Jung Personality Test Report

I took the Jung Typology Test and the results as follow: ENFJ, Extravert (1%), iNtuitive (28%), Feeling (9%), Judging (9%). Because of only 1% preference of Extravert over Introversion, I was suggested to refer to INFJ. According to this result, I recalled my testing choices

Firstly I want to answer the question about how I interact with groups. To talk about expression result, I think this is because when I faced a new environment with unfamiliar people I would be uneasy and fear of doing something wrong. As time goes on, once I could take control the situations I showed up my extroverted side to others. For example, when I participated in a new project, I liked to receive the information and know how to handle my job firstly. Then as I completed some tasks and was familiar with my team and project I would like to communicate with colleagues and leaders about my new ideas. This way can enable my work to be better and increase value to our team. As this result I can take a positive approach to improving it such as focusing on addressing process rather than the feelings when I made mistakes.

In most cases, I didn’t care about the communication skills. I thought if I am friendly and polite, I would perform a good conversation with anyone else. But now I know there are many skills to improve communication effect. First of all, I need to learn what I am good at and drawbacks that I need to void. As the result said, I like to help others. It can make me feel good in a team due to realize self-worth. The more important is I have to void lengthy conversation with ST people. My point of view about it is ENFJ and ST group people have different ways to perceive things. So we cannot resonate with each other. Long time conversation would be bored. However, sometimes in a team, I have to talk with colleagues who are in ST group. The effective way is to change my talking style. I can concentrate on the objective matters and state my ideas logically. Let them feel comfortable with me.

Secondly, how can you as a project manager learn from this? If I want to be a good project manager, I need to switch from ENFJ to ENTJ. It means I should make a decision through logic rather than feeling. Before, I could consider others’ emotion when I worked in a team. I hoped to get support from team members. So it would make me decide by feeling. In this way, I might not get a better choice with less rational thinking. I found the reason was I tried to make every team member approval and agreement. Sometimes it would led to contra effect. From the test repot, I learned that I need to catch main goal and solve problem with logical thinking to bring greater benefit to team and client. When I find the root cause to make decision I am most likely to get higher satisfaction.

I also learned that some categories associated with a good project manager are: 1. Structuring and organizing work, 2. Allowing participation and collaboration, 3. Handling and understanding people, etc. from Alicia Medina, Alison J. Francis(2015). So as a project manager, I need to know the personality of my team members. So that I can allocate tasks to appropriate workers. For example, some member with INTJ may like to do tasks individually rather than communicate with clients. Coding and analysis may be more suitable for them. Moreover, it is necessary to master different communication skills. So that I can make effective conversation with different kinds of people.

In conclusion, I know personality can affect the project management and project work. A project team should have different type of people. A project manager should use reasonable way to handle the issues with team members. This overview is a guideline for me so that when I have some problems I will find reasons from my personality and skills to address interaction with others.

Reference: Alicia Medina, Alison J. Francis (2015)

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