

## Discussion Assignment

### Fusing MBTI and Emotional Intelligence (EI)

There are many concepts around the consequences of a person's behavior, notably success and effectiveness. This includes the success and effectiveness of students, supervisors, employees, and others in their careers. This also applies to private life and any academic setting, including studying at UoPeople.

By gaining MBTI-related awareness one can leverage their personality strengths to maximize relationship building and garner an improved and more effective academic success, a more productive work environment, a more satisfying life.

- There is a direct link between one's personality type and success at forging positive work relationships.
- The following seven pointers indicate what readers can gain using MBTI awareness that helps them build their Emotional Intelligence:
  1. MBTI has a role in relationship building (awareness, communication, and planning);
  2. MBTI is linked with success definition and its application—this includes understanding how others define and approach success;
  3. The four basic personality preferences are evident in planning work and conducting meetings;
  4. Personality type profiles: individual/group in team building;
  5. Demonstrate the relationship of personality types to problem solving/decision making;
  6. Maximize workplace effectiveness: yours and your employees' (also in feedback, based on MBTI awareness);
  7. Focus on the underlying emotional components of human talent (talent management, Learning Plans).
- The articulation of one overall emotional intelligence might be deceptive and suggest a close association with cognitive capability—traditionally defined “intelligence,” or what psychologists refer to as general cognitive ability (Davies & Stankov, 1998; Ackerman & Heggestad, 1997).
- Insights into preferred modes of functioning help in any setting to become balanced in understanding, accepting and managing different types of personalities at work (identified by using MBTI, for instance), and have proven to be an effective strategy in developing their competencies. There are many tools to achieve this goal—MBTI is one of them. Others are Insights, STRONG, 360 evaluation (evaluation where all stakeholders provide input), etc.
- A competency is defined as a capability or an ability. It is a set of related but different sets of behavior, organized around an underlying construct—the “intent.”
- The behaviors are alternate manifestations of the intent, as appropriate in various situations or times. Listening to someone, and asking him or her questions, are examples of behaviors. MBTI helps assess the preferred behaviors and functioning modes, and integrate the findings to develop EI.
- An integrated concept of emotional intelligence offers more than a convenient framework for describing human dispositions—it offers a theoretical structure for the organization of personality, linking it to a theory of action and job performance.

Goleman (1998) defined an “emotional competence” as a “learned capability based on emotional intelligence that results in outstanding performance at work.” In other words, if a competency is an “underlying characteristic of the person that leads to or causes effective or superior performance” (Boyatzis, 1982), then an emotional intelligence competency is an ability to recognize, understand, and use emotional information about oneself or others that leads to or causes effective or superior performance.

- Emotional intelligence is the intelligent use of one's emotions.

The definition can be further expanded to say that emotional intelligence is a set of competencies, or abilities, in how a person: (a) is aware of him/herself; (b) manages him/herself; (c) is aware of others; and (d) manages his/her relationships with others.

- MBTI provides awareness that can lead to further development of these competencies in supervisors.

### **Discussion Assignment**

As you can see, the link between emotional intelligence and the MBTI types is well documented. For your discussion post, answer the following questions providing evidence to support your answers:

1. What is the difference between Intellectual, Social, Cultural and Emotional intelligence?
2. In your chosen profession (i.e. business, computer science, health science), what are the benefits of knowing your MBTI type? How would you use this information to be more successful in a professional setting?
3. How can you use this information to be more successful at University of the People?

Your Discussion should be at least 250 words in length, but not more than 750 words. Use APA citations and references for any sources used.