

INDIVIDUAL REPORT ON PERSONALITY

by Maya Kapur

MGT6A9 Personality and Business Psychology

Nigel Brown

Regents University London

London, England

22 November 2019

Results and Interpretation

In week two, the class took the Myers-Briggs Type Indicator (MBTI). The MBTI includes 4 sections, each with ten statements that the subject must agree with one side, the other, or mark 'not sure' My result from the test was INTJ, Introversion-Intuition-Thinking-Judging. However, my results were not as clear as the test came out to be. The first part of the test questioned, 'where do you prefer to focus your attention? How are you energized?' Out of ten, I marked an equal number for 'Extrovert' (E) and 'Introvert' (I), and the test requires the subject to give one extra mark to 'I' if that happens. The same situation occurred in the second portion of the test for the questions, 'what kind of information do you prefer to pay attention to? How do you acquire information?' It required me to mark an extra mark for 'Intuitive' (N) over 'Sensing' (S). The next two sections were extremely clear, marking nine to one for 'Thinking' (T) versus 'Feeling' (F) and 'Judging' (J) versus 'Perceiving' (P). According to the results key:

'Introvert' (I) feels the need to think things through rather than talk, described as shy, reserved, and reflective

'Intuitive' (N) sees the big picture and future possibilities, described as a brainstormer

'Thinking' (T) uses the logical choice with rational thinking, described as 'black and white' and tough-minded

'Judging' (J) likes routines and lists, being scheduled, structured, and organized

The Belbin test includes seven sections with nine statements. Each section must add up to ten, no more and no less. There were three categories that the statements amounted to were roles in action, people, and cerebral oriented. My results from the Belbin test were as follows:

Preferred styles: 'Shaper' (12), 'Implementer' (12), 'Coordinator' (10)

Less preferred styles: 'Resource Investigator' (7), 'Specialist' (7), Monitor Evaluator (8)

Styles to avoid: 'Team Worker' (4), 'Plant' (5), 'Completer Finisher' (5)

According to the results key:

Preferred roles: I am driven and have a readiness to challenge complacency. According to the description, I have a great organizing ability, practical common sense and am hard-working and self-disciplined

Secondary roles: If the team needed it, I could contact new people and explore that which has not been done before.

Roles to avoid: I show little skill to promote team spirit and respond to people's situations.

Academic Critique and Testing Conditions

In my experience of taking this version of the MBTI test, the conditions were not the best. Even from the beginning where the desks and chairs were disorganized, it was not conducive to a traditional learning environment. My desk was tilted and if I did look up, I was able to see my peer's results. We were bluntly instructed to, "read the instructions and do the test." Then, a few minutes after starting, a peer next to me asked a question out loud. We were not given a time limit, so the professor asked us every so often how much more time we needed. The MBTI was given right after the class took another personality test that, was not the most valid but, put each one of us in a certain category. Taking this on a Friday afternoon as part of a psychology class placed me in a mindset that I have not been in before but where I knew that the results were supposed to explain traits about me. I also wondered if the results were going to be the same as what I had taken before, and I recognized parts of the test.

I have never heard of or taken the Belbin test before. We were emailed by the professor to take this test in our own time. I downloaded it and took it in my dorm room in my bed. In

week four, I took the test before the class on the same day. The conditions were good because I chose a place in which I was comfortable. I gave myself enough time to do the test and look over the results. However, the test was relatively short and did not take much time.

I previously took the Myers-Briggs test five years ago, and my results were similar but not quite as distinct. The test was longer, online, and each statement the subject had to mark on a scale from one to five whether they agreed or not. The result was a percentage of each letter. It was clear that I was “T” over “F” and “J” over “P”. However, similarly to this test, my “E” and “I” and “N” and “S” were equivalent and did not require putting me in a category simply by adding a point to one side. This creates less accurate results and pushes a general shift towards introversion. A criticism of the test is that the “dichotomizing procedure produced between 26% and 32% loss of information for each of the scales” (Pittenger, 2005, 214). While the test may not be of extreme accuracy, an advantage is that “its strong theoretical structure affords specific predictions regarding the link between personality and behavior” (219). These links can be used in a corporate setting, not to place an employee in a box, but rather to analyze patterns and make suggestions.

When I took the Belbin test, I felt limited in that I could not give the statements a number in relation to how much I believed it described me. You could allow each to have a number, but then they would not be distinguished from each other. The inconsistency with this point scale ranking system is that because the scores “are partly dependent on the scores given to other scales,” (Aritzeta et al, 2007, 115) it does not allow for the true measure of each statement and how it applies to you. I believe that the test could be improved by giving a score between one and ten to each statement and scale it similarly as the original test. However, there seems to be some validity to the Belbin test in specific situations. The study “matched up the team roles

anticipated by BTRSPI. Given the right to choose, most members prefer to play the roles that are most convenient” (Gündüz, 2008, 468). Furthermore, the test may have practical application and be useful within “the educational organization which adopts team (based) management type (...) in the process of forming the teams” (468).

Development Plan

CBX is a design firm based in New York City. They look for employees whose personality traits that include:

Sociable (E)

Detailed (S)

Organized (J)

Hardworking (IM)

Ability to communicate and work collaboratively (CO)

Creative (PL)

My results were ‘I’ instead of ‘E’ and ‘N’ instead of ‘S’. However, as I stated previously, I was forced into those specific categories, I did not agree wholeheartedly with the test. I believe that I have the qualities that describe being sociable and detailed in the MBTI test. Furthermore, the Belbin test was inconsistent with the MBTI because I received a high score in ‘SH’. I scored clearly for someone who is organized in the MBTI, which was consistent with my high score in the ‘IM’ category of the Belbin test. The Belbin test also describes someone who is personal when it comes to collaboration in the ‘CO’ category. I believe this to be contradictory to the MBTI, where I am an effective communicator but less involved in the ‘F’ category. I also score relatively low in the ‘PL’ category in which a company like CBX values.

The company would probably like employees to be creative (a higher 'PL' score). It is unlikely that I can change significantly in the six months available, given my seven-point difference. I will target the specific items in the Belbin test that will help improve this characteristic. There were seven statements that factored into the 'PL' score. I believe that I fulfill the following:

I usually have original ideas

I like original ideas which are unusual

My imagination and creativity are engaged

The most interesting idea from the group would grab my attention

And I believe that I can work on the following:

I produce a lot of interesting ideas

I can be distracted by my own ideas and can lose track

I sometimes feel I can solve the problem on my own

I can start by focusing less on the specific process in which I will do a project, but rather brainstorm further into creative ways of problem-solving. Mind maps of brainstorming for each project and other visual representations like Pinterest are a great way to not get stuck in one idea. I do not get distracted easily as I like to be organized and on task. However, to engage creativity it is suggested to 'do nothing' like enjoy walks to let your mind flow (Davidson, 2019). Lastly, while I prefer solving personal problems on my own, I believe part of collaboration is to solve them together. However, I think I can work on trying to figure it out before working together on the issue.

Bibliography

- Aritzeta, A., Swailes, S. and Senior, B. (2007). Belbin's Team Role Model: Development, Validity and Applications for Team Building. *Journal of Management Studies*, [online] 44(1), pp.96-118. Available at: <http://file:///Users/mayakapur/Downloads/SSRN-id955572.pdf>.
- Davidson, M. (2019). *There's a Difference Between Alone and Lonely (And We All Need Time to Recharge)*. [online] Tiny Buddha. Available at: <https://tinybuddha.com/blog/need-alone-time-allow-recharge/>.
- Gündüz, H. B. (2008). An Evaluation on Belbin's Team Roles Theory. *World Applied Sciences Journal*, [online] 4(3), pp.460-469. Available at: <https://pdfs.semanticscholar.org/257c/cf2792800d3224f6f96e815a77b28f4a9e60.pdf>.
- Pittenger, D. J. (2005). Cautionary comments regarding the Myers-Briggs Type Indicator. *Consulting Psychology Journal: Practice and Research*, 57(3), 210-221. Available at: <http://dx.doi.org/10.1037/1065-9293.57.3.210>.