

FRENCH MBTI® STEP I DATA SUPPLEMENT

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INTRODUCTION

Personality questionnaires have a special place in France. The Myers-Briggs Type Indicator® (MBTI®) has received particular attention, in part because of its special character as a type indicator. This theoretical base and the research studies which result from this are different from those of trait questionnaires; however the psychometric qualities of the MBTI instrument are well-established and have been continually reinforced by new research. The reliability and validity of the instrument are very good, and France, where the questionnaire is widely used, is no exception to this rule. The results of the research here demonstrate the commitment of the publishers, distributors and users of the MBTI instrument to continued research and development.

This update draws upon data collected from a number of samples between 2002 and 2005:

- 363 business studies students from two centres (Lille and Nice) who completed the MBTI instrument for research purposes and as part of their own development
- 612 delegates on MBTI qualifying training programmes held in France from January 2002 to March 2005
- 916 individuals who completed the MBTI Step I or Step II¹ instrument in French via the OPPassessment system². Data from training programmes has been excluded from this group, and the sample is therefore likely to be a representative sample of the groups of people with whom the French MBTI instrument has and will be used for development, counselling, team-building, etc. As such, it is likely to represent a cross-section of the Francophone European professional and managerial population.

A fuller description of each sample is given in Appendix 1.

This data supplement contains a number of research studies based on this data, including:

- Type distributions; type tables showing the proportion of each type within the three samples. The three French groups are similar to other comparable groups across the world.
- Internal consistency reliability. All four dimensions show good reliability, above 0.7, in all groups.
- Validity. There is a good match between the results of the questionnaire and best-fit (validated) type. Respondents are confident about their results, and there is no evidence that a new and specifically French scoring algorithm would improve the accuracy of the instrument.
- Group differences in Type. Gender, age, job role, occupational level, education and employment status are examined.

¹ Step II is a longer version of the MBTI instrument which splits each of the four MBTI dichotomies into 5 subscales or “facets”. The Step II instrument does however also yield the standard Step I scores and 4-letter type, and these have been used in the analyses described in this document.

² OPPassessment allows personality questionnaires such as the MBTI instrument to be administered via email.

TYPE DISTRIBUTION

Type tables are a way of illustrating the proportion of each type within a particular group. For each of the 16 different types, the number of cases, the percentage of the total that this represents, and the Self Selection Ratio (SSR) is shown. The SSR (Myers et al 1998) is a way of demonstrating whether a given type appears more or less often in a particular group than would be expected compared to a reference group. An SSR greater than 1 indicates that a type is over-represented, and an SSR of less than 1 that it is under-represented. Here, the SSR has been calculated in comparison to the UK general population (Kendall, 1998). The UK general population has been chosen as a useful general population reference group as a large representative French group does not currently exist. Other evidence (e.g. Hackston and Kendall, 2004; Quenk et al, 2004) does however suggest that although behaviour varies greatly from culture to culture, the frequencies of underlying psychological types do not. In this section of the update, type tables for each of the three samples are presented.

BUSINESS STUDIES STUDENTS

**Table 1: Type Tables for Business Studies Students
Reported Type (N=363)**

Type	n	%
E	196	54.0%
I	167	46.0%
S	137	37.7%
N	226	62.3%
T	174	47.9%
F	189	52.1%
J	173	47.7%
P	190	52.3%

Type	n	%	SSR
ISTJ	n = 23	6.3%	SSR=0.46
ISFJ	n = 13	3.6%	SSR=0.28
INFJ	n = 21	5.8%	SSR=3.41
INTJ	n = 19	5.2%	SSR=3.71
ISTP	n = 16	4.4%	SSR=0.69
ISFP	n = 12	3.3%	SSR=0.54
INFP	n = 25	6.9%	SSR=2.16
INTP	n = 38	10.5%	SSR=4.38
ESTP	n = 13	3.6%	SSR=0.62
ESFP	n = 12	3.3%	SSR=0.38
ENFP	n = 52	14.3%	SSR=2.27
ENTP	n = 22	6.1%	SSR=2.18
ESTJ	n = 23	6.3%	SSR=0.61
ESFJ	n = 25	6.9%	SSR=0.55
ENFJ	n = 29	8.0%	SSR=2.86
ENTJ	n = 20	5.5%	SSR=1.90

Best Fit Type (N=363)

ISTJ	ISFJ	INFJ	INTJ	Type	n	%
n = 28 7.7% SSR=0.56	n = 19 5.2% SSR=0.41	n = 20 5.5% SSR=3.24	n = 25 6.9% SSR=4.93	E	181	49.9%
ISTP	ISFP	INFP	INTP	I	182	50.1%
n = 15 4.1% SSR=0.64	n = 10 2.8% SSR=0.46	n = 35 9.6% SSR=3.00	n = 30 8.3% SSR=3.46	S	141	38.8%
ESTP	ESFP	ENFP	ENTP	N	222	61.2%
n = 12 3.3% SSR=0.57	n = 13 3.6% SSR=0.41	n = 57 15.7% SSR=2.49	n = 22 6.1% SSR=2.18	T	164	45.2%
ESTJ	ESFJ	ENFJ	ENTJ	F	199	54.8%
n = 21 5.8% SSR=0.56	n = 23 6.3% SSR=0.50	n = 22 6.1% SSR=2.18	n = 11 3.0% SSR=1.03	J	169	46.6%
				P	194	53.4%

For both reported and best-fit type, there is a clear majority of people with preferences for Intuition; ENFP is the most common whole type preference in both cases. Compared to the general population reference group, those with a preference for Intuition are over-represented. This is typical of student groups and of those who have been educated to a higher level (for example, see MacDaid et al, 1991).

TRAINING COURSE DELEGATES

Reported type results from the MBTI instrument were available for almost the entire group, and best-fit (validated) type was available for almost all of these.

Table 2: Type Tables for Training Course Delegates

Reported Type (N=597)

ISTJ	ISFJ	INFJ	INTJ	Type	n	%
n = 30 5.0% SSR=0.36	n = 22 3.7% SSR=0.29	n = 36 6.0% SSR=3.53	n = 35 5.9% SSR=4.21	E	349	58.5%
				I	248	41.5%
ISTP	ISFP	INFP	INTP	S	187	31.3%
n = 4 0.7% SSR=0.11	n = 8 1.3% SSR=0.21	n = 76 12.7% SSR=3.97	n = 37 6.2% SSR=2.58	N	410	68.7%
ESTP	ESFP	ENFP	ENTP	T	229	38.4%
n = 22 3.7% SSR=0.64	n = 26 4.4% SSR=0.51	n = 106 17.8% SSR=2.83	n = 35 5.9% SSR=2.11	F	368	61.6%
ESTJ	ESFJ	ENFJ	ENTJ	J	283	47.4%
n = 35 5.9% SSR=0.57	n = 40 6.7% SSR=0.53	n = 54 9.0% SSR=3.21	n = 31 5.2% SSR=1.79	P	314	52.6%

Best-Fit Type (N=578)

ISTJ	ISFJ	INFJ	INTJ	Type	n	%
n = 20 3.5% SSR=0.26	n = 26 4.5% SSR=0.35	n = 40 6.9% SSR=4.06	n = 35 6.1% SSR=4.36	E	312	54.0%
				I	266	46.0%
ISTP	ISFP	INFP	INTP	S	160	27.7%
n = 7 1.2% SSR=0.19	n = 15 2.6% SSR=0.43	n = 88 15.2% SSR=4.75	n = 35 6.1% SSR=2.54	N	418	72.3%
ESTP	ESFP	ENFP	ENTP	T	187	32.4%
n = 16 2.8% SSR=0.48	n = 26 4.5% SSR=0.52	n = 118 20.4% SSR=3.24	n = 39 6.7% SSR=2.39	F	391	67.6%
ESTJ	ESFJ	ENFJ	ENTJ	J	234	40.5%
n = 16 2.8% SSR=0.27	n = 34 5.9% SSR=0.47	n = 44 7.6% SSR=2.71	n = 19 3.3% SSR=1.14	P	344	59.5%

The most frequent type preferences are ENFP and INFP; overall the group tends to have preferences for Intuition and Feeling, and to a lesser extent for Extraversion

and Perceiving. Most of these results are slightly more pronounced still when best-fit type is used. Compared to the general population, those with a preference for Intuition are particularly over-represented.

Although not typical of the general population, similar results (especially with regard to Intuition) have been found with other groups of MBTI users and training course delegates. The table below contrasts a number of these groups from around the world with the two large general population groups which currently exist for the MBTI. These data relate to reported type.

Table 3: Comparison of French Workshop Participants with other Groups

	Percentage of Each Type							
	E	I	S	N	T	F	J	P
<i>US nationally representative sample</i>	49	51	73	27	40	60	54	46
<i>UK nationally representative sample</i>	53	47	76	24	46	54	58	42
<i>French MBTI workshop participants</i>	59	42	31	69	38	62	47	63
Australian MBTI workshop participants ³	63	37	23	77	37	63	51	49
British MBTI workshop participants	67	33	31	69	49	51	49	51
Canadian MBTI workshop participants	56	44	27	73	39	61	48	52
Dutch MBTI users	58	42	24	76	48	52	38	62
German MBTI workshop participants	68	32	41	59	50	50	60	40
Indian MBTI workshop participants	53	47	36	63	60	40	52	47
Japanese MBTI users	61	39	46	54	43	57	35	65
<i>Median of MBTI users</i>	<i>60</i>	<i>40</i>	<i>31</i>	<i>69</i>	<i>45.5</i>	<i>54.5</i>	<i>48.5</i>	<i>51.5</i>

³ Australian, Canadian, Indian and Japanese compiled for an International panel at the 2004 Association of Psychological Type International conference. Other groups from OPP data.

OPPASSASSEMENT DATA

Table 4: Type Table for OPPAssessment Data (Reported Type, N=916)

ISTJ	ISFJ	INFJ	INTJ	Type	n	%
n = 111 12.1% SSR=0.88	n = 41 4.5% SSR=0.35	n = 17 1.9% SSR=1.12	n = 44 4.8% SSR=3.43	E	555	60.6%
				I	361	39.4%
ISTP	ISFP	INFP	INTP	S	491	53.6%
n = 36 3.9% SSR=0.61	n = 11 1.2% SSR=0.20	n = 46 5.0% SSR=1.56	n = 55 6.0% SSR=2.50	N	425	46.4%
ESTP	ESFP	ENFP	ENTP	T	607	66.2%
n = 38 4.1% SSR=0.71	n = 31 3.4% SSR=0.39	n = 57 6.2% SSR=0.98	n = 63 6.9% SSR=2.46	F	309	33.8%
ESTJ	ESFJ	ENFJ	ENTJ	J	579	63.3%
n = 159 17.4% SSR=1.67	n = 64 7.0% SSR=0.56	n = 42 4.6% SSR=1.64	n = 101 11.0% SSR=3.79	P	337	36.7%

The most common single type preference is ESTJ (17% of the total); this is a common finding with managerial groups. The SSR results suggest that, in comparison to the general population, those with preferences for NT are over-represented, and those with preferences for SF are under-represented. Again, this is a common finding with managerial groups.

TYPE TABLE COMPARISON

As a further comparison, the percentage of people of for each type dichotomy (E compared with I, S with N etc.) for the three groups are compared with a number of other reference groups in the table below:

Table 5: Comparison of the Three Groups with other Relevant Groups

Group	Percentage of Each Type							
	E	I	S	N	T	F	J	P
French business studies students	54	46	38	62	48	52	48	52
French MBTI workshop participants	59	41	31	69	38	62	47	53
French OPPassessment group	61	39	54	46	66	34	63	37
Median of MBTI Users ⁴	60	40	31	69	45	55	49	51
French Ashridge delegates ⁵	59	41	58	42	75	25	67	33
Total Ashridge delegates ⁶	63	37	50	50	85	15	65	35
US leadership development group ⁷	53	47	50	50	80	20	69	31
US nationally representative sample ⁸	49	51	73	27	40	60	54	46
UK nationally representative sample ⁹	53	47	76	24	46	54	58	42

The French groups are more similar to other relevant comparison groups than to each other. For example, the “OPPassessment” group is similar to Ashridge delegates and the leadership development sample.

⁴ See Table 3 above

⁵ French delegates to management development programmes at Ashridge Management School, UK. N=263. See Carr et al, 2004.

⁶ Total Ashridge group (n=8,039), of which the French delegates are a subset; contains data from managers from 86 different countries, 96% of them European.

⁷ N=26,477. See Fleenor, 1997.

⁸ N=3,009. See Myers et al, 1998.

⁹ N=1,634. See Kendall, 1998.

INTERNAL CONSISTENCY RELIABILITY

The reliability of a test or questionnaire relates to how consistent and precise it is. The internal consistency reliability addresses the question of whether all the questions in a scale measure the same construct. A common measure of internal consistency reliability is coefficient alpha (an average of all question to question correlations). The alpha coefficients for the French samples are shown in Table 6 below:

Table 6: Internal Consistency Reliability

Dimension	Coefficient Alpha			
	Business Students	Training Delegates	OPPassess. (Step I)	OPPassess (Step II) ¹⁰
E-I	0.83	0.87	0.85	0.86
S-N	0.74	0.82	0.81	0.86
T-F	0.71	0.79	0.78	0.82
J-P	0.81	0.86	0.86	0.87

It is generally agreed that internal consistency reliability should achieve a value of at least 0.7. On this basis, all the dimensions of the questionnaire show good reliability in all groups.

¹⁰ Estimated by scoring the Step II data using the Step I scoring key

VALIDITY; THE ACCURACY OF THE FRENCH MBTI STEP I INSTRUMENT IN PREDICTING BEST-FIT TYPE

The purpose of the MBTI instrument is to help individuals to establish their true, validated or “best fit” psychological type. A key measure of the validity of the instrument is, therefore, how well the results relate to best-fit (validated) type.

Best-fit data was available for two of the samples. The business studies students were given group feedback on their results, and their best-fit type was collected alongside their reported type results. The training delegates established their best fit type as part of their training programme, and this was collected for almost the entire sample (578 people).

Table 7 below presents these results alongside equivalent data from another (UK-based) best-fit study using the Step I questionnaire (Kendall, 1998). The French questionnaire performs in a very similar way to the English version, and there is very good evidence for the accuracy of the instrument.

Table 7: Match of Reported and Best-Fit Type

	Training Delegates (N=578)		Business Studies (N=363)		UK Study (N=386)	
Agrees with all 4 letters	67.8%	93.1%	62.3%	93.4%	71.5%	93.0%
Agrees with 3 letters	25.3%		31.1%		21.5%	
Agrees with 2 letters	6.1%	6.9%	4.9%	6.6%	6.1%	7.0%
Agrees with 1 letter	0.7%		1.7%		0.3%	
Agrees with no letters	0.2%		0.0%		0.3%	

Type Dichotomy	Percentage Agreement		
	Training Delegates	Business Studies	UK Study
E-I	90.1%	89.8%	92.1%
S-N	91.0%	91.6%	93.8%
T-F	88.3%	86.8%	88.4%
J-P	90.6%	86.8%	89.0%

Two further sets of analysis were carried out to investigate the validity and accuracy of the questionnaire. Training course delegates were asked how confident they felt about their results on each type dichotomy (on a scale from 1 to 5, where 5 indicated the highest degree of confidence). For every dimension, over 80% of the group were confident about their type, providing further support for the validity of the MBTI approach. Detailed results are shown in Table 8 below:

Table 8: Degree of Confidence in Results

Degree of Confidence	Percent of Group			
	E-I	S-N	T-F	J-P
5	65%	61%	58%	63%
4	19%	23%	23%	22%
3	11%	10%	14%	10%
2	5%	4%	3%	3%
1	1%	2%	2%	2%
% at 4 or above	84%	84%	81%	85%

Secondly, item-level data from the business students sample was used to re-calculate prediction ratios for each item. From these prediction ratios revised item weightings were derived¹¹, and these were then applied to the data to produce revised reported types for each person. These were then compared with best-fit type. The results showed no improvement over the level of agreement achieved using the existing Step I item weightings, as well as a high level of agreement between the new weightings and the standard Step I item weightings. There was therefore no evidence to suggest that a different scoring system should be applied to the MBTI Step I instrument in France.

In summary, then, there is good evidence for the validity of the French MBTI Step I instrument. Specifically:

- There is a high level of agreement between best-fit and reported type, as high as for the English language version
- Respondents are overwhelmingly confident about their results
- There is no evidence that a specifically French scoring algorithm would improve the accuracy of the instrument.

¹¹ For a description of how prediction ratios are derived and then used to devise scoring weights, see Myers and McCaulley (1985), pages 146-147.

GROUP DIFFERENCES IN TYPE

Across the three samples, a variety of different demographic information was collected, as shown in table 9 below:

Table 9: Available Demographic Information

	Business Students	Training Delegates	OPPAssessment
Gender	✓	✓	✓
Age	✓	✓	✓
Job Role	✗	✓	✗
Occupational Level	✗	✗	✓
Education	✗	✓	✓
Work Area	✗	✓	✓
Nationality	✗	✗	✓
Employment Status	✗	✗	✓

The relationship of Type to each of these factors is described below.

GENDER

Most groups who take the MBTI instrument show a significant gender difference on the Thinking-Feeling dimension, and this is the case for the three groups in this study, as shown in Table 10 below:

Table 10: Gender Differences on the T-F Dimension

Group	Gender		T	F
Business Students ($X^2 = 12.96$, $df=1$, sig at 0.1% level)	Male	N	125	72
		% within gender ¹²	63.5%	36.5%
		% within Type ¹³	62.8%	43.9%
	Female	N	74	92
		% within gender	44.6%	55.4%
		% within Type	37.2%	56.1%
Training Delegates ($X^2 = 6.76$, $df=1$, sig at 1% level)	Male	N	72	111
		% within gender	39.3%	60.7%
		% within Type	39.1%	28.3%
	Female	N	112	281
		% within gender	28.5%	71.5%
		% within Type	60.9%	71.7%
OPPAssessment ($X^2 = 62.48$, $df=1$, sig at the 0.1% level)	Male	N	447	146
		% within gender	75.4%	24.6%
		% within Type	73.6%	47.2%
	Female	N	160	163
		% within gender	49.5%	50.5%
		% within Type	26.4%	52.8%

¹² For example, 63.5 male business students have a T preference and 36.5% have an F preference

¹³ For example, 62.8% of T business students are male, and 37.2% are female.

Thinking preferences are over-represented amongst men and Feeling preferences are over-represented amongst women. This effect has been found many times with many different versions of the instrument in a number of different cultures. Here, the difference is particularly clear amongst those with a dominant Thinking or Feeling and an auxiliary Sensing function.

AGE

None of the samples showed a statistically significant relationship between Type and age.

JOB ROLE AND OCCUPATIONAL LEVEL

Previous research has demonstrated that those in higher level jobs are more likely to have preferences for Intuition and for Thinking than those in lower level jobs. This is reflected in the relationship of the Thinking-Feeling dimension with job role (function) in the training sample and of both Sensing-Intuition and Thinking-Feeling with occupational level in the OPPassessment sample.

Table 11: Thinking-Feeling and Job Role¹⁴

Fonction		T	F
PDG/Direction Générale	N	12	11
	% within Fonction	52.2%	47.6%
Cadre Supérieur	N	32	53
	% within Fonction	37.6%	62.4%
Cadre	N	62	96
	% within Fonction	39.2%	60.8%
Technicien/Agent de Maîtrise	N	7	23
	% within Fonction	23.3%	76.7%
Employé	N	0	12
	% within Fonction	0.0%	100.0%
Profession libérale/Consultant	N	62	164
	% within Fonction	27.4%	72.6%

(Note: only those roles with a total sample of 10 or more are shown)

Managers and executives are much more likely to have preferences for Thinking than are other groups. A similar pattern is found in the data from OPPassessment; those with preferences for Intuition and Thinking are over-represented at a higher level, as shown in tables 12 and 13 below.

¹⁴ $\chi^2 = 24.39$, $df=10$, sig at 1% level.

Table 12: Sensing-Intuition¹⁵ and Occupational Level

Occupational Level		S	N
Top level	N	8	8
	% within level	50.0%	50.0%
Senior executive	N	106	118
	% within level	47.3%	52.7%
Upper middle management	N	85	69
	% within level	55.2%	44.8%
Middle management	N	67	51
	% within level	56.8%	43.2%
First level management/supervisor	N	22	15
	% within level	59.5%	40.5%
Employee	N	93	51
	% within level	64.6%	35.4%
Other	N	11	19
	% within level	36.7%	63.3%
<i>(Total)</i>	<i>N</i>	<i>392</i>	<i>331</i>
	<i>%</i>	<i>54.2%</i>	<i>45.8%</i>

Table 13: Thinking-Feeling¹⁶ and Occupational Level

Occupational Level		T	F
Top level	N	12	4
	% within level	75.0%	25.0%
Senior executive	N	164	60
	% within level	73.2%	26.8%
Upper middle management	N	109	45
	% within level	70.8%	29.2%
Middle management	N	76	42
	% within level	64.4%	35.6%
First level management/supervisor	N	27	10
	% within level	73.0%	27.0%
Employee	N	74	70
	% within level	51.4%	48.6%
Other	N	22	8
	% within level	73.3%	26.7%
<i>(Total)</i>	<i>N</i>	<i>484</i>	<i>239</i>
	<i>%</i>	<i>66.9%</i>	<i>33.1%</i>

Note also that in this data set as a whole, preferences for Intuition and Thinking are over-represented in comparison to the general population.

¹⁵ $\chi^2 = 15.14$, sig at the 5% level.

¹⁶ $\chi^2 = 22.72$, sig at the 0.1% level.

EDUCATION

Analysis by education was not carried out for the business student sample.

The training delegate data showed a small but statistically significant tendency¹⁷ for those at an educational level of Bac +5 and above to be more likely to have a Perceiving preference than those at the Bac + 3 & 4 level.

Specific educational qualifications were not available for the OPP assessment sample; however the age at which individuals left full-time education was. Those who left full-time education at a greater age were significantly more likely to have preferences for Intuition¹⁸ and for Perceiving¹⁹.

WORK AREA

Previous type research would suggest that an individual's type would influence their choice of career, and indeed there is a statistically significant relationship between S-N, T-F, J-P and job type. In the tables below, categories have been re-ordered according to the percentage of E, S, T or J, and job types with less than 20 respondents have been omitted.

Table 14: Sensing-Intuition²⁰ and Work Area

Job Type		S	N
Administrative or secretarial	N	20	8
	% within job type	71.4%	28.6%
Finance	N	77	42
	% within job type	64.7%	35.3%
Sales, customer service	N	60	38
	% within job type	61.2%	38.8%
Science, engineering	N	27	25
	% within job type	51.9%	48.1%
Other private sector	N	23	23
	% within job type	50.0%	50.0%
Other	N	40	40
	% within job type	50.0%	50.0%
IT	N	40	41
	% within job type	49.4%	50.6%
HR, training, guidance	N	52	58
	% within job type	47.3%	52.7%
Other business services	N	21	24
	% within job type	46.7%	53.3%
Research and development	N	17	25
	% within job type	40.5%	59.5%
<i>(Total)</i>	<i>N</i>	<i>385</i>	<i>332</i>
	<i>%</i>	<i>53.7%</i>	<i>46.3%</i>

¹⁷ $\chi^2 = 11.23$, $df=5$, sig at 5% level.

¹⁸ Independent-samples t-test; $t=-5.198$, sig at the 0.1% level

¹⁹ Independent-samples t-test; $t=-2.735$, sig at the 1% level

²⁰ $\chi^2 = 25.21$, sig at the 5% level.

Table 15: Thinking-Feeling²¹ and Work Area

Job Type		T	F
Science, engineering	N	42	10
	% within job type	80.8%	19.2%
IT	N	64	17
	% within job type	79.0%	21.0%
Finance	N	92	27
	% within job type	77.3%	22.7%
Research and development	N	32	10
	% within job type	72.2%	23.8%
Sales, customer service	N	68	30
	% within job type	69.4%	30.6%
Other private sector	N	31	15
	% within job type	67.4%	32.6%
Other	N	49	31
	% within job type	61.3%	38.8%
Other business services	N	28	19
	% within job type	57.8%	42.2%
HR, training, guidance	N	68	52
	% within job type	52.7%	47.3%
Administrative or secretarial	N	11	17
	% within job type	39.3%	60.7%
<i>(Total)</i>	<i>N</i>	<i>483</i>	<i>234</i>
	<i>%</i>	<i>67.4%</i>	<i>32.6%</i>

²¹ $\chi^2 = 45.27$, sig at the 0.1% level.

Table 16: Judging-Perceiving²² and Work Area

Job Type		J	P
Administrative or secretarial	N	21	7
	% within job type	75.0%	25.0%
Research and development	N	29	13
	% within job type	69.0%	31.0%
Finance	N	82	37
	% within job type	68.9%	31.1%
Science, engineering	N	35	17
	% within job type	67.3%	32.7%
IT	N	54	27
	% within job type	66.7%	33.3%
Sales, customer service	N	63	35
	% within job type	64.3%	35.7%
Other	N	50	30
	% within job type	62.5%	37.5%
Other private sector	N	26	20
	% within job type	56.5%	43.5%
Other business services	N	23	22
	% within job type	51.1%	48.9%
HR, training, guidance	N	47	63
	% within job type	42.7%	57.3%
<i>(Total)</i>	<i>N</i>	<i>442</i>	<i>275</i>
	<i>%</i>	<i>61.6%</i>	<i>38.4%</i>

NATIONALITY

For the OPPassessment group, information on nationality was available. Although half the group were French, other nationalities (e.g. Belgian, Swiss) were also represented (see Appendix 1 for details). Analysis suggested that the Belgian sub-group was significantly more likely²³ to have a Sensing preference than the French. This sample should however be treated with caution, as 55% of the Belgian sample came from one organisation.

EMPLOYMENT STATUS

Employment status (available for the OPPassessment sample) showed a relationship with the Thinking-Feeling dimension; those who worked part-time were more likely than other groups to have preferences for Feeling. This is likely to be a gender effect; 83% of part-time workers were female, compared with 35% of the total group and 33% of full-time workers.

²² $\chi^2 = 30.72$, sig at the 1% level.

²³ $\chi^2 = 11.77$, sig at the 0.1% level.

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<NOTE: it would be useful in the text to have some specifically French references and to add them in here>

APPENDIX 1: SAMPLE DESCRIPTIONS

SAMPLE 1: BUSINESS STUDIES STUDENTS

The sample consisted of 363 business studies students. 197 (54%) were female and 166 (46%) were male. Age ranged from 18 to 22 years with a mean of 20 years.

SAMPLE 2: DELEGATES ON MBTI QUALIFYING TRAINING

The sample consisted of 612 delegates to French MBTI training programmes from January 2002 to March 2005. 416 (69%) were female and 189 (31%) male; age ranged from 24 to 63 (with an average age of 42 years). The majority (563 people, 96% of those who answered the question) said that overall they were satisfied with their job.

Most of the group (570 people, 93%) gave information as to their job role; the majority of these saw themselves as professionals/consultants (41%) or as managers or executives (49%):

Fonction	N	%
PDG/Direction Générale	26	4.6
Cadre Supérieur	85	14.9
Cadre	167	29.3
Technicien/Agent de Maîtrise	32	5.6
Employé	14	2.5
Ouvrier	0	0
Profession libérale/Consultant	234	41.1
Etudiant	1	0.2
Retraité/Bénévole	2	0.4
Demandeur d'emploi	1	0.2
Artisan/Commerçant	2	0.4
Agriculteur	0	0
Sans profession	6	1.1

Just under three-quarters of the group (445 people, 73%) also stated their area of work. Not surprisingly, most of these were in training and development (66%) or HR (21%):

Service	N	%
Direction Générale	27	6.1
Production	7	1.6
Achat	2	0.4
Marketing/Commercial	8	1.8
Etudes/R&D	6	1.3
Administration/Juridique	1	0.2
Finances	1	0.2
Comptabilité	1	0.2
Informatique	4	0.9
Gestion du personnel	93	20.9
Formation/Développement	295	66.3

Almost all the group (604 people, 99%) gave their educational background:

Niveau d'études	N	%
CAP/BEP	1	0.2
< Bac	5	0.8
Bac	7	1.2
Bac + 1 & 2	31	5.1
Bac + 3 & 4	148	24.5
Bac + 5 et au- delà	412	68.2

SAMPLE 3: DATA FROM OPPASSESSMENT

This sample consists of 916 individuals who completed the MBTI instrument in French via the OPPAssessment system. Results from over 90 different organisations are included. 65% of the respondents were male, and 35% were female. Age ranged from 21 to 65 years, with a mean of 38 and a median of 37.

90% of respondents stated their nationality; while half were French, other nationalities were also represented:

Nationality	Percentage
French	49.5%
Belgian	31.6%
Swiss	7.8%
Other European	7.7%
Other	3.4%

The majority of the group were in full-time employment:

Employment Status	Percentage
Full-time	90.7%
Part-time	4.9%
Self-employed	2.9%
Unemployed	1.2%
Retired	0.1%
Homemaker	0.1%

The majority of the group were of managerial level or above:

Occupational Level	Percentage
Top level	2.2%
Senior executive	31.0%
Upper middle management	21.3%
Middle management	16.3%
First level management/supervisor	5.1%
Employee	19.9%
Other	4.1%

A range of work areas were represented:

Work Area (Job Type)	Percentage
Finance	16.6%
HR, training, guidance	15.3%
Sales, customer service	13.7%
IT	11.3%
Science, engineering	7.3%
Business services	6.3%
Research and development	5.9%
Admin or secretarial	3.9%
Health, social services etc.	0.4%
Land, sea or air transport	0.4%
Leisure, personal service	0.3%
Other private sector	6.4%
Other public sector	1.0%
Other	11.2%