

8 Ethnicity and Type of Counseling Center Clients

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Ethnicity and diversity are major concerns of the 90's. Universities have a special interest in the education of every individual. Facilitating the development of each person while remaining as cognizant as possible of the impact of ethnic orientation is a challenge. It is a formidable task to know in any kind of depth the variety of ethnic groups with whom a counseling center may come in contact as well as to facilitate integration into the mainstream of the members of each group. In addition, providing a framework or structure for preserving ethnic identity as a positive feature of the integration process is also difficult. To function well without losing self is the goal. Myers and Briggs have always stressed the values of diversity and "gifts differing." When the ethnic dimension is added to type diversity, the possibilities for interventions and education are at once made more complex. It is a complexity that challenges not only the factual applications but creativity and conceptual alternatives as well. The Myers-Briggs Type Indicator (MBTI) provides a means of investigating the data required to meet these challenges.

A review of the literature reveals several studies which have addressed ethnic diversity in relation to typology. They fall into three major categories: international, national, and local samples. At the international level, an exploration of the universality of type yielded the following results:

Casas (1989) found that introversion was preferred by certain cultural groups outside of the United States (except among English Canadian females), with the most frequently chosen combinations being NP and SJ in all groups. In the United States, males tended to be ST, and females, EF. English Canadian males were IN and females, NF. French Canadian males were IT and females, SJ. In France, males and females favored TP. (See chapter 7 in this volume.)

In another international study, Leo Power (1989) investigated the Myers-Briggs type of 2411 Australians. When compared to U.S. samples, this group was mostly ISFJ.

In a study of the application of the Japanese translation of the MBTI using a large sample of 106,649 males and 76,761 females, Ohsawa (1991) Japanese employees found a heavy bias toward sensing, with a larger proportion of the younger males being FP. The males showed different characteristics in different age groups; the females tended to show a concentration in limited types, especially ISFP. (See chapter 18 in this volume.)

Several studies investigated student populations by ethnicity and type. In a study of national stereotypes and their relationship to self perceptions among college students, Salvatore (1981) found that the Irish were to be more INFP, the Italians more ESTJ, and the American students more SF than a U.S. normative sample. Kramer (1977) found the

relationship between type and writing to be basically similar for Americans and British samples. NT and NJ showed better achievement in expository writing, NT and NP showed better achievement in creative writing.

Williams, Williams, Qisheng and Xumei (1992) compared 123 undergraduates in China to U.S. and Canadian undergraduates. All sixteen types were found among the Chinese students although they were significantly overrepresented with T and TJ preference. The TF preferences were not significantly related to gender differences.

One study focused on the high school population. Jackson (1985) found that 166 high school students in Guyana were significantly more ISTJ, with half being STJ.

A modest number of studies have focused on U.S. samples in relation to ethnicity and typology. A study of the psychological types of American Buddhist ministers found Judeo-Christian clergy largely EFJ with Buddhist ministers being predominately IFJ (Imamura, 1986). This study raises the intriguing question of whether a culturally mixed individual can be one type within the majority culture and another type within the minority culture. For example, some Buddhist ministers on the sample appeared to be introverted among Caucasians, but extraverted among the Japanese-American group.

Hill (1975) studied black and white technical clinical laboratory personnel. Among technologists, the blacks tended toward ISTJ; the whites toward INFJ. Among technicians the blacks tended toward ISTJ, ESTJ and ESFJ; while the whites were more ISFJ. The whites were also more widely dispersed across the sixteen types. Among prison women inmates, Lippin (1988) found a significant relationship between race and type, with the white women being more SP or NF, and the black women more IS. (See chapter 25 in this volume.)

Studies utilizing U.S. student populations have focused on the following ethnic groups: American Indian, Cuban Americans, Asian, Caucasian, and African Americans. Reed (1977) found American Indian high school students in Colorado to be more ISJ than American students. One hundred and fifty-two Cuban American college students who took the MBTI once as "Cuban selves" and once as "American selves" were more E and F as "Cuban selves" than as their "American selves" (Labarta, 1982). An intercultural study of self concept and coping behavior using EI and JP as a measure of coping behavior, Christopherson-Choudrey (1982) found no differences between Asian and American Caucasian graduate students.

In a study of personality types among African-American college students, Levy and Murphy (1972) found 40 percent of the males to be STJ and almost half the females to be SJ. For both sexes, the African-American samples were much more SJ than white samples. If TJs are tough minded, Malone (1988) found more tough-minded blacks (61.2%) to TJ whites (45%) in a group of managers in an organizational setting. White managers were significantly overrepresented in P and TP categories.

A 1971 comparison of the personality characteristics of northern and midwestern urban Afro-American freshman with southern and rural Afro-American students by Gaston showed no significant differences between the groups. However, the black samples tended toward ISTJ in comparison to general population norms.

In studying disadvantaged Negro and Caucasian college students, Bartee (1968) found black students to be more J than the whites; and both black and white seniors were more J than freshman. In contrast, Shade (1984) found significant differences between African- and Euro-American ninth grade students. African-Americans were found to be more spontaneous, flexible, and open minded in their perceptions of people, events, and ideas. Melear (1991) found more sensing and thinking types among

African-Americans. Johnson (1989) also found blacks to be significantly more sensing and thinking than their white counterparts among college freshmen.

Levy and Ostrowski (1983) found a Japanese-American sample to have more SJ and IJs, while Caucasians were significantly more EP. Moody in a current project, studied 687 language students at the University of Hawaii. The Hawaiians were more ES and the Japanese more IJ, but both samples had all sixteen types (cited in McCaulley, 1992). (See chapter 12 in this volume.)

Many, but not all of the students who come for counseling at the University of Hawaii (UH) Counseling and Student Development Center (CSDC) are administered the MBTI. This inventory is given to almost the entire population who seek career counseling and a number of those who come for personal counseling as well. Many personal counseling cases involve at least some career planning since the reason for being in school is usually related to career plans. Besides counseling, CSDC is often asked by departments, instructors, and special programs to conduct workshops on the MBTI as it impacts learning, self-understanding, and group process.

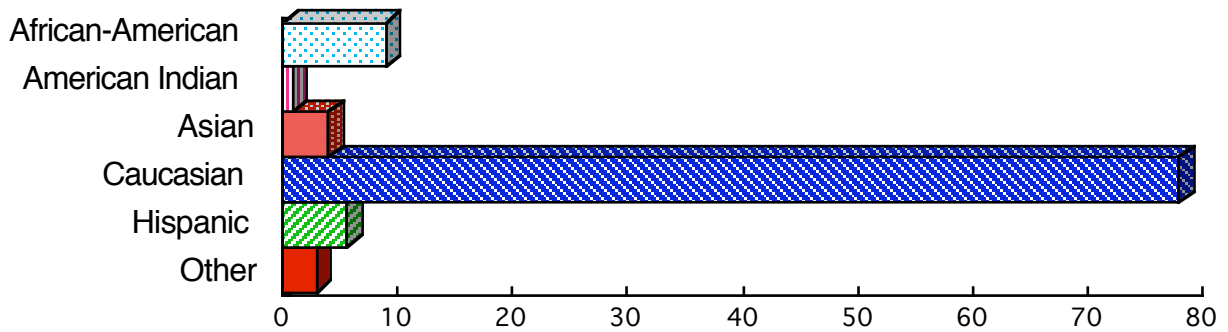
As diversity and multi-cultural issues command more and more attention, it was decided to see what types are serviced by the Center and to what ethnic groups they belong. The more information that becomes available relating to each type and ethnic group, the greater the possibility of providing interventions tailored to the specific needs of each type and ethnic group. It is also useful to consider what impact the ethnic group may have on the manifestation of type preferences within that group, as well as what types are actually present, in what numbers, and belonging to what ethnic group.

The largest student population at the University of Hawaii is Asian. While national data from the *Chronicle of Higher Education* (March, 1992) reports Asians as 4.0 percent, the Hawaii population is 65.5 percent (Enrollment Survey, Fall, 1990). See Figure 8.1. The white or Caucasian student population (put together as one group) comprised 77.9 percent nationally, while at the UH the white student population was 25.5 percent. Nationally, blacks were 8.9 percent of the student population, while at the UH they were 1.1 percent. Nationally, Hispanics were 5.5 percent of the student population, while at the UH, they comprised 1.4 percent. American Indian students were 0.8 percent nationally and 0.4 percent at the UH. The UH also had more foreign students: 5.1 percent as compared to 2.9 percent nationally.

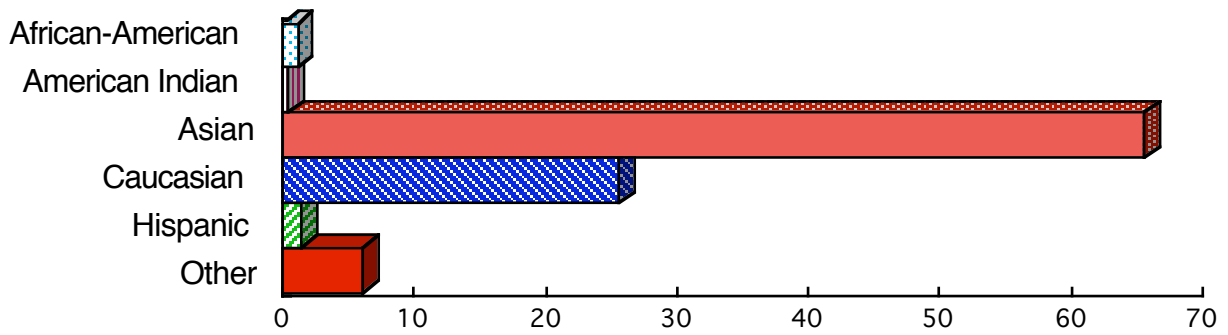
Does the Counseling Center show a distribution similar to that of the UH student body? What types within each group are the ones who come for counseling? These are some of the questions that were investigated.

Figure 8.1
 Ethnic Population Statistics Nationally, for Hawaii, and for the Counseling and Student
 Development Center

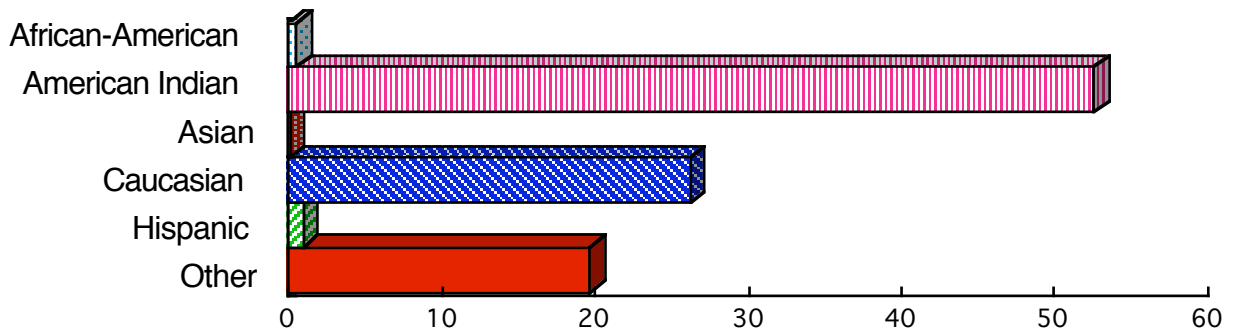
National Ethnic Population Statistics



1990 UHM Ethnic Enrollment



CSDC MBTI Client Ethnicity



METHOD

Subjects and Procedure. The 2,182 subjects in this study were all UH students and individuals serviced by the CSDC. They comprised both graduate and undergraduate students and some workshop participants. The data was taken from the intake sheets which the student filled out when requesting service and the results of their MBTI, Form G. All students who had taken the MBTI between 1986 and fall, 1992 were included. The breakdown by ethnic group was taken from the CSDC intake sheet, as follows: African American, American Indian, Caucasian, Chinese, Filipino, Hawaiian, Hispanic, Japanese, Korean, Other Asian, Pacific Islander, Mixed Asian, Mixed Ethnicity, and Nonspecified Ethnicity. The study was largely demographic, with the CAPT Selection Ratio Type Table, a software program (Moody, Granada, & Myers, 1993) used for the data analysis.

RESULTS

MBTI Types. Table 8.1 displays the type distribution of the 2,182 counseling center clients. The largest number (231) were ISTJ. This was followed by ISFJ (209), INFP (187), ENFP (186) ESFJ (176), ESTJ (162) INFJ (150), INTJ (145), INTP (136), ENFJ (114), ENTJ (107), ENTP (92), ISFP (84), ESFP (83), ISTP (78), and ESTP (42). Within the separate dimensions, the largest numbers were judging, then introverted, and feeling. Sensing and intuition were almost equal. Using Keirsey's combinations, the largest number was SJ (778) followed by NF (637), NT (480), and SP (287).

Types and Ethnicity. The large Japanese and Asian population at UH, shown in Figure 8.1, are reflected to a large extent in the client population.

Table 8.2 shows the distribution of clients by ethnic group, as provided by the client information sheet. The other groups are American of different ethnic origins. The Japanese-American group comprises the largest number of MBTI clients: 682. Next in number are Caucasians at 571, then Chinese at 244, Filipino at 153, Mixed Ethnicity at 134, Hawaiian at 128. Sample sizes for other groups were less than 100.

Many comparisons proved to be significant. Not all possible comparisons were run and not all will be reported here. Of those that were run, the following are the most interesting. Tables are given for those with over 100 clients in the sample.

Japanese (682). Table 8.3 presents the distribution of Japanese-Americans, which comprised the largest group. When compared to the total client sample, this group was significantly F ($p < .001$), IJ and FJ ($p < .01$) as well as I, SF, NF, and FP ($p < .05$).

Caucasian (571). Table 8.4 presents the distribution of for Caucasians. When compared to the total sample, Caucasians were N, P, EP, NF, NT, NP, TP, IN, EN ($p > .001$), as well as IP and FP ($p < .01$).

Chinese (244). Table 8.5 presents the distribution of Chinese clients. These were ST and IS ($p < .001$) as well as S ($p < .01$). They were *not* EP, NP, and EN ($p < .01$).

Filipino (153). Table 8.6 presents the distribution of Filipino clients, who were S, J, ST, SJ, TJ, and ES ($p < .001$) as well as EJ, SF and IS ($p < .01$).

Mixed Ethnicity (134). Table 8.7 presents the distribution of mixed ethnicity students. This group was EJ ($p < .001$) and E ($p < .01$).

Hawaiians (128). Table 8.8 presents the distribution of Hawaiian clients. The preferences were E, EJ, and ES ($p < .001$). They were *not* IN ($p < .01$).

Table 8.1
Center for Student Development Clients 1986-92
N =2182

				N	%
ISTJ N = 231 % = 10.59 ■■■■■■■■■■ ■	ISFJ N = 209 % = 9.58 ■■■■■■■■■■	INFJ N = 150 % = 6.87 ■■■■■■■■	INTJ N = 145 % = 6.65 ■■■■■■■■	E	962 44.09
				I	1220 55.91
				S	1065 48.81
				N	1117 51.19
				T	993 45.51
				F	1189 54.49
				J	1294 59.30
				P	888 40.70
ISTP N = 78 % = 3.57 ■■■■■■	ISFP N = 84 % = 3.85 ■■■■■■	INFP N = 187 % = 8.57 ■■■■■■■■■■	INTP N = 136 % = 6.23 ■■■■■■■■	IJ	735 33.68
				IP	485 22.23
				EP	403 18.47
				EJ	559 25.62
				ST	513 23.51
				SF	552 25.30
				NF	637 29.19
				NT	480 22.00
ESTP N = 42 % = 1.92 ■■■■	ESFP N = 83 % = 3.80 ■■■■■■	ENFP N = 186 % = 8.52 ■■■■■■■■■■	ENTP N = 92 % = 4.22 ■■■■■■	SJ	778 35.66
				SP	287 13.15
				NP	601 27.54
				NJ	516 23.65
				TJ	645 29.56
				TP	348 15.95
				FP	540 24.75
				FJ	649 29.74
ESTJ N = 162 % = 7.42 ■■■■■■■■	ESFJ N = 176 % = 8.07 ■■■■■■■■■■	ENFJ N = 114 % = 5.22 ■■■■■■■■	ENTJ N = 107 % = 4.90 ■■■■■■■■	IN	618 28.32
				EN	499 22.87
				IS	602 27.59
				ES	463 21.22
				Sdom	565 25.89
				Ndom	573 26.26
				Tdom	483 22.14
				Fdom	561 25.71

Note: ■ =1% of sample.

Table 8.2
 Counseling and Student Development Center Client Data
 Ethnic group vs. MBTI Types
 Data from 1986-1992

	ISTJ	ISFJ	INFJ	INTJ	ISTP	ISFP	INFP	INTP
African Americans	2	2	1	0	1	0	0	2
American Indians	0	0	1	0	0	0	0	0
Caucasians	41	40	36	52	17	14	72	50
Chinese	36	28	20	10	13	15	18	15
Filipino	26	19	4	6	5	9	5	2
Hawaiian	10	8	4	4	6	5	7	8
Hispanic	1	1	1	1	1	0	1	2
Japanese	70	76	61	51	20	28	94	35
Korean	7	11	1	1	6	2	4	3
other Asian	3	1	0	1	0	0	1	3
Pacific Islander	6	1	1	2	2	1	2	2
Mixed Asian	12	12	9	5	3	3	1	3
Mixed Ethnicity	10	5	9	11	3	4	8	8
Other nonspecific ethnic	7	5	2	1	1	3	4	3
Totals	231	209	150	145	78	84	187	136
Percentages	10.59%	9.58%	6.87%	6.65%	3.57%	3.85%	8.57%	6.23%
Men	89	48	52	60	33	25	74	59
Women	142	161	98	85	45	59	113	77

	ESTP	ESFP	ENFP	ENTP	ESTJ	ESFJ	ENFJ	ENTJ
African Americans	0	0	0	0	3	0	0	1
American Indians	0	0	0	0	0	1	0	0
Caucasians	10	16	68	41	29	29	24	32
Chinese	6	7	12	4	23	15	7	15
Filipino	4	9	7	1	24	17	6	9
Hawaiian	2	6	8	7	15	20	11	7
Hispanic	0	2	2	2	2	1	3	1
Japanese	12	34	61	22	36	55	38	19
Korean	0	1	1	2	6	3	1	1
other Asian	0	0	2	1	1	3	1	1
Pacific Islander	1	1	2	1	3	1	1	2
Mixed Asian	1	2	4	5	5	10	7	5
Mixed Ethnicity	5	2	11	6	12	17	11	12
Other nonspecific ethnic	1	3	8	0	3	4	4	2
Totals	42	83	186	92	162	176	114	107
Percentages	1.92%	3.80%	8.52%	4.22%	7.42	8.07%	5.22%	4.90%
Men	14	17	43	30	56	29	22	44
Women	28	66	143	62	106	147	92	63

Table 8.3
Japanese Clients
N =682

				N	%	I	
ISTJ N = 70 %=10.26 I = 0.97 ■■■■■■■■■■	ISFJ N = 76 %=11.14 I = 1.16 ■■■■■■■■■■ ■	INFJ N = 61 % = 8.94 I = 1.30** ■■■■■■■■■■	INTJ N = 51 % = 7.48 I = 1.13 ■■■■■■■■	E	277	40.62	0.92*
				I	405	59.38	1.06*
				S	331	48.53	0.99
				N	351	51.47	1.01
ISTP N = 20 % = 2.93 I = 0.82 ■■■■	ISFP N = 28 % = 4.11 I = 1.07 ■■■■	INFP N = 64 % = 9.38 I = 1.09 ■■■■■■■■■■	INTP N = 35 % = 5.13 I = 0.82 ■■■■■■	T	265	38.86	0.85***
				F	417	61.14	1.12***
				J	406	59.53	1.00
				P	276	40.47	0.99
ESTP N = 12 % = 1.76 I = 0.91 ■■	ESFP N = 34 % = 4.99 I = 1.31 ■■■■■■	ENFP N = 61 % = 8.94 I = 1.05 ■■■■■■■■■■	ENTP N = 22 % = 3.23 I = 0.77 ■■■■	IJ	258	37.83	1.12**
				IP	147	21.55	0.97
				EP	129	18.91	1.02
				EJ	148	21.70	0.85**
ESTJ N = 36 % = 5.28 I = 0.71** ■■■■■■	ESFJ N = 55 % = 8.06 I = 1.00 ■■■■■■■■■■	ENFJ N = 38 % = 5.57 I = 1.07 ■■■■■■	ENTJ N = 19 % = 2.79 I = 0.57** ■■■■	ST	138	20.23	0.86*
				SF	193	28.30	1.12*
				NF	224	32.84	1.13*
				NT	127	18.62	0.85*
				SJ	237	34.75	0.97
				SP	94	13.78	1.05
				NP	182	26.69	0.97
				NJ	169	24.78	1.05
				TJ	176	25.81	0.87**
				TP	89	13.05	0.82*
				FP	187	27.42	1.11*
				FJ	230	33.72	1.13**
				IN	211	30.94	1.09
				EN	140	20.53	0.90
				IS	194	28.45	1.03
				ES	137	20.09	0.95
				Sdom	192	28.15	1.09
				Ndom	195	28.59	1.09
				Tdom	110	16.13	0.73***
				Fdom	185	27.13	1.06

Note: ■ =1% of sample.

Print date: 1/3/94

* < .05, ** < .01, *** < .001

Base total N =2182. Groups are dependent.

Calculated values of Chi Square or Fisher's exact probability (underlined).

Type Table Significance				E	4.85	IJ	7.63	SJ	0.35	IN	3.34
				I	4.85	IP	0.26	SP	0.34	EN	3.08
0.11	2.81	6.64	1.11	S	0.03	EP	0.13	NP	0.37	IS	0.36
1.19	0.18	0.84	2.06	N	0.03	EJ	7.99	NJ	0.70	ES	0.76
0.14	3.78	0.22	2.41	T	17.70	ST	5.92	TJ	6.71	Sd	2.64
6.65	0.00	0.24	9.54	F	17.70	SF	4.73	TP	6.22	Nd	2.79
				J	0.02	NF	6.40	FP	3.80	Td	20.77
				P	0.02	NT	6.59	FJ	7.52	Fd	1.04

Table 8.4
Caucasian Clients
N =571

				N	%	I	
ISTJ N = 41 % = 7.18 I = 0.68** ■■■■■■	ISFJ N = 40 % = 7.01 I = 0.73* ■■■■■■	INFJ N = 36 % = 6.30 I = 0.92 ■■■■■■	INTJ N = 52 % = 9.11 I = 1.37** ■■■■■■	E	249	43.61	0.99
				I	322	56.39	1.01
				S	196	34.33	0.70***
				N	375	65.67	1.28***
				T	272	47.64	1.05
				F	299	52.36	0.96
				J	283	49.56	0.84***
				P	288	50.44	1.24***
ISTP N = 17 % = 2.98 I = 0.83 ■■■■	ISFP N = 14 % = 2.45 I = 0.64* ■■	INFP N = 72 % = 12.61 I = 1.47*** ■■■■■■■■ ■■■	INTP N = 50 % = 8.76 I = 1.40** ■■■■■■■■	IJ	169	29.60	0.88*
				IP	153	26.80	1.21**
				EP	135	23.64	1.28***
				EJ	114	19.96	0.78***
				ST	97	16.99	0.72***
				SF	99	17.34	0.69***
				NF	200	35.03	1.20***
				NT	175	30.65	1.39***
ESTP N = 10 % = 1.75 I = 0.91 ■■	ESFP N = 16 % = 2.80 I = 0.74 ■■■■	ENFP N = 68 % = 11.91 I = 1.40*** ■■■■■■■■ ■■	ENTP N = 41 % = 7.18 I = 1.70*** ■■■■■■	SJ	139	24.34	0.68***
				SP	57	9.98	0.76**
				NP	231	40.46	1.47***
				NJ	144	25.22	1.07
				TJ	154	26.97	0.91
				TP	118	20.67	1.30***
				FP	170	29.77	1.20**
				FJ	129	22.59	0.76***
ESTJ N = 29 % = 5.08 I = 0.68* ■■■■■■	ESFJ N = 29 % = 5.08 I = 0.63** ■■■■■■	ENFJ N = 24 % = 4.20 I = 0.80 ■■■■	ENTJ N = 32 % = 5.60 I = 1.14 ■■■■■■	IN	210	36.78	1.30***
				EN	165	28.90	1.26***
				IS	112	19.61	0.71***
				ES	84	14.71	0.69***
				Sdom	107	18.74	0.72***
				Ndom	197	34.50	1.31***
				Tdom	128	22.42	1.01
				Fdom	139	24.34	0.95

Note: ■ =1% of sample.

Print date: 1/3/94

* < .05, ** < .01, *** < .001

Base total N =2182. Groups are dependent.

Calculated values of Chi Square or Fisher's exact probability (underlined).

Type Table Significance				E	0.07	IJ	5.78	SJ	43.14	IN	27.23
				I	0.07	IP	9.33	SP	6.81	EN	15.93
9.48	5.91	0.39	7.55	S	64.92	EP	13.75	NP	64.61	IS	24.62
0.80	4.08	16.10	8.43	N	64.92	EJ	12.97	NJ	1.06	ES	19.60
0.12	2.12	11.36	16.82	T	1.41	ST	18.30	TJ	2.49	Sd	20.63
6.19	9.31	1.63	0.81	F	1.41	SF	25.93	TP	12.84	Nd	27.12
				J	30.41	NF	12.73	FP	10.48	Td	0.04
				P	30.41	NT	33.72	FJ	18.93	Fd	0.76

Table 8.5
Chinese Clients
N = 244

				N	%	I	
ISTJ N = 36 % = 14.75 I = 1.39* ■■■■■■■■■■ ■■■■■	ISFJ N = 28 % = 11.48 I = 1.20 ■■■■■■■■■■ ■	INFJ N = 20 % = 8.20 I = 1.19 ■■■■■■■■	INTJ N = 10 % = 4.10 I = 0.62 ■■■■	E	89	36.48	0.83*
				I	155	63.52	1.14*
				S	143	58.61	1.20**
				N	101	41.39	0.81**
				T	122	50.00	1.10
				F	122	50.00	0.92
				J	154	63.11	1.06
				P	90	36.89	0.91
				IJ	94	38.52	1.14
				IP	61	25.00	1.12
ISTP N = 13 % = 5.33 I = 1.49 ■■■■■	ISFP N = 15 % = 6.15 I = 1.60* ■■■■■	INFP N = 18 % = 7.38 I = 0.86 ■■■■■	INTP N = 15 % = 6.15 I = 0.99 ■■■■■	EP	29	11.89	0.64**
				EJ	60	24.59	0.96
				ST	78	31.97	1.36***
				SF	65	26.64	1.05
				NF	57	23.36	0.80*
				NT	44	18.03	0.82
				SJ	102	41.80	1.17*
				SP	41	16.80	1.28
				NP	49	20.08	0.73**
				NJ	52	21.31	0.90
ESTP N = 6 % = 2.46 I = 1.28 ■■	ESFP N = 7 % = 2.87 I = 0.75 ■■■	ENFP N = 12 % = 4.92 I = 0.58* ■■■■■	ENTP N = 4 % = 1.64 I = 0.39* ■■	TJ	84	34.43	1.16
				TP	38	15.57	0.98
				FP	52	21.31	0.86
				FJ	70	28.69	0.96
				IN	63	25.82	0.91
				EN	38	15.57	0.68**
				IS	92	37.70	1.37***
				ES	51	20.90	0.99
				Sdom	77	31.56	1.22*
				Ndom	46	18.85	0.72**
ESTJ N = 23 % = 9.43 I = 1.27 ■■■■■■■■	ESFJ N = 15 % = 6.15 I = 0.76 ■■■■■	ENFJ N = 7 % = 2.87 I = 0.55 ■■■	ENTJ N = 15 % = 6.15 I = 1.25 ■■■■■	Tdom	66	27.05	1.22*
				Fdom	55	22.54	0.88

Note: ■ = 1% of sample. Print date: 1/3/94 * < .05, ** < .01, *** < .001
 Base total N = 2182. Groups are dependent.
 Calculated values of Chi Square or Fisher's exact probability (underlined).

Type Table Significance				E	<u>6.46</u>	IJ	2.88	SJ	4.53	IN	0.85
				I	6.46	IP	1.22	SP	3.20	EN	8.29
5.04	1.14	0.75	2.87	S	10.56	EP	7.91	NP	7.66	IS	14.07
2.45	3.92	0.50	0.00	N	10.56	EJ	0.15	NJ	0.83	ES	0.02
0.42	0.66	4.58	<u>0.04</u>	T	2.23	ST	10.93	TJ	3.12	Sd	4.59
1.60	1.36	3.08	0.91	F	2.23	SF	0.26	TP	0.03	Nd	7.79
				J	1.65	NF	4.52	FP	1.74	Td	3.85
				P	1.65	NT	2.52	FJ	0.15	Fd	1.44

Table 8.6
Filipino Clients
N =153

				N	%	I	
ISTJ N = 26 %=16.99 I = 1.61** ■■■■■■■■■■ ■■■■■■■■	ISFJ N = 19 %=12.42 I = 1.30 ■■■■■■■■■■ ■■	INFJ N = 4 % = 2.61 I = 0.38* ■■■	INTJ N = 6 % = 3.92 I = 0.59 ■■■■	E	77	50.33	1.14
				I	76	49.67	0.89
				S	113	73.86	1.51***
				N	40	26.14	0.51***
				T	77	50.33	1.11
				F	76	49.67	0.91
				J	111	72.55	1.22***
				P	42	27.45	0.67***
ISTP N = 5 % = 3.27 I = 0.91 ■■■	ISFP N = 9 % = 5.88 I = 1.53 ■■■■■■■■	INFP N = 5 % = 3.27 I = 0.38* ■■■	INTP N = 2 % = 1.31 I = 0.21** ■	IJ	55	35.95	1.07
				IP	21	13.73	0.62**
				EP	21	13.73	0.74
				EJ	56	36.60	1.43**
				ST	59	38.56	1.64***
				SF	54	35.29	1.40**
				NF	22	14.38	0.49***
				NT	18	11.76	0.53**
ESTP N = 4 % = 2.61 I = 1.36 ■■■	ESFP N = 9 % = 5.88 I = 1.55 ■■■■■■■■	ENFP N = 7 % = 4.58 I = 0.54 ■■■■■■	ENTP N = 1 % = 0.65 I = 0.16* ■	SJ	86	56.21	1.58***
				SP	27	17.65	1.34
				NP	15	9.80	0.36***
				NJ	25	16.34	0.69*
				TJ	65	42.48	1.44***
				TP	12	7.84	0.49**
				FP	30	19.61	0.79
				FJ	46	30.07	1.01
ESTJ N = 24 %=15.69 I = 2.11*** ■■■■■■■■■■ ■■■■■■■■	ESFJ N = 17 %=11.11 I = 1.38 ■■■■■■■■■■ ■	ENFJ N = 6 % = 3.92 I = 0.75 ■■■■	ENTJ N = 9 % = 5.88 I = 1.20 ■■■■■■	IN	17	11.11	0.39***
				EN	23	15.03	0.66*
				IS	59	38.56	1.40**
				ES	54	35.29	1.66***
				Sdom	58	37.91	1.46***
				Ndom	18	11.76	0.45***
				Tdom	40	26.14	1.18
				Fdom	37	24.18	0.94

Note: ■ =1% of sample.

Print date: 1/3/94

* < .05, ** < .01, *** < .001

Base total N =2182. Groups are dependent.

Calculated values of Chi Square or Fisher's exact probability (underlined).

Type Table Significance				E	2.60	IJ	0.38	SJ	30.30	IN	24.01
				I	2.60	IP	6.88	SP	2.91	EN	5.73
7.13	1.53	<u>0.03</u>	1.97	S	41.32	EP	2.46	NP	25.95	IS	9.92
<u>1.00</u>	1.84	<u>0.02</u>	<u>0.01</u>	N	41.32	EJ	10.41	NJ	4.87	ES	19.50
<u>0.53</u>	1.94	3.29	<u>0.03</u>	T	1.54	ST	20.73	TJ	13.20	Sd	12.38
16.34	2.06	0.56	0.34	F	1.54	SF	8.70	TP	8.06	Nd	17.85
				J	11.96	NF	17.47	FP	2.33	Td	1.53
				P	11.96	NT	10.04	FJ	0.01	Fd	0.20

Table 8.7
Mixed Ethnicity Clients
N =134

				N	%	I	
ISTJ N = 10 % = 7.46 I = 0.70 ■■■■■■■■	ISFJ N = 5 % = 3.73 I = 0.39* ■■■■	INFJ N = 9 % = 6.72 I = 0.98 ■■■■■■■■	INTJ N = 11 % = 8.21 I = 1.24 ■■■■■■■■	E	76	56.72	1.29**
				I	58	43.28	0.77**
				S	58	43.28	0.89
				N	76	56.72	1.11
				T	67	50.00	1.10
				F	67	50.00	0.92
				J	87	64.93	1.09
				P	47	35.07	0.86
				IJ	35	26.12	0.78
				IP	23	17.16	0.77
ISTP N = 3 % = 2.24 I = 0.63 ■■	ISFP N = 4 % = 2.99 I = 0.78 ■■■■	INFP N = 8 % = 5.97 I = 0.70 ■■■■■■■■	INTP N = 8 % = 5.97 I = 0.96 ■■■■■■■■	EP	24	17.91	0.97
				EJ	52	38.81	1.51***
				ST	30	22.39	0.95
				SF	28	20.90	0.83
				NF	39	29.10	1.00
				NT	37	27.61	1.26
				SJ	44	32.84	0.92
				SP	14	10.45	0.79
				NP	33	24.63	0.89
				NJ	43	32.09	1.36*
ESTP N = 5 % = 3.73 I = 1.94 ■■■■	ESFP N = 2 % = 1.49 I = 0.39 ■	ENFP N = 11 % = 8.21 I = 0.96 ■■■■■■■■	ENTP N = 6 % = 4.48 I = 1.06 ■■■■	TJ	45	33.58	1.14
				TP	22	16.42	1.03
				FP	25	18.66	0.75
				FJ	42	31.34	1.05
				IN	36	26.87	0.95
				EN	40	29.85	1.31*
				IS	22	16.42	0.60**
				ES	36	26.87	1.27
				Sdom	22	16.42	0.63**
				Ndom	37	27.61	1.05
ESTJ N = 12 % = 8.96 I = 1.21 ■■■■■■■■	ESFJ N = 17 % = 12.69 I = 1.57* ■■■■■■■■	ENFJ N = 11 % = 8.21 I = 1.57 ■■■■■■■■	ENTJ N = 12 % = 8.96 I = 1.83* ■■■■■■■■	Tdom	35	26.12	1.18
				Fdom	40	29.85	1.16

Note: ■ =1% of sample.

Print date: 1/3/94

* < .05, ** < .01, *** < .001

Base total N =2182. Groups are dependent.

Calculated values of Chi Square or Fisher's exact probability (underlined).

Type Table Significance				E	9.24	IJ	3.66	SJ	0.49	IN	0.15
				I	9.24	IP	2.12	SP	0.91	EN	3.95
1.47	<u>0.02</u>	0.01	0.56	S	1.74	EP	0.03	NP	0.61	IS	8.92
<u>0.48</u>	<u>0.66</u>	1.23	0.02	N	1.74	EJ	13.03	NJ	5.63	ES	2.72
<u>0.18</u>	<u>0.17</u>	0.02	0.02	T	1.16	ST	0.10	TJ	1.11	Sd	6.68
0.49	4.11	2.57	5.03	F	1.16	SF	1.46	TP	0.02	Nd	0.13
				J	1.87	NF	0.00	FP	2.84	Td	1.31
				P	1.87	NT	2.62	FJ	0.17	Fd	1.28

Table 8.8
Hawaiian Clients
N =128

				N	%	I	
ISTJ N = 10 % = 7.81 I = 0.74 ■■■■■■■■	ISFJ N = 8 % = 6.25 I = 0.65 ■■■■■■	INFJ N = 4 % = 3.12 I = 0.45 ■■■	INTJ N = 4 % = 3.12 I = 0.47 ■■■	E	76	59.38	1.35***
				I	52	40.62	0.73***
				S	72	56.25	1.15
				N	56	43.75	0.85
				T	59	46.09	1.01
				F	69	53.91	0.99
				J	79	61.72	1.04
				P	49	38.28	0.94
ISTP N = 6 % = 4.69 I = 1.31 ■■■■■■	ISFP N = 5 % = 3.91 I = 1.01 ■■■■■	INFP N = 7 % = 5.47 I = 0.64 ■■■■■■	INTP N = 8 % = 6.25 I = 1.00 ■■■■■■	IJ	26	20.31	0.60***
				IP	26	20.31	0.91
				EP	23	17.97	0.97
				EJ	53	41.41	1.62***
				ST	33	25.78	1.10
				SF	39	30.47	1.20
				NF	30	23.44	0.80
				NT	26	20.31	0.92
ESTP N = 2 % = 1.56 I = 0.81 ■■	ESFP N = 6 % = 4.69 I = 1.23 ■■■■■■	ENFP N = 8 % = 6.25 I = 0.73 ■■■■■■	ENTP N = 7 % = 5.47 I = 1.30 ■■■■■■	SJ	53	41.41	1.16
				SP	19	14.84	1.13
				NP	30	23.44	0.85
				NJ	26	20.31	0.86
				TJ	36	28.12	0.95
				TP	23	17.97	1.13
				FP	26	20.31	0.82
				FJ	43	33.59	1.13
ESTJ N = 15 %=11.72 I = 1.58 ■■■■■■■■	ESFJ N = 20 %=15.62 I = 1.94** ■■■■■■■■	ENFJ N = 11 % = 8.59 I = 1.64 ■■■■■■■■	ENTJ N = 7 % = 5.47 I = 1.12 ■■■■■■	IN	23	17.97	0.63**
				EN	33	25.78	1.13
				IS	29	22.66	0.82
				ES	43	33.59	1.58***
				Sdom	26	20.31	0.78
				Ndom	23	17.97	0.68*
				Tdom	36	28.12	1.27
				Fdom	43	33.59	1.31*

Note: ■ =1% of sample.

Print date: 1/3/94

* < .05, ** < .01, *** < .001

Base total N =2182. Groups are dependent.

Calculated values of Chi Square or Fisher's exact probability (underlined).

Type Table Significance				E	12.89	IJ	10.88	SJ	1.96	IN	7.18
1.11	1.74	<u>0.10</u>	<u>0.10</u>	I	12.89	IP	0.29	SP	0.34	EN	0.65
0.49	<u>1.00</u>	1.67	0.00	S	3.01	EP	0.02	NP	1.15	IS	1.66
<u>1.00</u>	0.29	0.90	0.53	N	3.01	EJ	17.79	NJ	0.84	ES	12.46
3.65	10.48	3.12	0.09	T	0.02	ST	0.39	TJ	0.13	Sd	2.21
				F	0.02	SF	1.92	TP	0.41	Nd	4.83
				J	0.33	NF	2.18	FP	1.44	Td	2.83
				P	0.33	NT	0.23	FJ	0.96	Fd	4.42

Table 8.9
Mixed Asian Clients
N = 87

				N	%	I					
ISTJ N = 12 % =13.79 I = 1.30 ●●●●●●●● ●●	ISFJ N = 12 % =13.79 I = 1.44 ●●●●●●●● ●●	INFJ N = 9 % =10.34 I = 1.50 ●●●●●●●	INTJ N = 5 % = 5.75 I = 0.86 ●●●●	E	39	44.83	1.02				
				I	48	55.17	0.99				
				S	48	55.17	1.13				
				N	39	44.83	0.88				
				T	39	44.83	0.99				
				F	48	55.17	1.01				
				J	65	74.71	1.26**				
				P	22	25.29	0.62**				
				ISTP N = 3 % = 3.45 I = 0.96 ●●●	ISFP N = 3 % = 3.45 I = 0.90 ●●●	INFP N = 1 % = 1.15 I = 0.13* ●	INTP N = 3 % = 3.45 I = 0.55 ●●●	IJ	38	43.68	1.30*
								IP	10	11.49	0.52*
EP	12	13.79	0.75								
EJ	27	31.03	1.21								
ST	21	24.14	1.03								
SF	27	31.03	1.23								
NF	21	24.14	0.83								
NT	18	20.69	0.94								
ESTP N = 1 % = 1.15 I = 0.60 ●	ESFP N = 2 % = 2.30 I = 0.60 ●●	ENFP N = 4 % = 4.60 I = 0.54 ●●●●	ENTP N = 5 % = 5.75 I = 1.36 ●●●●●					SJ	39	44.83	1.26
								SP	9	10.34	0.79
				NP	13	14.94	0.54**				
				NJ	26	29.89	1.26				
				TJ	27	31.03	1.05				
				TP	12	13.79	0.86				
				FP	10	11.49	0.46**				
				FJ	38	43.68	1.47**				
				ESTJ N = 5 % = 5.75 I = 0.77 ●●●●●	ESFJ N = 10 % =11.49 I = 1.43 ●●●●●●●●	ENFJ N = 7 % = 8.05 I = 1.54 ●●●●●●	ENTJ N = 5 % = 5.75 I = 1.17 ●●●●●	IN	18	20.69	0.73
								EN	21	24.14	1.06
IS	30	34.48	1.25								
ES	18	20.69	0.98								
Sdom	27	31.03	1.20								
Ndom	23	26.44	1.01								
Tdom	16	18.39	0.83								
Fdom	21	24.14	0.94								

Note: ● = 1 person. Print date: 5/31/94 * < .05, ** < .01, *** < .001
 Base total N = 2182. Groups are dependent.
 Calculated values of Chi Square or Fisher's exact probability (underlined).

Type Table Significance				E	<u>0.02</u>	IJ	4.05	SJ	3.32	IN	2.60
				I	0.02	IP	6.04	SP	0.63	EN	0.08
0.98	1.86	1.70	<u>0.83</u>	S	1.47	EP	1.32	NP	7.21	IS	2.16
<u>1.00</u>	<u>1.00</u>	<u>0.02</u>	<u>0.37</u>	N	1.47	EJ	1.39	NJ	1.95	ES	0.02
<u>0.73</u>	<u>0.58</u>	<u>0.24</u>	<u>0.58</u>	T	0.02	ST	0.02	TJ	0.09	Sd	1.25
<u>0.68</u>	1.44	1.46	<u>0.80</u>	F	0.02	SF	1.58	TP	0.31	Nd	0.00
				J	8.91	NF	1.12	FP	8.55	Td	0.74
				P	8.91	NT	0.09	FJ	8.42	Fd	0.12

Mixed Asian (87). Table 8.9 presents the distribution of mixed Asian clients. They were J and FJ ($p < .01$). They were *not* NP and FP ($p < .01$).

Groups too small to justify a full table include African Americans, American Indians, Hispanics, Koreans, Pacific Islanders, Other Asians, and Unspecified Ethnicity. Only three showed significant differences.

African-American (12). In spite of the small size, these clients were significantly T and ST ($p < .05$). *Korean* (50). Korean clients were S, IS and SJ ($p < .001$). *Pacific Islanders* (29). These clients were T and ST ($p < .05$). Other groups were small and showed no significant differences. They include Hispanic (21), Other Asians (18), American Indians (2), and Nonspecified Ethnicity (51).

Types and Gender. The student enrollment at the UH was 56 percent women and 44 percent men in 1991 while the client sample was 68 percent women and 32 percent men (Figure 8.2). The result for women clients showed the largest number to be ISFJ, next was ESFJ, followed by ENFP, ISTJ, INFP, ESTJ, INFJ, ENFJ, INTJ, INTP, ESFP, ENTJ, ENTP. ISFP, ISTP, and ESTP. See Table 8.11. The results for men were: first, ISTJ, followed by INFP, INTP, INTJ, ESTJ, INFJ, ISFJ, ENTJ, ENFP, ISTP, ENTP, ESFJ, ISFP, ENFJ, ESFP, and ESTP. See Table 8.12.

More men in the sample were introverted: 63 percent. Fifty-two percent of the women were introverted. Sensing and intuition were close for the women: S = 51 percent, N = 49 percent; for men S = 45 percent, N = 55 percent. On thinking/feeling, the men were 55 percent T, 45 percent F; the women were 41 percent T, 59 percent F. Both men (58 percent) and women (60 percent) tended to be judging, making IJ the primary dimensions for the men and FJ the primary dimensions for the women. Some significant gender comparison follow:

Women. Compared to the men, the women were more E, F, SF, FJ, ES ($p < .001$), S, EP, EJ, ($p < .01$), and SJ, EN ($p < .05$).

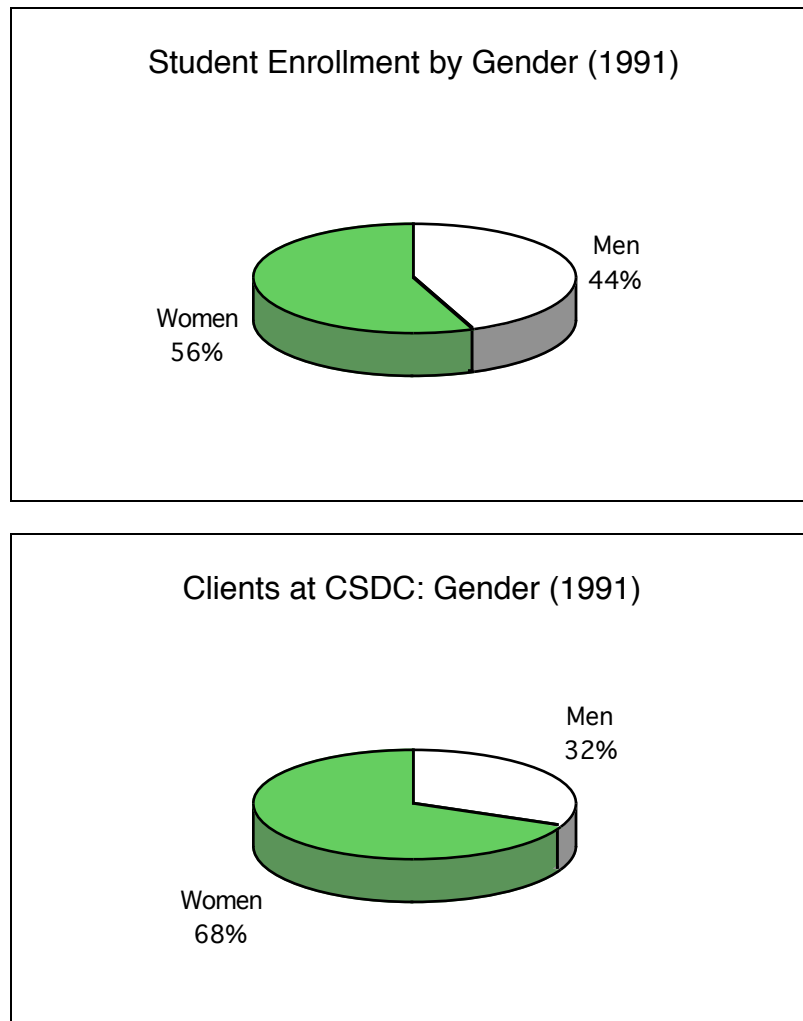
Men. Compared to the women, the men were I, T, IP, NT, TJ, IN ($p < .001$) and N, ST, TP ($p < .01$).

Types, Ethnicity, and Gender. Japanese comprise 31.26 percent of the sample. Table 8.13 show most of the Japanese American males were INTJ and ISTJ while the women were ISFJ and ESFJ. Caucasian males tended to be INFP, INTP, and ISTJ, while the women were ENFP, INFP, ENTP, and INTJ. This Caucasian group was 26.17 percent of the sample. Chinese are next with 11.18 percent of the sample. In this group, the men were primarily ISTJ, INFJ, and INFP while the women were ISTJ, ISFJ, and ESTJ primarily.

The ethnic group of Filipino origin was 7.01 percent of the sample. In this group the men tended to be ISTJ and ISFJ while the women were ESTJ, ISTJ and ESFJ primarily. Next was the Mixed Ethnicity group with 6.14 percent of the sample. Although the men in this group were distributed over all types, most were ESTJ, ENTJ, INTJ, and INFP while the women were ESFJ, ENFP, and ENFJ primarily (all Fs). Hawaiians comprised 5.87 percent of the sample. Here the women were strongly ESFJ and the men primarily ESTJ, followed by INTP and ESFJ. Of the groups over 100, the Japanese, Caucasian, and those of mixed ethnicity had all 16 types for both men and women in the sample.

These are some significant results of type ethnicity and gender comparisons. Table 8.13 displays the breakdown for type, gender, and ethnic group. Here we outline a few of the differences.

Figure 8.2
Gender Comparisons: Student Enrollments and CSCD Clients



Asian Men and Caucasian Men. Compared to Caucasian males, Asian males were significantly J ($p < .001$); S, IJ, FJ, IS ($p < .01$); and SF, SJ ($p < .05$).

Asian Women and Caucasian Women. Compared to Caucasian women, Asian women were S, J, ST, SF, SJ, FJ, IS, ES ($p < .001$); and IJ, EJ, SP ($p < .05$).

Caucasian Men and Caucasian Women. Compared to Caucasian women, Caucasian men were IP ($p < .001$); I ($p < .01$); and T, SJ, TJ, IN ($p < .05$).

Asian Women and Asian Men. Compared to Asian men, Asian women were E, F, SF, FJ, ES ($p < .001$); as well as S, SJ ($p < .01$); and EJ, FP ($p < .05$).

The enormous diversity of type, gender, ethnicity, and thus cultural differences that our clients bring to the Counseling Center present a formidable challenge to our staff.

Table 8.11
CSDC Women compared with CSDC Men
N = 1487

				N	%	I					
ISTJ N = 142 % = 9.55 I = 0.75* ■■■■■■■■	ISFJ N = 161 % = 10.83 I = 1.57** ■■■■■■■■ ■	INFJ N = 98 % = 6.59 I = 0.88 ■■■■■■■■	INTJ N = 85 % = 5.72 I = 0.66* ■■■■■■■■	E	707	47.55	1.30***				
				I	780	52.45	0.83***				
				S	754	50.71	1.13**				
				N	733	49.29	0.89**				
				T	608	40.89	0.74***				
				F	879	59.11	1.33***				
				J	894	60.12	1.04				
				P	593	39.88	0.94				
				ISTP N = 45 % = 3.03 I = 0.64* ■■■■	ISFP N = 59 % = 3.97 I = 1.10 ■■■■	INFP N = 113 % = 7.60 I = 0.71* ■■■■■■■■	INTP N = 77 % = 5.18 I = 0.61** ■■■■■■■■	IJ	486	32.68	0.91
								IP	294	19.77	0.72***
EP	299	20.11	1.34**								
EJ	408	27.44	1.26**								
ST	321	21.59	0.78**								
SF	433	29.12	1.70***								
NF	446	29.99	1.09								
NT	287	19.30	0.70***								
ESTP N = 28 % = 1.88 I = 0.93 ■■	ESFP N = 66 % = 4.44 I = 1.81* ■■■■	ENFP N = 143 % = 9.62 I = 1.55** ■■■■■■■■	ENTP N = 62 % = 4.17 I = 0.97 ■■■■					SJ	556	37.39	1.17*
								SP	198	13.32	1.04
				NP	395	26.56	0.90				
				NJ	338	22.73	0.89				
				TJ	396	26.63	0.74***				
				TP	212	14.26	0.73**				
				FP	381	25.62	1.12				
				FJ	498	33.49	1.54***				
				ESTJ N = 106 % = 7.13 I = 0.88 ■■■■■■■■	ESFJ N = 147 % = 9.89 I = 2.37*** ■■■■■■■■	ENFJ N = 92 % = 6.19 I = 1.95** ■■■■■■■■	ENTJ N = 63 % = 4.24 I = 0.67* ■■■■	IN	373	25.08	0.71***
								EN	360	24.21	1.21*
IS	407	27.37	0.98								
ES	347	23.34	1.40***								
Sdom	397	26.70	1.10								
Ndom	388	26.09	0.98								
Tdom	291	19.57	0.71***								
Fdom	411	27.64	1.28**								

Note: ■ = 1% of sample. Print date: 1/3/94 * < .05, ** < .01, *** < .001
 Base total N = 695. Groups are independent.
 Calculated values of Chi Square or Fisher's exact probability (underlined).

Type Table Significance				E	22.64	IJ	2.10	SJ	6.13	IN	24.12
				I	22.64	IP	16.29	SP	0.11	EN	4.76
5.31	8.41	0.59	6.50	S	6.73	EP	8.32	NP	2.25	IS	0.11
4.07	0.18	5.62	8.88	N	6.73	EJ	8.11	NJ	2.18	ES	12.51
0.04	5.14	7.14	0.03	T	40.20	ST	9.60	TJ	19.24	Sd	1.57
0.59	20.85	8.73	4.45	F	40.20	SF	36.07	TP	9.97	Nd	0.07
				J	1.29	NF	1.44	FP	1.92	Td	17.84
				P	1.29	NT	19.80	FJ	31.37	Fd	9.10

Table 8.12
CSDC Men compared with CSDC Women
N = 695

				N	%	I					
ISTJ N = 89 % = 12.81 I = 1.34* ■■■■■■■■■■ ■■■	ISFJ N = 48 % = 6.91 I = 0.64** ■■■■■■■■	INFJ N = 52 % = 7.48 I = 1.14 ■■■■■■■■	INTJ N = 60 % = 8.63 I = 1.51* ■■■■■■■■■■	E	255	36.69	0.77***				
				I	440	63.31	1.21***				
				S	311	44.75	0.88**				
				N	384	55.25	1.12**				
				T	385	55.40	1.35***				
				F	310	44.60	0.75***				
				J	400	57.55	0.96				
				P	295	42.45	1.06				
				ISTP N = 33 % = 4.75 I = 1.57* ■■■■■■	ISFP N = 25 % = 3.60 I = 0.91 ■■■■■	INFP N = 74 % = 10.65 I = 1.40* ■■■■■■■■■■ ■	INTP N = 59 % = 8.49 I = 1.64** ■■■■■■■■■■	IJ	249	35.83	1.10
								IP	191	27.48	1.39***
EP	104	14.96	0.74**								
EJ	151	21.73	0.79**								
ST	192	27.63	1.28**								
SF	119	17.12	0.59***								
NF	191	27.48	0.92								
NT	193	27.77	1.44***								
ESTP N = 14 % = 2.01 I = 1.07 ■■	ESFP N = 17 % = 2.45 I = 0.55* ■■	ENFP N = 43 % = 6.19 I = 0.64** ■■■■■■■■	ENTP N = 30 % = 4.32 I = 1.04 ■■■■					SJ	222	31.94	0.85*
								SP	89	12.81	0.96
				NP	206	29.64	1.12				
				NJ	178	25.61	1.13				
				TJ	249	35.83	1.35***				
				TP	136	19.57	1.37**				
				FP	159	22.88	0.89				
				FJ	151	21.73	0.65***				
				ESTJ N = 56 % = 8.06 I = 1.13 ■■■■■■■■	ESFJ N = 29 % = 4.17 I = 0.42*** ■■■■■	ENFJ N = 22 % = 3.17 I = 0.51** ■■■■	ENTJ N = 44 % = 6.33 I = 1.49* ■■■■■■■■	IN	245	35.25	1.41***
								EN	139	20.00	0.83*
IS	195	28.06	1.03								
ES	116	16.69	0.72***								
Sdom	168	24.17	0.91								
Ndom	185	26.62	1.02								
Tdom	192	27.63	1.41***								
Fdom	150	21.58	0.78**								

Note: ■ = 1% of sample.

Print date: 1/3/94

* < .05, ** < .01, *** < .001

Base total N = 1487. Groups are independent.

Calculated values of Chi Square or Fisher's exact probability (underlined).

Type Table Significance				E	22.64	IJ	2.10	SJ	6.13	IN	24.12
				I	22.64	IP	16.29	SP	0.11	EN	4.76
5.31	8.41	0.59	6.50	S	6.73	EP	8.32	NP	2.25	IS	0.11
4.07	0.18	5.62	8.88	N	6.73	EJ	8.11	NJ	2.18	ES	12.51
0.04	5.14	7.14	0.03	T	40.20	ST	9.60	TJ	19.24	Sd	1.57
0.59	20.85	8.73	4.45	F	40.20	SF	36.07	TP	9.97	Nd	0.07
				J	1.29	NF	1.44	FP	1.92	Td	17.84
				P	1.29	NT	19.80	FJ	31.37	Fd	9.10

Table 8.13
Types, Ethnicity, Gender

Ethnic Groups		ISTJ	ISFJ	INFJ	INTJ	ISTP	ISFP	INFP	INTP	TOTAL
African Americans	Men	1	1	0	0	0	0	0	0	2
	Women	1	1	1	0	1	0	0	2	6
	Total	2	2	1	0	1	0	0	2	8
American Indians	Men	0	0	1	0	0	0	0	0	1
	Women	0	0	0	0	0	0	0	0	0
	Total	0	0	1	0	0	0	0	0	1
Caucasians	Men	0	8	6	18	7	4	32	21	116
	Women	21	32	30	34	10	10	40	29	206
	Total	41	40	36	52	17	14	72	50	322
Chinese	Men	14	9	11	5	2	5	10	8	64
	Women	22	19	9	5	11	10	8	7	91
	Total	36	28	20	10	13	15	18	15	135
Filipinos	Men	8	6	1	3	1	2	1	1	23
	Women	18	13	3	3	4	7	4	1	53
	Total	26	19	4	6	5	9	5	2	76
Hawaiians	Men	2	2	4	0	2	0	4	6	20
	Women	8	6	0	4	4	5	3	2	32
	Total	10	8	4	4	6	5	7	8	52
Hispanic	Men	1	1	1	0	1	0	0	0	4
	Women	0	0	0	1	0	0	1	2	4
	Total	1	1	1	1	1	0	1	2	8
Japanese	Men	23	17	20	24	12	10	19	14	139
	Women	47	59	41	27	8	18	45	21	266
	Total	70	76	61	51	20	28	64	35	405
Korean	Men	2	0	1	0	2	0	1	0	6
	Women	5	11	0	1	4	2	3	3	29
	Total	7	11	1	1	6	2	4	3	35
Other Asian	Men	1	0	0	1	0	0	0	3	5
	Women	2	1	0	0	0	0	1	0	4
	Total	3	1	0	1	0	0	1	3	9
Pacific Islander	Men	4	0	0	2	2	0	2	1	11
	Women	2	1	1	0	0	1	0	1	6
	Total	6	1	1	2	2	1	2	2	17
Mixed Asian	Men	7	2	3	1	3	2	0	0	18
	Women	5	10	6	4	0	1	1	3	30
	Total	12	12	9	5	3	3	1	3	48
Mixed Ethnicity	Men	3	1	4	5	1	1	5	4	2
	Women	7	4	5	6	2	3	3	4	34
	Total	10	5	9	11	3	4	8	8	58
Nonspecified	Men	3	1	0	1	0	1	0	1	7
	Women	4	4	2	0	1	2	4	2	19
	Total	7	5	2	1	1	3	4	3	26
Total	Men	89	48	52	60	33	25	74	59	440
	Women	142	161	98	85	45	59	113	77	780
	Total	231	209	150	145	78	84	187	136	1220

Table 8.13 (continued)

Ethnic Groups		ESTP	ESFP	ENFP	ENTP	ESTJ	ESFJ	ENFJ	ENTJ	TOTAL
African Americans	Men	0	0	0	0	3	0	0	0	3
	Women	0	0	0	0	0	0	0	1	1
	Total	0	0	0	0	3	0	0	1	4
American Indians	Men	0	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	1	0	0	1
	Total	0	0	0	0	0	1	0	0	1
Caucasians	Men	4	4	15	6	9	6	3	12	59
	Women	6	12	53	35	20	23	21	20	190
	Total	10	16	68	41	29	29	24	32	249
Chinese	Men	1	1	2	2	3	4	0	7	23
	Women	5	6	10	2	17	11	7	8	66
	Total	6	7	12	4	23	15	7	15	89
Filipinos	Men	3	1	1	1	4	1	3	5	19
	Women	1	8	6	0	20	16	3	4	58
	Total	4	9	7	1	24	17	6	9	77
Hawaiians	Men	0	2	3	4	8	6	2	1	26
	Women	2	4	5	3	7	14	9	6	50
	Total	2	6	8	7	15	20	11	7	76
Hispanic	Men	0	0	1	1	1	1	1	0	5
	Women	0	2	1	1	1	0	2	1	8
	Total	0	2	2	2	2	1	3	1	13
Japanese	Men	4	7	12	8	13	4	9	9	66
	Women	8	27	49	14	23	51	29	10	211
	Total	12	34	61	22	36	55	38	19	277
Korean	Men	0	0	0	1	3	1	0	0	5
	Women	0	1	1	1	3	2	1	1	10
	Total	0	1	1	2	6	3	1	1	15
Other Asian	Men	0	0	0	0	1	1	0	1	3
	Women	0	0	2	1	0	2	1	0	6
	Total	0	0	2	1	1	3	1	1	9
Pacific Islander	Men	0	0	2	0	0	0	0	1	3
	Women	1	1	0	1	3	1	1	1	9
	Total	1	1	2	1	3	1	1	2	12
Mixed Asian	Men	1	0	2	3	1	1	1	3	12
	Women	0	2	2	2	4	9	6	2	27
	Total	1	2	4	5	5	10	7	5	39
Mixed Ethnicity	Men	1	1	1	4	6	3	3	5	24
	Women	4	1	10	2	6	14	8	7	52
	Total	5	2	11	6	12	17	11	12	76
Nonspecified	Men	0	1	4	0	1	1	0	0	7
	Women	1	2	4	0	2	3	4	2	18
	Total	1	3	8	0	3	4	4	2	25
Total	Men	14	17	43	30	56	29	22	44	255
	Women	28	66	143	62	106	147	92	63	707
	Total	42	83	186	92	162	176	114	107	962

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