**INSTRUCTIONS:**

**Understanding your behaviours can help you become a better leader. As discussed in module 4 our beliefs & values can be summed up as our ‘personality’. In this assignment you are to examine your own personalities by completing the Jung Typology/Myers Briggs Type Indicator test and reflect on your results and how they relate to leadership. Follow the complete instructions below:**

**TO DO:**Complete the self assessment at: <http://www.humanmetrics.com/cgi-win/jtypes2.asp>

**TO DO: Find and review the common name of your style by visiting the following link:**

<https://www.verywellmind.com/the-myers-briggs-type-indicator-2795583>

**Both links are also available under Content - Module 4 – Additional Resources**

**BE SURE TO READ THE INSTRUCTIONS AND REVIEW THE RUBRIC TO ENSURE YOU ARE INCLUDING ALL OF THE REQUIRED ELEMENTS IN YOUR WORK.**

**TO DO: You must copy & paste the questions into your work. Failing to include the questions may result in not being graded for the assignment!**

**The use of AI Language generators such as ChatGPT are not allowed for this assignment. If caught using one, you will be subject to an Academic Offense.**

1. **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 frequently utilized by individuals who wish to gain a deeper understanding of themselves. In addition, it is utilized in numerous common settings, like regular routine, the work environment, and connections.

The four distinct dichotomies used by MBTI are as follows:

1. Extraversion (E) vs. Introversion (I): The polarity makes sense of how people respond, draw in with others, and find themselves in the climate. Extraverts are normally activity arranged, focusing on others and things, getting their energy from others, and transmitting that energy outward.

The more thoughtful among us is the introvert. They find great fulfilment in significant and in-depth social contacts, and they recover well from alone time.

1. Sensing (S) vs. Intuition (N): The dichotomy explains how individuals react, engage with others, and locate themselves in the environment. Extraverts are typically action-oriented, concentrating on other people and things, getting their energy from other people, and reflecting that energy outward. The more thoughtful among us is the introvert. They find great fulfilment in significant and in-depth social contacts, and they recover well from alone time.
2. Thinking (T) vs. Feeling (F): The dichotomy explains how individuals utilise judgements and make decisions. Thinking types tend to evaluate the world based on facts and logic, whereas feeling types tend to take emotions into consideration.
3. Judging (J) vs. Perceiving (P): This dichotomy highlights the distinct mindsets of the functions and explains how people typically behave in the outer world. People who are dominant in judgement are typically more organised, results-driven, and like structure and decision-making. People who perceive themselves as dominating are typically more flexible, adaptive, and adept at multitasking.

* The MBTI produces 16 distinct personality types, including INTJ, ESFP, ENFJ, and so on, by combining these dichotomies. Each type represents a particular blend of preferences that affects how people interact, communicate, and approach activities.

Answer your questions under the question itself (place your answer here and after each numbered question)

1. **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)**

* After completing the self-assessment, my 4-letter personality code is **“ENTJ”** and the common name for it is **“The Commander”**.

1. **Explanation of the results including:**
   1. 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)**

* Being attractive, strategic, and assertive, ENTJs excel in leadership positions and make excellent administrators, captains, and executives.
* ENTJs are people who like social settings (Extraversion), value big-picture thinking and possibilities for the future over minute details (Intuition), make judgements based on reason rather than emotion (Thinking), and value spontaneity over structure and planning (Judging).
* ENTJs are driven by accomplishing objectives and finding solutions to challenging situations; they value reason and having a broad perspective. ENTJs are known for being determined and organised, and they like efficiency and well-defined systems.
* They respect structure and order, as well as long-term planning and goal setting. They enjoy engaging with others and have good people skills, but they may not be sensitive to their own feelings or the emotions of those they care about.
* They are focused on preserving order and control of the world around them and prioritize their goals above all else.
* People with the ENTJ personality type are future focused. They play higher value on future possibilities than on the present moment and trust their gut instincts when approaching a decision.
  1. 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)**
* Extraversion (E): Agreed: I get my energy from social contacts and like taking the lead in conversations or activities with others. I can take the lead and motivate people because of my confidence. For example, I work best in brainstorming sessions and energise the group when I present my idea for a collaborative project.
* Intuition (N): Agreed: I look beyond the obvious facts and consider options in the larger picture. I like to think of original solutions.  When making judgements, I take consideration of long-term effects and patterns rather than getting stuck in facts.
* Thinking (T): Agreed: I base my decisions on rationality. I place a high value on reason, equity, and impartial analysis. Example: Rather than depending only on feelings during a disagreement, I make well-reasoned arguments supported by facts.
* Judging (J): Agreed: I do best with structure, preparation, and goal-setting. My willpower motivates me to accomplish goals. As an illustration, I carefully plan out my time, establish deadlines, and approach long-term objectives gradually.
  1. 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)**

**Strengths:**

* Self-Confident: ENTJs tend to voice their thoughts, have faith in their ability to complete tasks, and acknowledge their leadership potential. They are the most likely personality type to state that they feel comfortable taking on the daily obstacles of life.
* Enthusiastic: ENTJs approach their work with a strong sense of purpose and vitality. Complex tasks and hectic schedules don't scare this type of person. Indeed, the more they manage to get done during the day, the more productive they feel, and they willingly spread this great passion for work to everyone in their vicinity.
* Strategic Thinkers: ENTJs are excellent at distinguishing between managing a crisis on-the-spot and navigating the challenges and procedures of a larger plan. They are known for looking at a problem from every perspective and for using their answers to advance the project rather than just temporarily fixing problems.

**Weaknesses:**

* Poor Emotion Management: ENTJ people can occasionally be arrogant in how they express their emotions and even openly mock others. This personality type frequently treads on other people's feelings, hurting friends and lovers unintentionally, especially in circumstances where emotions are high.
* Dominant and Stubborn: Occasionally, all this self-assurance and determination might become too much. All too often, ENTJ types will dig in their heels, attempt to win every argument, and only advance their own agenda without considering the opinions of others.
* Intolerant - "My way or the highway" Thoughts that deviate from their main objectives are generally met with resistance by ENTJs, and this is especially true of ideas that are motivated by feelings. They'll have no problem letting those around them know it.

**Total: 25 Marks**

**Be sure to cite and reference any external sources & course material using the proper APA format.**

**References**

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