



## Australian Association for Psychological Type Inc

### Three Ethical Principles for the Use of Psychological Type

The primary mission of the Australian Association of Psychological Type, AusAPT and all APTs, is two fold:

1. To expand knowledge of psychological type
2. To support the ethical use of psychological type and type instruments

As type practitioners we face an ethical challenge. The modern world of Internet technology has created general access for the public in obtaining information about type. At the same time organisations are very interested in instruments and tools for managing people. Over the last few years, the number of professionals administering and interpreting type has increased. These developments have created concerns for the appropriate use of type instruments and the accurate and positive interpretation of type scores.

AusAPT encourages all type practitioners to continue to develop their skills and knowledge in various applications of type theory. The ethical use of psychological type means that practitioners are committed to honour and enhance the dignity and individuality of people.

#### Principle 1

##### **Legal and professional responsibilities for all psychological type practitioners are to:**

Represent accurately their competence and expertise to the client

Have completed an accredited/qualifying programme approved by the publishers

Avoid using membership of AusAPT Inc as implying professional qualification or competence

Educate others who may misuse type

Comply with Commonwealth and State copyright laws relating to the conduct of professionals using psychological instruments

Participate in conferences, workshops and activities to update knowledge of psychological type theory, applications and research

#### Principle 2

##### **Effective and ethical administration of type related instruments means that:**

Participation is voluntary

Confidentiality of results is guaranteed

The purpose and intended use of results prior to administration is stated

The results, other than grouped data, may not be given to any other person or organisation other than the individual without their prior permission

Type related information is used to enhance the personal development of the individual, to increase the capacity of work groups to function well, and to aid the understanding of type dynamics.

Individuals must be given an opportunity, with the practitioner, to validate their indicated type

Type is not used as a basis for recruitment or selection



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### Principle 3

#### Interpreting Type for individuals and in group settings:

Characteristics of Best Practice are to

- represent competence and expertise accurately to the client
- explain that type theory has no implication for competence, capability or work performance because individual types are complex, dynamic and capable of unique patterns of behaviour
- beware of own type biases and their influence on communication style
- answer questions using non-judgmental language
- provide appropriate reference material to support the individual/client in their understanding of their type
- distinguish between research and anecdotal evidence when sharing type data
- ensure that during initial type sessions/workshops (at the level of MBTI® Step 1) you
  - give a brief history of the theory of type
  - remind participants that no theory can fully explain the complexity of human behaviour
  - inform participants that preference scores are an indication of consistency in choosing responses and do not imply excellence, competence, or ability
    - explain that type preference and type descriptors indicate possible patterns of behaviour, not behavioural traits
  - remind the receiver of type results that the MBTI® is not a test
  - state that all types are valuable and that there are no “good” or “bad” types, or “sick” or “well” type profiles
- explain the concept of preference and present type descriptors prior to sharing results so that individuals can self-assess
  - affirm that the sole arbiter of ‘best fit’ is the recipient of type results
- explain ‘best fit’ as a working hypothesis allowing insights to the exploration of self and others
  - provide ‘face-to-face’ interpretation to all clients to enable them to verify type (including in group settings)
  - provide time in workshops to answer individual questions

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