



Validation study

Understanding the links between cdaq and the dimensions measured by the Myers Briggs Type Indicator (MBTI)

Date of study: February 2005

Method

The construct validity of cdaq has also been considered in relation to the Myers Briggs Type Indicator (MBTI). The information used was personality types (rather than the scores across each of the four indices) and these were collected as part of a career development programme within a large food manufacturer. The sample consisted of 40 graduates in the first two years of their induction programme.

Results

The table below demonstrate the significant difference in relation the mean scores on the cdaq dimensions and the MBTI types

Significant differences between cdaq mean scores in relation to MBTI types

MBTI dimension	cdaq dimension	t-Test		
		t	d.f.	Sig (2-tailed)
Introversion/ Extroversion	Accept – Evaluate	-2.8	38	.01
	Active – Reflective	-4.17	38	.00
Intuitive/Sensing	Possibility – Reality	5.70	38	.00
	Same – Difference	-3.78	38	.00
	Option – Procedure	4.00	38	.00
	Active – Reflective	3.47	38	.00
	Global – Detail	6.62	38	.00
Thinking/Feeling	Closure – Non Closure	-2.80	38	.01
	People orientation – Activity orientation	10.00	38	.00
	Same – Difference	3.64	38	.00

Judging/Perceiving	Active-Reflective	3.12	38	.00
	Internal – External	4.53	38	.00
	Perfecting – Optimising	-3.55	38	.00
	Closure – Non Closure	-3.60	38	.00

This demonstrates how differences between the ways in which people are categorised according to the MBTI dimensions are likely to equate to differences in how they describe themselves when completing cdaq. For example, someone who is categorised as an 'Extrovert' according to the MBTI typing system is likely to describe themselves as being more 'Accepting' of people at face value in relation to cdaq. Again, this demonstrates a fair degree of consistency with our expectations and provides further evidence of the construct validity of cdaq.