

## LSI/MBTI Comparison

**Both are psychologically-oriented assessment tools**

**Both reference well-known psychological theories**

**Both have foundations in empirical research methods**

<b>Life Styles Inventory (LSI)</b>	<b>Myers-Briggs Type Inventory (MBTI)</b>
Rooted in an array of psychological concepts including Maslow, Ellis, McClelland, Sullivan, as well as management writings of Herzberg, McGregor, Stodgill.	Closely associated with the theories put forth by Jung; later revised by Isabel Briggs-Myers.
Assesses aspects of an individual's thinking patterns, attitudes and motivational styles.	System for classifying the ways people become aware of, perceive, judge events.
The way an individual thinks about the world; their attitudes and their underlying motivation has much to do with how they behave.	"She is searching for an orderly reason for personality difference."
Initial research done on educational administrators, teachers, academicians; later added a variety of samples of managers in government and industry.	Initial research done on medical students, nurses, public school principals; later added a variety of samples from the population at large.

**Populations examined during the development and evolution of the two instruments**

<b>LSI</b>	<b>MBTI</b>
Standardized on a general population sample with special comparison samples for Supervisors, Mid-Level Managers, Key-Level Managers, Owners/Officers, Female Managers, and Salespeople.	Scales are “normed” on a sample from the general population.
Focus exclusively on individual effectiveness; extensive body of criterion-referenced studies; these criterion-referenced studies demonstrate associations between scores on LSI scales with important demographic variables (salary, organization level, stress symptoms) as well as with key measures of management effectiveness.	There is some solid data about the distribution or prevalence of various MBTI types in various professions; versions are not available that have been specifically standardized for management populations.
Studies show that high scores on some of the LSI assessment scales are more closely associated with success and/or effectiveness than high scores on other scales.	While you can find out how many managers are this type or that type, there is no version of MBTI developed and normed specifically for use with managers.
LSI interpretations take a position that there are certain scores (and thus types) that indicate that an individual is likely to be more effective in a management role than other types.	No criteria referenced validity studies that specifically study the effectiveness of particular MBTI types in management roles.
LSI does not see “all types as equal” nor are differences to be cherished.	Not surprising given both the content of the MBTI scales and its’ complimentary philosophical position that cherishes differences between people as reflected in their type differences.

**Both instruments measure aspects of human thinking.**

**Parallel between measures of:**

<b>LSI</b>	<b>MBTI</b>
Perfectionism and Achievement vs. Approval and Dependence	Thinking vs. Feeling
Power and Opposition	Judgment
Affiliation	Extraversion

**Differences between measures:**

<b>LSI</b>	<b>MBTI</b>
Scales comprising the Constructive styles and scales associated with the Defensive styles have consistently been shown to have strong relationships to measures of success or ineffectiveness.	Absence of measures of neuroticism, satisfaction, self-esteem; an absence of these types of measures may contribute to a lack of interpretations that would associate MBTI types with success and/or effectiveness
	Academics have seen this as a core weakness.

**How the systems measure:**

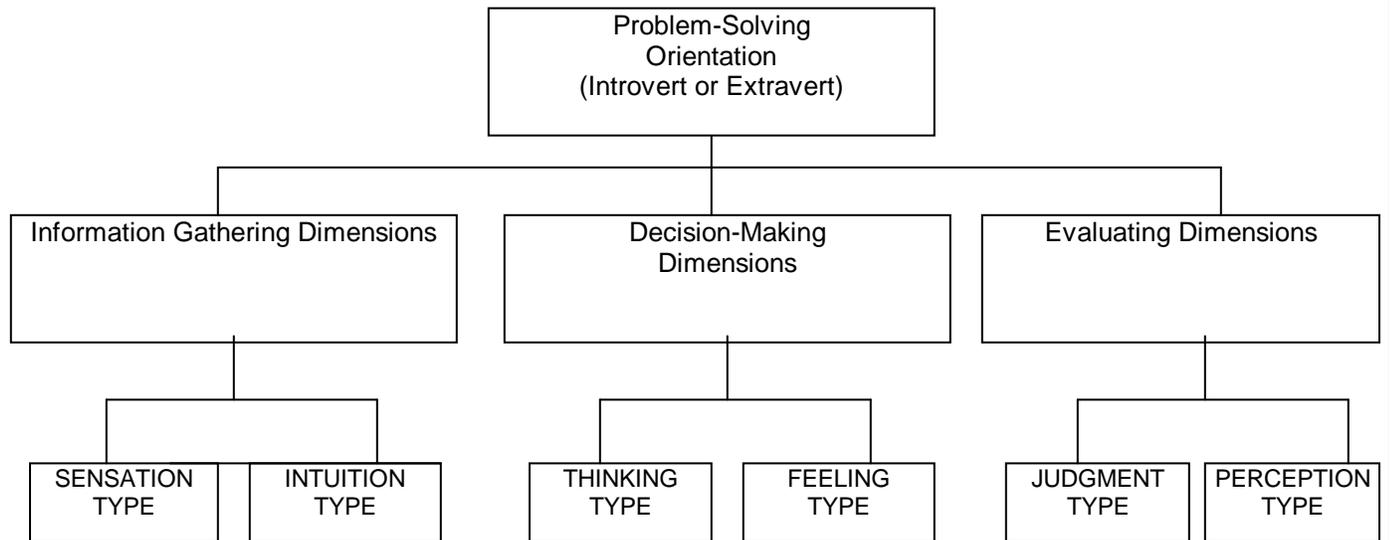
<b>LSI</b>	<b>MBTI</b>
Built around 12 unipolar scales – meaning that an individual may or may not have a particular trait that a scale measures – 12 independent scales; 6 measures within each scale; unlimited type system; unlimited combination/possibilities.	Measures eight kinds of “personal preferences” on 4 opposing scales; 16-type system of 16 basic descriptive categories.
	Opposing scales; introversion vs. extraversion; thinking vs. feeling; sensory vs. intuitive; judging vs. perceptive.
Greater variety of types	Works well because of the type of common, well distributed preferences being measured – it appears that everyone can find where they fit in this descriptive system.
For many typologies within LSI, the major focus is to address psychological conflict and/or ambivalence.	Typology is not designed to address psychological conflict and/or ambivalence.

## SUMMARY

**LSI and MBTI are very different in design, content, and interpretation of the information they are designed to collect**

<b>LSI</b>	<b>MBTI</b>
Focuses more directly on personal needs, motivations, desires and how aspects of human thinking influence individual style.	Offers users an excellent overview of personal preferences in how they perceive process and respond to what they perceive.
Deals with what are effective and what is ineffective behavior/thinking in individuals.	Offers users a relatively easy language about types – which is one of the stated goals of MBTI.
Addresses strengths and weaknesses with respect to individual responsibility.	People can easily begin to understand and appreciate differences between how they see the world and how others see the world.

## Myers-Briggs: Problem-Solving Orientations



Individuals demonstrate one of two basic personality types: introverted and extroverted. The introverted person is shy and withdrawn, likes a quiet environment for concentration, dislikes interruptions, and is content to work alone. The extroverted person is outgoing, often aggressive, likes variety, likes to function in a social environment, often acts quickly without thinking and may dominate situations or people. These two basic personality patterns affect the way people gather information, make decisions, and evaluate alternatives during problem solving.

Individuals acquire information by sensing or intuition. Sensing types like action and focus on getting things done; they work steadily and reach a conclusion step by step. Intuitive types dislike doing the same thing repeatedly, enjoy learning new skills, may leap to a conclusion quickly, and often follow their inspirations and hunches. Individuals make decisions by thinking or feeling. Thinking types excel at putting things in logical order, respond more to people's ideas than feeling, need to be treated fairly, and tend to be firm and tough-minded. Feeling types like harmony, respond to individual's values and feelings, as well as their thoughts, tend to be sympathetic, and enjoy pleasing people.

Individuals differ in the way they evaluate information about the world. Judgment types like to get things finished and work best with a plan; they dislike interpreting their projects and tasks and use lists as agendas. Perception types adapt well to changing situations and do not mind last-minute changes; they may begin many projects by experience difficulty in finishing them or may postpone unpleasant tasks.