use of the MBTI instrument is voluntary and informed.
- 1.2 Provide person -to- person interactive interpretations/ preferably face-to -face, and in workshops, provide time to answer individual questions.
- 1.3 Empower the individual receiving feedback to be the best judge of his or her best-fit type.
- 1.4 Explain that type scales indicate consistency in voting for the preferences, and not skills, maturity or likelihood of success.
- 1.5 Present MBTI results as working hypotheses, allowing for deeper and richer exploration of self and others.
- 1.6 Provide:
  - i. A history of and credit for the type theory
  - ii. An opportunity for clients to self-assess their type and verify reported type results
  - iii. A process for validation of "best-fit" or "true" type
  - iv. Materials that include descriptions of all 16 types.
- 1.7 Acknowledge that no psychological instrument or theory can give a full explanation of all human complexity.
- 1.8 Distinguish between stereotyping and type, affirming that people are complex, dynamic and capable of unique patterns of behaviour and development.
- 1.9 Avoid oversimplifying or misusing type theory.
- 1.10 Emphasise that all types are valuable, and indicate that there are no "bad" types.
- 1.11 Present types and type preferences as describing probable patterns of behaviour and tendencies rather than fixed traits.

1.12 Use language that distinguishes preference from compulsion, such as "tend to" "may prefer" rather than "You are..." or "Thinkers do..."

1.13 Distinguish between research outcomes and anecdotal evidence when discussing type data.

1.14 Guard against their own type biases in communications about type.

## ***2. Confidentiality of Results***

MBTI practitioners respect the confidentiality of the MBTI results they obtain in the course of their work.

### **Professionals:**

2.1. Preserve the confidentiality of individuals' MBTI results.

2.2 Ensure MBTI records are treated as the property of their subject.

2.3 Make provisions for maintaining confidentiality in the storage and disposal of MBTI records.

## ***3. Professional Competence***

MBTI practitioners demonstrate competence in their use of type.

### **Professionals:**

3.1 Represent their competence/ education/ training and experience accurately.

3.2 Advertise their services accurately.

3.3 Continue to develop their knowledge of psychological type theory and practice.

3.4 Ensure their instruction is accurate and current.

3.5 Limit their MBTI services to those for which they are qualified through training and experience.

3.6 Facilitate the professional development of other MBTI professionals they employ or supervise.

3.7 Monitor people they supervise to ensure that their use of the MBTI instrument does not go beyond their level of knowledge and competence.

#### ***4. Moral and Legal Standards***

MBTI practitioners abide by laws and legal guidelines.

##### **Professionals:**

4.1 Adhere to New Zealand governing the conduct of professionals who use psychological instruments.

4.2 Do not appropriate, reproduce, or modify the MBTI instrument or materials without permission from the publisher.

4.3 Observe copyright laws.

4.4 Maintain professional control of materials.

4.5 Attempt to prevent misuse of type by institutions or agencies with which they are working.

4.6 Educate and correct others who misuse type material.

#### ***5. Research***

MBTI practitioners who conduct research adhere to ethical, legal, and professional guidelines on research with human subjects.

##### **Professionals:**

5.1 Ensure that research is undertaken with the informed consent of its subjects.

5.2 Establish fair agreements that articulate the obligations and responsibilities of the researchers and participants.

5.3 State known variables and conditions that may affect the outcome of studies or the interpretation of data when reporting results.

5.4 Make sufficient data available for qualified professionals to replicate studies.

5.5 Give appropriate literary citations and references.

## C. PROCEDURE FOR COMPLAINTS

### Step 1.

Clearly identify what the situation involves, and identify practices that you consider unethical.

### Step 2.

If appropriate, approach the person to discuss the issue(s) directly with them.

If you are satisfied that the issues are resolved, the process stops here.

### Step 3.

If it is not possible to approach the person directly, or the Issues remain unresolved/ refer to the NZAPT' Ethics committee. A form to assist you with putting a concern In writing is available on the next page.

The Ethics committee can only act if it has detailed reports, hard copy, and facts regarding a complaint.

### Step 4.

The Ethics committee will examine the matter in relation to NZAPT ethical standards, and reach a decision about how to address the situation. Sometimes further information about the situation and the practitioner will be sought.

### Step 5.

A letter setting out the decision and recommendations of the Ethics committee is sent to the person or company involved. The committee minutes this decision with the NZAPT Board.

## Some typical ethical responses:

- Advice about the required levels of training and qualification for users of the MBTI instrument.
- Reminders about copyright of materials and acknowledging MBTI Registered Trademarks.
- Reminders about possible damage when psychometric material is used inappropriately.
- Correcting faulty interpretations.
- Identifying invalid uses of the Indicator.
- Referral of copyright abuse to the publisher.

- Referral of MBTI misuse to the publisher.

For further Information/ or to report ethical concerns,  
contact:

Ethics Convenor, NZAPT,  
PO Box 9B42, Wellington 6031  
Ph: 0800 756 675

Ethical concerns/complaints should be written and include:

Date

Names

Contact Phone, Fax, Email

Description of concerns (who, where/ when, what, how)

Actions already taken

Recommendations for follow-up action.

## D. HOW TO RECOGNISE MBTI PROFESSIONALS

### **MBTI professionals are qualified.**

They have completed the MBTI Qualifying Programme, passing its internationally defined examinations. Their certificate and NZAPT confirm this. The New Zealand Council for Educational Research (NZCER) has exclusive rights to sell the MBTI instrument in New Zealand. NZCER recognises qualified to purchase the MBTI instrument. A MBTI professional should be recognised by both bodies.

### **MBTI professionals are up to date.**

The MBTI instrument has been developed through various versions. MBTI Form G was revised into Form M in 1998. Users should be familiar with Form M, and able to advise about the uses of it.

### **MBTI professionals practice ethically.**

They hold to the New Zealand ethics and standards, own a copy of it, share it, know how to discuss ethical issues, receive and act on complaints.

**MBTI professionals maintain networks** with other MBTI professional users. They belong to NZAPT and communicate with other MBTI professionals. They can contact others with type expertise to support them. They have the current NZAPT membership directory.

### **MBTI professionals update their practice and knowledge.**

They attend conferences/seminars and training events, read the research and general literature and take opportunities to develop their understanding and use of MBTI instruments and research.

**MBTI professionals follow the guidelines** and observe the ethical constraints detailed in this booklet.

**MBTI professionals can provide research indicating the validity and reliability of the MBTI Instrument**, and speak to links with other psychological instruments.

**MBTI professionals provide both the indicator, and face to face Interpretation** for those who complete it. They are approachable and easily related to, as well as professionally competent in their use of the MBTI instrument. If they operate with groups, they have appropriate group facilitation skills.

**MBTI professionals can communicate clearly and enthusiastically about the MBTI instrument**, define its appropriate uses, and clarify questions about it.

**MBTI professionals are listed in the NZAPT membership directory.** Names of MBTI professionals equipped and willing to use the Indicator with individuals or groups are available from the NZAPT office on 0800 756 675.