Introduction: Summarize and define what the MBTI is and what organizations use it for. Your answer should  
make clear connections to the course material (cite and referenced) to support your work and include how the  
MBTI uses 4 distinct dichotomies to create 16 possible personality types. (5 marks)

The Myers Briggs Type Indicator (MBTI) is a tool used to measure an individual's personality type based on their communication and how they interact with different situations around them. It is an assessment tool developed by Katharine Cook Briggs and her daughter Isabel Briggs Myers. Their work was inspired by psychiatrist Carl Jung. They thought Jung's work was valuable but too complex for simple minds, so they broke down the ideas and made it accessible to a broader audience. The MBTI

MBTI assessment is primarily used in organizations to create awareness and improve individuals' interpersonal skills and conflict resolution, improve work and personal relationships, and inform career choices. The MBTI personality preferences are measured using the following 4 dichotomies:

* Extraversion – Introversion (E-I): This describes how people decide to interact with the world around them. It asks questions like whether one prefers to get their energy and focus their attention on the outside world (Extraversion) Or does their inner world of thoughts, feelings, and reflection (Introversion).
* Sensing – Intuition (S-N): This reflects on how individuals decide to go about gathering information, whether it is based on the information being realistic and practical (Sensing) Or based on possibilities, ideas, and future findings (Intuition).
* Thinking – Feeling (T- F): This aspect talks about people who are logical and rational when making decisions; they may be emotional but know when to be rational in decision-making (Thinking). The other class of people are those primarily in touch with their emotional side; they consider how their decisions will affect those around them. (Feeling).
* Judging – Perceiving (J-P): This focuses on how people tend to live their lives on a daily basis. Some prefer to plan their day in a structured and orderly manner (Judging), while others are spontaneous and like to wing it (Perceiving).

These main goals are to make us aware of how unique people think and how we decide to make decisions and live our lives. Keep in mind that we are evolving as humans, and along the line, our personalities can also change.

Assessment Score: Include your 4-letter personality code and common name. For example if you scored: ENTJ  
you would known as “The Commander” (1 mark)

My Result: INFJ known as “The Advocate”

Introvert (22%) Intuitive (3%) Feeling (3%) Judging (25%)

* You have slight preference of introversion over Extraversion (22%)
* You have marginal or no preference of intuition over Sensing (3%)
* You have marginal or no preference of feeling over thinking (3%)
* You have moderate preference of judging over perceiving (25%)

Explanation of the results including:  
a. Use your own words, supported with external resources & course concepts, to summarize your  
personality type. Your answer requires you to explain your results across the 4 dichotomies of the MBTI  
& be properly cited and reference using APA format. (5 marks)

My personality type is INFJ. According to the assessment, I am more introverted but can be more intuitive or sensitive depending on the situation. I also have a marginal preference for feeling over thinking, and I am a structured person in reference to my judging over perceiving.

According to research, people with INFJ are compassionate, creative, helpful, and often known for their integrity. They tend to focus their energy inward and reenergize by spending time alone. They are typically private people and tend to share their feelings with only those they know. They also have a high commitment to their robust value system. (University Of Saskatchewan, student employment & career center)

**Introversion:** We are introverted and prefer to spend time alone or with a small group of close friends or relatives. We may sometimes find large social gatherings overwhelming and exhausting and prefer to spend time in a quiet environment. We value deep, meaningful connections. (Sai Black, 2024)

**Intuitive:**  We are part of the 30% of the intuitive population. We are big-picture thinkers and tend to divert from the real problem when we are learning a concept of taking in a problem; to come up with a solution, we always want to know the context and how all the details relate to themselves. (Miller/ the INFJJ personality guide). All these factors are because we are open to the world of possibilities and value inspiration, as our knowledge is also gathered from reading between the lines.

**Feeling:**We tend to make decisions based on principles and values. We are more connected to our emotional beings, and we put the thoughts of others in mind when it comes to any decision or situation, we find ourselves in. Most people will say we are ruled by our hearts instead of our heads. We seek to please others and, above all, find our strength in valuing empathy and harmony. (article, personalitymax.com)

**Judging:** We tend to be well-structured, organized people. We like to plan rather than be spontaneous because it gives us time to prepare mentally and physically for the day. Our plans are flexible, however, because of intuition. We go ahead and pen a few things down in our schedule. (Jenn Granneman, 2017).

b. Now that you can define your particular personality type, do you agree with it? Include Agree/disagree  
statements for your results. Be sure to include one for each of the 4 dichotomies explaining with  
examples why you either agree or disagree with that section of the MBTI. (8 marks)

**AGREE**

Introversion: Based on the characteristics of people with this personality. I 100% agree that I am introverted. Because I tend to keep a small circle of friends, I am only open to the people I am closest to. I am not too fond of large gatherings as I easily get overwhelmed. I am very friendly when I want to be, especially when I connect with others. One good characteristic about being an introvert is that we are good listeners and emotionally intelligent, as we know when to listen and respond in a conversation. I also prefer to avoid being the center of attention in a room.

AGREE

Intuitive: I divert from the real problem when looking for a solution. I ask so many questions that make the problem look bigger than it is. I always look at the bigger picture and prospects of any solution I am looking into. Because of this factor, I open my horizons to more knowledge. Due to how my mind thinks, this helps me start communicating efficiently, and many creative thoughts spring up.

AGREE

Feeling: I kind of stand in between on this one, but due to the result that says I have marginal or no preference for feeling over thinking, I will agree based on the fact that when it comes to making decisions, I always try to be logical, but sometimes due to situations I might find my self in, I can decide to base my decision on being emotional, primarily when that decision affects those around me. I always try to avoid any form of conflict, and even when called to settle a fight, I never pick sides and just make clear what might be right from wrong. It is left to the individuals in the conflict to pick up the meaning of what I have said and reflect on it.

AGREE

Judging: I 100% agree with this part. I am too structured in certain aspects of my life. I am a very organized person, and one miscalculation could ruin the rest of my day. I like to plan my day and what I must do in the morning, afternoon, and evening. My roommates even think I am punctual to a fault. For example, if I have a morning class or work by 8 am, I am up by 6 am. Which sometimes has a negative effect on my sleep pattern.

c. Although not a leadership assessment we have discussed how your traits can relate to leadership in  
class. Review your results and identify 3 strengths & weaknesses that relate to leadership. Be sure that  
you include evidence from the course material (modules), cited and referenced to support your  
opinions. (6 marks

* Self-awareness: Being a self-aware leader is essential to becoming a successful one; it means the ability to monitor one’s own reactions and emotions in any situation in which one finds oneself. It is a good practice as it allows you to better react to situations that may trigger you. This strength will also help one to avoid unnecessary conflicts that can arise from emotions. Not practicing or having this characteristic can make a leader appear arrogant, entitled, and self-centered. Some points to help a leader achieve this strength are to have an open mind, knowing what can trigger you to avoid triggering situations, and being open to feedback from your team.

* Conflict Resolution: Conflict happens when two or more people’s interests, views, or values do not align. This aspect can not be prevented from happening in any organization. Conflict does not have to be good or bad as, at times, it brings out people’s creativity and line of thought or opens the door for a more intellectual perspective to be noticed.

As a leader, how one decides to navigate conflict resolution will determine how far the conflict will go. Being able to listen to both parties calmly, understand both points of view, and find a balance will determine if you, as a leader, have the strength of conflict resolution. Some of the characteristics that can help one become good at conflict resolution are being open-minded, being an active listener, and never being biased in any situation.

* Communication Skill: The ability to know when, what, and exactly how to communicate is an art. (leadership 2024, imd.org). As a good leader, one must be intentional about communicating. Therefore, one must be a critical thinker, good at analyzing situations, and think clearly to captivate their audience. Communicating one’s thought process effectively is essential in gaining trust and creating long-term relationships with co-workers and other organizations.

WEAKNESSES

* **Having Tunnel Vision**: A good leader must be open to different ideas and ways of finding solutions to a problem, as a procedure today might not be the same tomorrow. If a leader is set in a certain way of doing things, this could affect the growth of the team and even the organization they work with.

* **Unclear Goals:** When delegating work in an organization or a team, the leader must set clear goals for the work at hand, as this helps the team work together towards achieving that goal. If a leader fails to set goals and objectives, the workers are left to do meaningless tasks, and this can affect the people’s productivity.

* **Lacking accountability:** A good leader needs to be responsible for their team. Mistakes are inevitable, which is okay, but once the mistake is made, a leader must be ready to be accountable and provide the correct information to guide the team. Not admitting your mistake and blaming it on the team is a sign of bad leadership, which could have a ripple effect on your team.

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