



**APT*i***

Association for Psychological  
Type International  
178 Columbus Ave #237190  
SMB#27624  
New York, NY 10023  
[aptinternational.org](http://aptinternational.org)

*Empowering a world community to understand, value and respect differences*

## **APT*i* Ethical Standards for All Users of Psychological Type**

- 1. Present personality types, preferences, styles, temperaments, etc. as normal differences.**  
Avoid bias or stereotyping; demonstrate a balanced respect for all types.
- 2. Receiving a report on your type is not enough. Seek out (or provide) an interactive experience where people have a chance to ask questions and assess their own Best-Fit Type pattern.**  
No questionnaire or expert is accurate enough to substitute for a person's knowledge of how they experience their own preferences.
- 3. Remind yourself and others that psychological type doesn't explain everything about personality.**  
People may not behave in accordance with their Best-Fit Type pattern for a variety of reasons, including culture, personal development, contextual adaptation, etc.
- 4. Selecting, weeding out, or promoting individuals based on Type Preferences alone is inappropriate because type attributes are not the same as skills or competencies.**
- 5. When sharing type information, distinguish between research-based data and your anecdotal experience.**  
When you use stories to bring psychological type to life, clearly describe them as anecdotes or observations that illustrate certain aspects of type-related behavior.
- 6. Use materials created by others in an ethical way.**  
Honor copyrights. Acknowledge and/or link to original sources.
- 7. Model ethical use of type in your own behavior.**  
Treat instrument results as a "working hypothesis." Avoid blanket statements. Do not use absolute language. Assume that misuse of type is unintentional. Help by using appropriate type language. Do not become the "type police."

**LINK to complete the APT*i* ETHICS AND STANDARDS document:**

[APT\*i\* Ethics and Standards](#)



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## **Additional APTi Standards for Practitioners**

- 8. Use psychological type assessments and information for the benefit of the person you are helping or teaching. Make clear the purpose of using a type model.**

It is against APTi's ethical principles to use psychological type information in ways that are detrimental to people.

- 9. Use psychological type instruments and explorations only in a voluntary context. Maintain confidentiality of instrument results; sharing of type information must be up to the individual.**

- 10. Be clear that individuals are the final authority on their own type pattern.**

- 11. Clearly identify the assessment tool, survey or method being used and how it is different from other frameworks.**

Psychological type frameworks and their associated assessments are different from most personality models and instruments used by psychologists and organizational consultants. Psychological type is not based on traits. This fact generates much confusion. Types are not the same as traits, but traits **correlate** with particular type patterns. Traits and behaviors can be an indication of a type pattern, but they do not define it.

- 12. When contracting to use psychological type with individuals or organizations, clarify the purpose and desired outcome. Consider whether type is an appropriate tool for accomplishing their aims.**

If you object to the way a prospective client wants to use the type framework, you have an ethical obligation to decline the contract. If the client replaces you, at least they will have been told that what they want to do is unethical, and you won't be the consultant who is misusing type.

- 13. When working in other countries, or with people from other countries, keep in mind that while type is universal, culture has an effect on how type patterns are expressed.**

The addition of cultural complexity, such as speaking different languages at home and at work, can make identifying Best-Fit Type a longer and more complex process.



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**14. Represent your expertise accurately. Know your limits and do not go beyond them.**

Know your limits and do not go beyond them. Ethical professionals know their boundaries and are prepared to recommend a variety of resources, including other professionals, when asked to work outside their area of expertise.

**15. Abide by state and federal laws regarding use of psychological instruments.**

A central principle of professional use of psychological instruments is that individuals should use only those assessments for which they have the appropriate training and expertise. Ethical users of type obtain proper instruction for the assessments they choose to use, and do not attempt to administer instruments for which they are not qualified.

**16. Use correct references to psychological type assessments.**

Refer to any assessment associated with psychological type as an instrument, assessment, inventory, questionnaire, or survey, but do not call it a “test.” The word “test” implies that there are right and wrong answers, or normal and abnormal results, or some sort of “best” outcome. Honor copyrighted and trademarked intellectual property by using the appropriate ® or ™ symbol. In printed materials, you need only use it for the first mention of the instrument, publication, etc. In online materials, use the symbol with every mention.

**17. Model ethical use of psychological type.**

Whenever you are using psychological type in a professional capacity, you will be seen as a representative of the type community at large. Anything that you tolerate in the way of mistaken assumptions, misleading or incorrect language, stereotyping, etc. can be taken as accurate or permissible unless you correct it. See Standard 7: Assume best intent of the other person. Use respectful language. Do not consider yourself “the type police.”

**LINK to complete the APTi ETHICS AND STANDARDS document:**

[APTi Ethics and Standards.](#)