What's your personality at work? Find out with this short quiz...

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It is estimated that over 90% of organisations use some sort of psychometric testing as part of their selection and assessment procedure. The most widely used tool for identifying a candidate’s personality type and working style is the **Myers Briggs Type Indicator (MBTI)**, based on the pioneering work of Swiss psychologist Carl Jung in the 1920s.

Basically, the MBTI is a pen-and-paper exercise that will enable an employer to analyse and decode your personality-type and to understand your natural work style and recognise how others may see you.

This test consists of four questions. Each question has two possible responses. For example, in Question 1 you can answer either E or I.

Use a pen and paper, or load the spreadsheet version of the test, and select the statement in each question that suits you best. Try to answer honestly – you will only kid yourself otherwise. When you have finished, you will have a four-letter personality type, such as INTJ.

**Start the test... Mark your answer alongside...**

**Question 1: Your favourite world:**

Do you prefer to focus on…

- the outer world (E)
- Or
- on your own inner world? (I)

**Question 2: Information processing:**

Do you prefer to focus on…

- the basic information you take in (S)
- Or
- do you prefer to interpret and add meaning (N)

**Question 3: Decision making:**

When making decisions, do you prefer to…

- first look at logic and consistency (T)
- Or
- first look at the people and special circumstances? (F)

**Question 4: Structure / environment:**

In dealing with the outside world, do you…

- prefer to get things decided (J)
- Or
- do you prefer you stay open to new information and options? (P)

**So, what do your answers say about you?**

Your answers to the questions above have generated a four letter code - this code represents your work personality type. The grid below represents all personality combinations of the MBTI assessment.

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Analysis:

To better understand what your MBTI personality type means, review the explanations below and consider the four aspects together as a whole ie. How does each aspect affect the performance of the others.

**Question 1** asks 'where is your energy naturally directed?' Psychologists confirm that we all have two complementry sides to the way we look at our world. One focuses on things outside of themselves. The other is focused toward our own thoughts, interests, perceptions and reactions. Everyone has a natural preference for either the outer or inner world. Therefore:

- **Extraverts (E)** tend to be more vocal and expressive, social, act before thinking, easily distracted and play a more dominant role.
- **Introverts (I)** tend to be more reserved, cautious, think before they act, prefer to work 'behind-the-scenes' and in private.

**Question 2** is asking you to consider what kind of information you naturally notice and digest first.

- **Sensors (S)** notice the facts, details and realities of the environment they are in. They are realists, practical, analytical, pragmatic, like to use established and trusted skills and will make decisions based on their past experiences.
- **Intuitives (N)** tend to be more imaginative, trust their gut-feeling, think about the bigger picture and are willing to learn new skills. They work in bursts of energy.

**Question 3** is to identify 'how do you come to conclusions'?

- **Thinkers (T)** make decisions based on logic. They are more analytical and motivated by success, take few things personally and often identify flaws in their, and others, work.
- **Feelers (F)** make decisions based on emotion and personal belief. They are diplomatic and tactful, take things personally at times, need to feel appreciated by their peers and will avoid conflict as much as possible.

**Question 4** is focusing on the kind of environment you feel the most comfortable in. All of us use Judgment (J) and Perception (P) when reasoning. One of these will naturally take precedent over the other.

- **Judgers (J)** prefer a structured, ordered and reasonably predictable environment. They make most decisions relatively easily. They value punctuality and live by the rules.
- **Perceivers (P)** like to keep their options open and are flexible, adapting easily to their environment. They enjoy spontaneous action, are more casual in their time-keeping and can have difficulty in making decisions. Perceivers often need others to take the lead on their behalf.

**Conclusion:**

Whatever your views, psychometric testing is here to stay. The test above is taken by an estimated two million people every year. The reason? Recruiters want to know if your personality and style of working will fit with their organisational culture. On a personal level, knowing yourself is equally as important. Whether this test actually helps in establishing these outcomes is open for debate.