Accessibility Conformance Report (ACR®)

Based off VPAT Version 2.5 – February 2025

For The Myers-Briggs (MBTI) Web Application

Performed by TestPros, Inc.

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Accessibility Conformance Report

WCAG Edition

VPAT® Version 2.5 – February 2025

Name of Product/Version:	**The Myers-Briggs (MBTI) Web Application**
Product Description:	**https://app.mbti.com/**
Date:	**October 7, 2026**
Contact information:	**Matthew Humora, mhumora@themyersbriggs.com**
Notes:	
Evaluation Methods Used:	**DHS Trusted Tester, Manual Process based on IAAP WAS Testing Methods and recommended AT tools.**

Applicable Standards/Guidelines:

This report covers the degree of conformance for the following accessibility standard/guidelines:

Standard/Guideline	Included In Report
Web Content Accessibility Guidelines 2.0, at Web Content Accessibility Guidelines 2.0	Level A (Yes / No) Level AA (Yes / No) Level AAA (Yes / No)
Web Content Accessibility Guidelines 2.1, at Web Content Accessibility Guidelines 2.1	Level A (Yes / No) Level AA (Yes / No) Level AAA (Yes / No)
Web Content Accessibility Guidelines 2.2, at Web Content Accessibility Guidelines 2.2	Level A (Yes / No) Level AA (Yes / No)

	Level AAA (Yes / No)

Terms

The terms used in the Conformance Level information are defined as follows:

- **Supports**: The functionality of the product has at least one method that meets the criterion without known defects or meets with equivalent facilitation.
- **Partially Supports**: Some functionality of the product does not meet the criterion.
- **Does Not Support**: The majority of product functionality does not meet the criterion.
- **Not Applicable(N/A)**: The criterion is not relevant to the product.
- **Not Evaluated**: The product has not been evaluated against the criterion. This can be used only in WCAG 2.2.

Scope

The following pages or screens were included in this assessment for The (MBTI)Myers-Briggs Web Application:

- Public Unauthenticated: Home
- MBTI For you
- MBTI For you - How it Works
- MBTI for your Career
- How it Works
- MBTI for your Team
- How it works
- Discover Strong Compass
- Sign in
- Sign up
- Forgot Password
- Reset Password
- About
- FAQ
- Support

- Privacy
- Terms
- Cookies
- Accessibility
- Authenticated : Dashboard
- Account
- Strong Take Flow
- MBTI For Teams
- MBTI For you results
- Redeem your MBTI Gift

WCAG 2.2 Report

Note: When reporting on conformance with the WCAG 2.2 Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the WCAG 2.2 Conformance Requirements.

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.1.1 Non-text Content (Level A)	Partially Supports	The application provides appropriate text alternatives for informative images. However, some decorative icons, including SVG icons, are exposed to assistive technologies without providing meaningful information. These decorative icons should be hidden from assistive technologies.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A)	N/A	In the examinee view, the audio-only content presented to the examinee does not include a text transcript.
1.2.2 Captions (Prerecorded) (Level A)	N/A	Prerecorded video content with audio in the examinee view during the test session does not provide captions, preventing users who are deaf or hard of hearing from accessing the audio information.
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	N/A	
1.3.1 Info and Relationships (Level A)	Partially Supports	This application does not support info and relationship in many instances. • Heading levels in most of the pages do not match their visual importance. • Visual list items are not programmatically marked up.
1.3.2 Meaningful Sequence (Level A)	Partially Supports	MBTI application partially supports WCAG 1.3.2 because some content is not presented to assistive technology users in a meaningful sequence that preserves the intended relationships and reading order. • In the “Backed by the Myers-Briggs Company” section, the text “70+ years” appears after “Org Research & Validation” in the DOM order, although it is visually presented in a different sequence. As a result, screen readers announced the content in an incorrect or unexpected order.

Criteria	Conformance Level	Remarks and Explanations
		• The “Save and Exit” button is positioned before the question content. As a result, keyboard users must navigate backward through the content to access the control after completing the question. Providing an additional “Save and Exit” button at the bottom of the main content would provide a more logical navigation sequence.
1.3.3 Sensory Characteristics (Level A)	Supports	The application does not rely solely on sensory characters to convey any information.
1.4.1 Use of Color (Level A)	Partially Supports	This application does not use color as a sole way to communicate information. However, the selected radio button is indicated using a different color. Please provide a check mark as well.
1.4.2 Audio Control (Level A)	N/A	
2.1.1 Keyboard (Level A)	Supports	All functionality and interactive elements tested in the application can be operated using the keyboard without requiring a mouse or other pointing device.
2.1.2 No Keyboard Trap (Level A)	Supports	The application does not contain any keyboard traps that prevent users from moving focus away from interactive components using standard keyboard navigation.
2.1.4 Character Key Shortcuts (Level A 2.1)	N/A	
2.2.1 Timing Adjustable (Level A)	Supports	Enough time is provided before time out.
2.2.2 Pause, Stop, Hide (Level A)	Supports	No auto updating or moving contents found.
2.3.1 Three Flashes or Below Threshold (Level A)	Supports	No flashing elements found.
2.4.1 Bypass Blocks (Level A)	Supports	The product supports WCAG 2.4.1. Users can bypass blocks of repeated content and navigate to the main content using the available navigation mechanisms. No significant accessibility barriers related to bypassing repeated blocks of content were identified during testing.

Criteria	Conformance Level	Remarks and Explanations
2.4.2 Page Titled (Level A)	Supports	The product supports WCAG 2.4.2. Pages have descriptive and meaningful titles that identify the topic or purpose of the page, allowing users to identify the page content and distinguish between different pages.
2.4.3 Focus Order (Level A)	Partially Supports	The application maintains a logical and meaningful focus order when users navigate through the interface using the keyboard. However, When the **"Add another person"** button is activated, additional form fields are displayed; however, keyboard focus remains on the **"Add another person"** button instead of moving to the newly revealed form fields. As a result, keyboard users may need to navigate forward to reach the newly available content, which can result in an inefficient and unexpected focus sequence.
2.4.4 Link Purpose (In Context) (Level A)	Partially Supports	The application provides meaningful link purposes in most areas. However, some links do not adequately communicate their purpose to users of assistive technologies. Some links use non-unique or generic link text that does not clearly communicate the purpose or destination of the link.
2.5.1 Pointer Gestures (Level A 2.1)	Supports	This application does not require multipoint or path-based gestures for operation.
2.5.2 Pointer Cancellation (Level A 2.1)	Supports	This application allows users to cancel pointer interactions.
2.5.3 Label in Name (Level A 2.1)	Partially Supports	All controls presented in the application include the visible label as part of their accessible name. However, the "My Account" button has an aria-label="Account Menu". The accessible name therefore does not match or contain the visible "My Account" label. This may create difficulty for users who rely on speech input to operate controls using their visible labels.
2.5.4 Motion Actuation (Level A 2.1)	Supports	This application does not require motion actuation for user interaction.
3.1.1 Language of Page (Level A)	Supports	The application identifies the language of the page as English.

Criteria	Conformance Level	Remarks and Explanations
3.2.1 On Focus (Level A)	Supports	The application does not initiate unexpected changes of context when interactive components receive focus. Receiving focus does not automatically cause a change in context, such as opening a new window, submitting a form, or moving focus unexpectedly.
3.2.2 On Input (Level A)	Supports	The application does not initiate unexpected changes of context when users interact with form controls. Changes that occur as a result of user input are predictable and do not automatically submit forms or change the browsing context without prior user notification.
3.2.6 Consistent Help (Level A 2.2 only)	N/A	The application does not provide help mechanisms such as contextual help, support links, or contact information. Since no help features are present, this success criterion is not applicable.
3.3.1 Error Identification (Level A)	Supports	The application provides error identification for all the form fields.
3.3.2 Labels or Instructions (Level A)	Partially Supports	The application provides labels or instructions when user input is required. However, following issues are identified: • The password field does not provide sufficient information about its input requirements or restrictions. Off-screen text should be included as part of the field's accessible label, and dynamically updated information should be communicated through an appropriate live region. • Fields identified as **optional** are not programmatically associated with the **"optional"** text. The optional status should be associated with the corresponding field using aria-describedby or an equivalent accessible mechanism. • Multiple **Name** and **Email Address** fields use the same labels, making it difficult to distinguish

Criteria	Conformance Level	Remarks and Explanations
		between the fields. Labels should be made unique, such as **"Name of member 1," "Name of member 2,"** and corresponding unique labels for the email address fields.
3.3.7 Redundant Entry (Level A 2.2 only)	**N/A**	
4.1.1 Parsing (Level A)	**Supports**	No major html related parsing error found.
4.1.2 Name, Role, Value (Level A)	**Does Not Support**	Several user interface components do not properly expose their accessible names, roles, states, or values to assistive technologies.

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA)	N/A	
1.2.5 Audio Description (Prerecorded) (Level AA)	N/A	
1.3.4 Orientation (Level AA 2.1)	N/A	
1.3.5 Identify Input Purpose (Level AA 2.1)	Supports	The application provides programmatically determinable input purposes for applicable form fields using appropriate autocomplete attributes.
1.4.3 Contrast (Minimum) (Level AA)	Partially Supports	The text and the image of text provide sufficient contrast ratio with some exceptions. The placeholder text within an editable form field does not provide sufficient contrast against the background to meet the minimum required contrast ratio.
1.4.4 Resize text (Level AA)	Supports	The layout and functionality remain intact when text is resized.
1.4.5 Images of Text (Level AA)	Supports	This application does not use images of text.
1.4.10 Reflow (Level AA 2.1)	Supports	Pages reflow correctly when viewed on smaller screens.
1.4.11 Non-text Contrast (Level AA 2.1)	Partially Supports	The application provides sufficient contrast for most non-text content. However, some user interface components, such as switch controls, and other visual details necessary to identify or understand the state or context of components do not meet the required minimum contrast ratio.
1.4.12 Text Spacing (Level AA 2.1)	Supports	The content remains usable when text spacing is applied.
1.4.13 Content on Hover or Focus (Level AA 2.1)	Supports	Nothing changes automatically upon hover or focus.
2.4.5 Multiple Ways (Level AA)	Supports	Multiple methods are provided for navigating pages.
2.4.6 Headings and Labels (Level AA)	Supports	Headings and levels are present.
2.4.7 Focus Visible (Level AA)	Partially Supports	A clearly defined visual focus indicator is provided for all interactive controls. However, there are some controls found without a visible focus indicator.

Criteria	Conformance Level	Remarks and Explanations
2.4.11 Focus Visible Enhanced (Level AA)	N/A	
2.5.7 Dragging Movements (Level AA 2.2 only)	N/A	
2.5.8 Target Size (Minimum) (Level AA 2.2 only)	N/A	
3.1.2 Language of Parts (Level AA)	Does Not Support	In the Spanish-language version of the application, some text in the footer remains in English and is not identified with the appropriate language. As a result, screen readers may pronounce the English content using Spanish pronunciation rules, which can make the content difficult to understand for users who rely on assistive technologies.
3.2.3 Consistent Navigation (Level AA)	Supports	Navigation is consistent across the application.
3.2.4 Consistent Identification (Level AA)	Supports	The identification of the controls is mostly consistent.
3.3.3 Error Suggestion (Level AA)	Supports	Error suggestions are clear and easy to understand.
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)	Supports	The application prevents data loss.
3.3.8 Accessible Authentication (Minimum) (Level AA 2.2 only)	N/A	
4.1.3 Status Messages (Level AA 2.1)	Supports	The status messages are not programmatically recognized without receiving focus.

Table 3: Success Criteria, Level AAA

Notes: AAA Not tested for

Criteria	Conformance Level	Remarks and Explanations
1.2.6 Sign Language (Prerecorded) (Level AAA)		
1.2.7 Extended Audio Description (Prerecorded) (Level AAA)		
1.2.8 Media Alternative (Prerecorded) (Level AAA)		
1.2.9 Audio-only (Live) (Level AAA)		
1.3.6 Identify Purpose (Level AAA 2.1)		
1.4.6 Contrast Enhanced (Level AAA)		
1.4.7 Low or No Background Audio (Level AAA)		
1.4.8 Visual Presentation (Level AAA)		
1.4.9 Images of Text (No Exception) Control (Level AAA)		
2.1.3 Keyboard (No Exception) (Level AAA)		
2.2.3 No Timing (Level AAA)		
2.2.4 Interruptions (Level AAA)		
2.2.5 Re-authenticating (Level AAA)		
2.2.6 Timeouts (Level AAA 2.1)		
2.3.2 Three Flashes (Level AAA)		
2.3.3 Animation from Interactions (Level AAA 2.1)		
2.4.8 Location (Level AAA)		
2.4.9 Link Purpose (Link Only) (Level AAA)		
2.4.10 Section Headings (Level AAA)		
2.4.12 Focus Not Obscured (Enhanced) (Level AAA 2.2 only)		
2.4.13 Focus Appearance (Level AAA 2.2 only)		
2.5.5 Target Size (Level AAA 2.1)		
2.5.6 Concurrent Input Mechanisms (Level AAA 2.1)		
3.1.3 Unusual Words (Level AAA)		
3.1.4 Abbreviations (Level AAA)		
3.1.5 Reading Level (Level AAA)		

Criteria	Conformance Level	Remarks and Explanations
3.1.6 Pronunciation (Level AAA)		
3.2.5 Change on Request (Level AAA)		
3.3.5 Help (Level AAA)		
3.3.6 Error Prevention (All) (Level AAA)		
3.3.9 Accessible Authentication (Enhanced) (Level AAA 2.2 only)		

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Chapter 3: Functional Performance Criteria (FPC)

Notes: Based on ACR 2.4 Criteria

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Partially Supports	Several WCAG guidelines pertaining to blind/low vision users are not met, causing failure of 302.1
302.2 With Limited Vision	Partially Supports	Several WCAG guidelines pertaining to limited vision users are not met, causing failure of 302.2
302.3 Without Perception of Color	Partially Supports	Several WCAG guidelines pertaining to limited vision users are not met, causing failure of 302.3
302.4 Without Hearing	Supports	See ACR
302.5 With Limited Hearing	Supports	See ACR
302.6 Without Speech	Supports	See ACR
302.7 With Limited Manipulation	Supports	See ACR
302.8 With Limited Reach and Strength	Supports	See ACR
302.9 With Limited Language, Cognitive, and Learning Abilities	Partially Supports	Several WCAG guidelines pertaining to limited language, cognitive, and learning abilities have not been met, causing failure of 302.9

Chapter 4: Hardware

Notes:

Criteria	Conformance Level	Remarks and Explanations
402 Closed Functionality	Heading cell – no response required	Heading cell – no response required
402.1 General	Heading cell – no response required	Heading cell – no response required
402.2 Speech-Output Enabled	Heading cell – no response required	Heading cell – no response required
402.2.1 Information Displayed On-Screen		
402.2.2 Transactional Outputs		
402.2.3 Speech Delivery Type and Coordination		
402.2.4 User Control		
402.2.5 Braille Instructions		
402.3 Volume	Heading cell – no response required	Heading cell – no response required
402.3.1 Private Listening		
402.3.2 Non-private Listening		
402.4 Characters on Display Screens		
402.5 Characters on Variable Message Signs		
403 Biometrics	Heading cell – no response required	Heading cell – no response required
403.1 General		
404 Preservation of Information Provided for Accessibility	Heading cell – no response required	Heading cell – no response required
404.1 General		
405 Privacy	Heading cell – no response required	Heading cell – no response required
405.1 General		
406 Standard Connections	Heading cell – no response required	Heading cell – no response required
406.1 General		
407 Operable Parts	Heading cell – no response required	Heading cell – no response required
407.2 Contrast		
407.3 Input Controls	Heading cell – no response required	Heading cell – no response required
407.3.1 Tactilely Discernible		
407.3.2 Alphabetic Keys		
407.3.3 Numeric Keys		
407.4 Key Repeat		
407.5 Timed Response		

Criteria	Conformance Level	Remarks and Explanations
407.6 Operation		
407.7 Tickets, Fare Cards, and Keycards		
407.8 Reach Height and Depth	Heading cell – no response required	Heading cell – no response required
407.8.1 Vertical Reference Plane		
407.8.1.1 Vertical Plane for Side Reach		
407.8.1.2 Vertical Plane for Forward Reach		
407.8.2 Side Reach		
407.8.2.1 Unobstructed Side Reach		
407.8.2.2 Obstructed Side Reach		
407.8.3 Forward Reach		
407.8.3.1 Unobstructed Forward Reach		
407.8.3.2 Obstructed Forward Reach		
407.8.3.2.1 Operable Part Height for ICT with Obstructed Forward Reach		
407.8.3.2.2 Knee and Toe Space under ICT with Obstructed Forward Reach		
408 Display Screens	Heading cell – no response required	Heading cell – no response required
408.2 Visibility		
408.3 Flashing		
409 Status Indicators	Heading cell – no response required	Heading cell – no response required
409.1 General		
410 Color Coding	Heading cell – no response required	Heading cell – no response required
410.1 General		
411 Audible Signals	Heading cell – no response required	Heading cell – no response required
411.1 General		
412 ICT with Two-Way Voice Communication	Heading cell – no response required	Heading cell – no response required
412.2 Volume Gain	Heading cell – no response required	Heading cell – no response required
412.2.1 Volume Gain for Wireline Telephones		
412.2.2 Volume Gain for Non-Wireline ICT		
412.3 Interference Reduction and Magnetic Coupling	Heading cell – no response required	Heading cell – no response required
412.3.1 Wireless Handsets		
412.3.2 Wireline Handsets		
412.4 Digital Encoding of Speech		

Criteria	Conformance Level	Remarks and Explanations
412.5 Real-Time Text Functionality	Reserved for future	Reserved for future
412.6 Caller ID		
412.7 Video Communication		
412.8 Legacy TTY Support	Heading cell – no response required	Heading cell – no response required
412.8.1 TTY Connectability		
412.8.2 Voice and Hearing Carry Over		
412.8.3 Signal Compatibility		
412.8.4 Voice Mail and Other Messaging Systems		
413 Closed Caption Processing Technologies	Heading cell – no response required	Heading cell – no response required
413.1.1 Decoding and Display of Closed Captions		
413.1.2 Pass-Through of Closed Caption Data		
414 Audio Description Processing Technologies	Heading cell – no response required	Heading cell – no response required
414.1.1 Digital Television Tuners		
414.1.2 Other ICT		
415 User Controls for Captions and Audio Descriptions	Heading cell – no response required	Heading cell – no response required
415.1.1 Caption Controls		
415.1.2 Audio Description Controls		

Chapter 5: Software

Notes:

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	See WCAG 2.0 section	See information in WCAG section
502 Interoperability with Assistive Technology	Heading cell – no response required	Heading cell – no response required
502.2.1 User Control of Accessibility Features		
502.2.2 No Disruption of Accessibility Features		
502.3 Accessibility Services	Heading cell – no response required	Heading cell – no response required
502.3.1 Object Information		
502.3.2 Modification of Object Information		
502.3.3 Row, Column, and Headers		
502.3.4 Values		
502.3.5 Modification of Values		
502.3.6 Label Relationships		
502.3.7 Hierarchical Relationships		
502.3.8 Text		
502.3.9 Modification of Text		
502.3.10 List of Actions		
502.3.11 Actions on Objects		
502.3.12 Focus Cursor		
502.3.13 Modification of Focus Cursor		
502.3.14 Event Notification		
502.4 Platform Accessibility Features		
503 Applications	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences		
503.3 Alternative User Interfaces		
503.4 User Controls for Captions and Audio Description	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls		
503.4.2 Audio Description Controls		
504 Authoring Tools	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not authoring tool, enter “not applicable”)	See WCAG 2.0 section	See information in WCAG section

Criteria	Conformance Level	Remarks and Explanations
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion		
504.2.2 PDF Export		
504.3 Prompts		
504.4 Templates		

Chapter 6: Support Documentation and Services

Notes:

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope	Heading cell – no response required	Heading cell – no response required
602 Support Documentation	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features		
602.3 Electronic Support Documentation	See WCAG 2.0 section	See information in WCAG section
602.4 Alternate Formats for Non-Electronic Support Documentation		
603 Support Services	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features		
603.3 Accommodation of Communication Needs		

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