

# Gender differences in the distribution of types in Australia

*‘Men are from Marble Bar; women are from Venus Bay’*

Ian Ball

In a paper presented at AusAPT’s 5th National Conference, Ian Ball noted a highly significant directional difference on the T-F dichotomy between males and females, in both US and Australian MBTI data. Here Ian takes a closer look at gender differences in the distribution of types in Australia.

Table 1 reports data from the accumulated records in the MBTI® Australian Data Archive. Figure 1 presents the same data graphically. The differences between the genders in the distribution of types in Australia shown here may be of interest to readers.

The Form G profiles of 6507 females and 7569 males were analysed to form the table. These data were supplied to the Australian Data Archive from a variety of sources, and it is not claimed that they are representative of the Australian population. However, the data came from both rural and urban areas and, although managerial and professional groups are particularly well represented, all levels and occupational classifications are included.

(ISFJ, ISTJ, ENFP, INFP and ESFJ) add up to about half of all females. At the other end of the scale, there are three very infrequent types amongst males, ENFJ, ISFP and ESFP, each less frequent than the least frequent type for females (ESTP).

It is striking to note that, for males, every T type outnumbers every F type: the top eight types in the ranked list all have a preference for thinking. This reflects the skewing of the T-F dichotomy in this population: on the evidence of the Data Archive, 80% of Australian males prefer T (Ball, 2000).

**Table 1: Australian type frequencies, by gender**  
Rankings and percentages of types, ordered by frequency of male types.

Type	Males	Females	Signif.
ISTJ	1 21.6%	2 10.1%	***
ESTJ	2 16.2%	6 8.0%	***
INTJ	3 9.9%	9 5.4%	***
ENTJ	4 9.1%	11 4.6%	***
INTP	5 6.9%	13 4.2%	***
ENTP	6 6.8%	8 5.5%	**
ISTP	7 4.9%	15 2.7%	***
ESTP	8 4.4%	16 2.5%	***
ENFP	9 3.7%	3 8.3%	***
ISFJ	10 3.6%	1 13.2%	***
INFP	11 3.4%	4 8.3%	***
INFJ	13 2.7%	7 6.0%	***
ESFJ	12 2.4%	5 8.0%	***
ENFJ	14 1.7%	12 4.2%	***
ISFP	15 1.6%	10 5.2%	***
ESFP	16 1.2%	14 3.8%	***

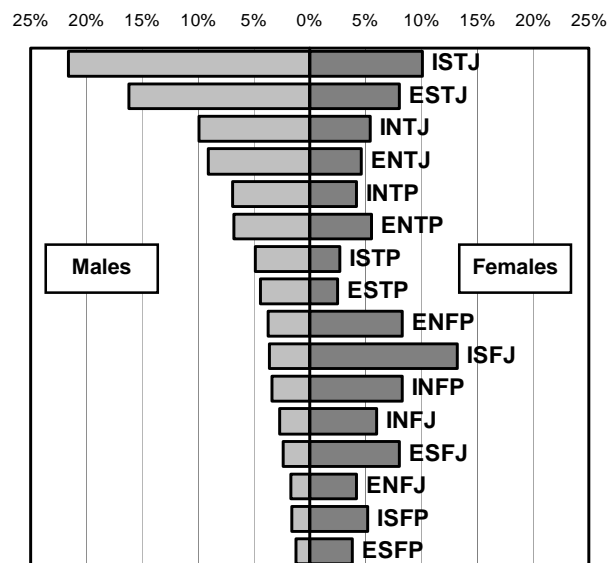
\*\*\* Significant at  $p < 0.001$   
\*\* Significant at  $p < 0.01$

**Source:** MBTI Australian Data Archive Project, Psychological Type Research Unit, Deakin University, at 1 December 2000. MBTI Form G, males (n = 7569) and females (n = 6507).

Readers will note the substantial differences in the reported frequencies, and observe that males show a wider range of relative group sizes than do females. For males, the largest group (ISTJ) is 21.6%, while for females (ISFJ) it is 13.2%. The smallest are 1.2% for males (ESFP) and 2.5% for females (ESTP).

Another feature is that just *three* types (ISTJ, ESTJ and INTJ) account for about one half of all males, whereas for females the *five* most frequent types

**Figure 1: Australian type frequencies, by gender**  
Ordered by frequency of male types.



## Conclusions

It is clear that the order and sizes of the frequencies of the types are quite different between the genders. In 15 of the 16 possible male-to-female comparisons the statistical difference in frequencies occurs less than one in 1000 times due to chance factors alone ( $p < 0.001$ ). (And the 16th is significant at  $p < 0.01$ !)

It may be concluded that this study strongly alerts us to quite substantial differences in the distribution of types between the genders in Australia.

### Author's note

This is a progress report, as data is continually being added to the Australian MBTI Data Archive from Form G and Form M profiles. Watch this space!

The Data Archive is a comprehensive national data repository for psychological type, used to identify national trends and patterns of type distribution. Contributions of completed MBTI forms are invited, subject to the following conditions:

- **Confidentiality.** It is a condition of the Deakin University Institutional Ethics Committee that MBTI answer sheets are submitted anonymously—i.e. without names of respondents. It is a simple matter to white them out, blacken them, or cut them out of the answer sheet.
- **Consent.** It is expected that informed consent will have been obtained from respondents for their data to be entered into the Data Archive. Submission of the answer sheets implies consent to take part in the research.
- **Demographic data.** Inclusion of demographic data (including age, gender, occupation, education and State of residence) would be appreciated.
- **Labelling.** Please provide the nature of the group data being submitted, and the reason for the typing of individuals (e.g. MBTI taken as part of a professional development course, job application, training, career guidance, psychological profile, etc).

Material for the Australian MBTI Data Archive may be directed to Ian Ball at the address below.

### References

Ball, Ian L, 'Two forms of the MBTI and the question of gender differences'; in Australian Association for Psychological Type, *Proceedings of the 5th National Conference* (in press).

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**It is both true and untrue that Australia is peculiarly a 'man's country.'**

Donald Horne 1964, *The lucky country*

**She was one in a million**

**So there's five more just in New South Wales.**

Tim Freedman, 'Up against the wall',  
recorded by The Whitlams, 1997

## News from the Psychological Type Research Unit

Ian Ball

### Open day

The open day at Burwood Campus, held last December after the AusAPT Conference, was a successful event. Visitors from Queensland, the ACT and Victoria came to look at facilities and holdings, and to chat about research directions.

Many thanks to those who gave up their time to find out a bit more about this unique partnership between AusAPT and Deakin University.

### Firefighters

Jo Clarke, who is studying for a master's degree in organisational psychology at Macquarie University, has been in contact about her study of the type profiles of firefighters. Jo is analysing data donated to the Australian Data Archive, originating from the Melbourne Fire Brigade.

Jo visited the Unit one very hot Melbourne scorcher and found some useful information for her project. I am also assisting her with the type table program.

### Resource collection

The following works have been donated to the Unit's Resource Collection:

CAPT (2001), *Program and proceedings of the fourth multicultural research conference: Psychological type and culture – east and west*. January 2001, Honolulu, Hawaii. CAPT, Gainesville, Florida.

McGuiggan, R L (1996) PhD. Thesis: *The relationship between personality, as measured by the Myers-Briggs Type Indicator, and leisure preferences*. Macquarie University, Graduate School of Management.

Ginn, C (2001) *Leadership, type and culture: Perspectives from across the globe*. CAPT, Gainesville, Florida.\*

(\*contains a chapter on Australia by Greg Latemore)

### Donations

From contacts made at the national conference, and from a note in the Victorian newsletter, the Unit has received valuable information about type distributions in various samples.

Many thanks to Christine Sheldrick, Bronwyn Prosser, Peter Geyer, Flora Hall, and Phil Kerr for these great additions to the MBTI Data Archive.