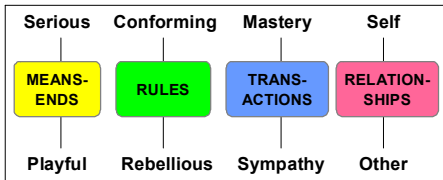


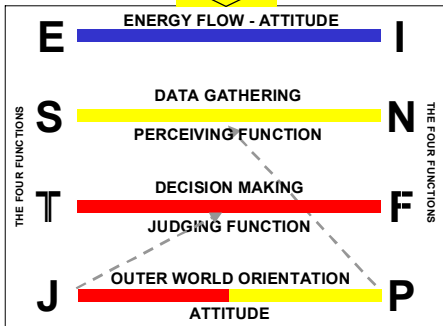
Connecting Reversal Theory and Psychological Type: The Apter Motivational Style Profile (AMSP) and the Myers Briggs Type Indicator (MBTI) Assessment



AMSP



MBTI



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Interest in Reversal Theory and the Apter Motivational Style Profile (AMSP) has grown significantly in the United States over the past two years. In the U.S., Reversal Theory and the AMSP are entering into a professional community that is heavily influenced by psychological type, captured through the Myers-Briggs Type Indicator (MBTI®) Assessment. As such, many new users of the AMSP ask about the possible relationships between the AMSP and MBTI.

The comparison table below shows the key theory differences between psychological type (measured by the MBTI) and Reversal Theory (measured by the AMSP). To investigate possible relationships between the two, we conducted a research study comparing the relationship between the type preferences reported by the MBTI and individual patterns of dominant motivational states reported by the AMSP.

Psychological Type (MBTI)	Reversal Theory (AMSP)
<ul style="list-style-type: none"> ▶ Independent of trait theory, but doesn't contradict it. ▶ Cognitive model focusing upon hard-wired mental processes. ▶ Emphasizes type development and dynamics over a lifetime. 	<ul style="list-style-type: none"> ▶ Runs counter to trait theory, by focusing on reversals. ▶ Motivational model focusing upon changeability of behavior/style. ▶ Emphasizes changeability and motivational balance & diversity.

Our research study sample included 168 people who had completed both the AMSP and the MBTI. Participants were primarily professionals from consulting, training, and information technology. MBTI results were self-reported by participants who had taken the Indicator. AMSP results were generated using Apter International's web-based assessment, and were reported as numeric scores for each of the eight motivational states, and for each of the four transaction pairs.

Research Results

Once collected into a single data set, the relationships between the MBTI preferences and the AMSP states were analyzed using a standard statistical package. Key findings were as follows:

- MBTI Judgers report being in the Serious (AMSP) state more than MBTI Perceivers, and Perceivers report being in Playful state more than Judgers.
- MBTI Feelers report being in Conforming and Sympathy AMSP states more than MBTI Thinkers.
- MBTI Intuitives and Perceivers report being in the Rebellious AMSP states more than Sensors and Judgers.
- MBTI Feelers report higher AMSP scores for three of four transactional pairs.
- MBTI Extraverts reported higher AMSP scores in four of the eight states.

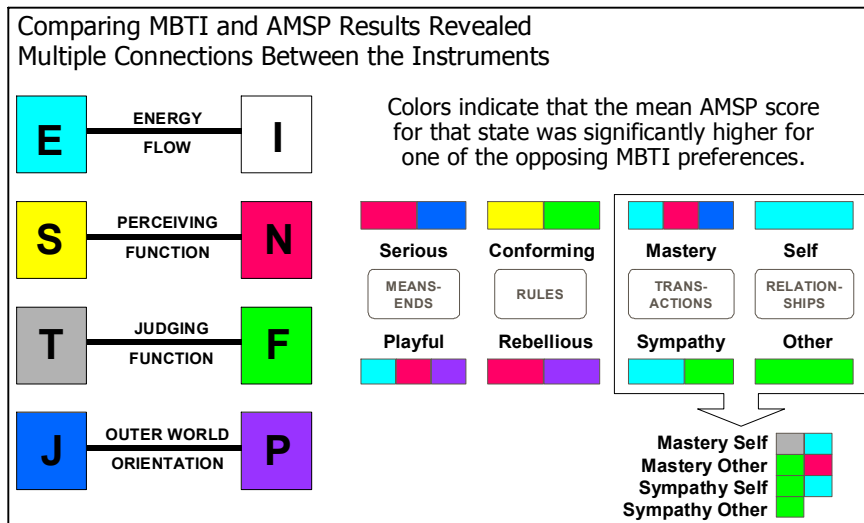
A more detailed table showing the statistically significant differences between the AMSP and the MBTI is provided below. These results demonstrate a number of connections between the two instruments; however, none of these differences reflect contradictions or redundancy between the two theories. In fact, because one is a cognitive model (MBTI) and the other is a motivational model (AMSP), using them together illuminates both "where I generally start" and "how I can change in this moment" – which are both valuable insights for better self-management. Ultimately, understanding motivational states and reversals may provide a mechanism for accessing and developing psychological preferences and non-preferences.

Connecting Reversal Theory and Psychological Type: Supporting Statistics

Before proceeding with sample analysis, we generated descriptive statistics to assess sample representativeness against both AMSP and MBTI general population norm groups. We found that the AMSP results from this study are similar to the general population norm group, with all raw score means for each scale falling within one-half of a standard deviation of the general population means. Sample distributions across the MBTI scales were less representative, with an under-representation of Sensors and Feelers (and corresponding over-representation of Intuitives and Thinkers). Despite these differences, the large sample size allowed for the detection of differences between MBTI type preferences when compared to the AMSP.

A Pearson correlation analysis was conducted to assess the degree of relationship between the four MBTI scales and the eight AMSP states and four transactional pairs. These relationships were further tested through the use of Multivariate Analysis of Variance (MANOVA) to evaluate AMSP variables (including serious, playful, conforming, rebellious, and the four transaction pairs) across MBTI dichotomies. The table to the right and the figure below illustrate the statistically significant relationships demonstrated by these tests. These findings were generally consistent with Apter et al's 1998 study correlating MBTI Extraversion with the Motivational Style Profile.

N=168	<i>Extraversion- Introversion</i>	<i>Sensing Intuition</i>	<i>Thinking- Feeling</i>	<i>Judging- Perceiving</i>
Serious		N>S *		J>P ***
Playful	E>I ***	N>S *		P>J ***
Conforming		S>N *	F>T **	
Rebellious		N>S **		P>J **
Mastery	E>I ***	N>S *		J>P *
Sympathy	E>I **		F>T ***	
Self	E>I ***			
Other			F>T **	
Mastery Self	E>I ***		T>F *	
Sympathy Self	E>I ***		F>T **	
Mastery Other		N>S **	F>T *	
Sympathy Other			F>T ***	
Significance Indicators: *p<0.05; **p<0.01; ***p<0.001				



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