

Why MBTI Is Criticised

Psychology

The most popular personality test, and why psychologists do not use it.

The claims

- 16 types from 4 dichotomies
- Widely used in organisations
- Intuitive and memorable
- Non-judgemental framing

The problems

- Forces continuous traits into binary types
- Poor test-retest reliability — many change type
- No evidence for the 16 discrete types
- Weak predictive validity for performance
- Barnum effect: descriptions fit almost anyone

THE DIFFERENCE THAT MATTERS

Traits are continuous and roughly normally distributed.
Dichotomising at the mean discards information and creates false

Included because it is everywhere. The Big Five measures similar ground with far better psychometric properties.