



# CONESTOGA

Connect Life and Learning

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<b>Deliverable:</b>	Assignment
<b>Course Name:</b>	MGMT8761-24F-Sec17-Management and Leadership Essentials

<b>Date Assigned:</b>	29/09/2024
<b>Date Due:</b>	06/10/2024
<b>Rules:</b>	<ul style="list-style-type: none"><li>• Individual.</li><li>• Cheating is not allowed.</li><li>• Plagiarism counts as cheating!</li><li>• That FAILURE to submit work in the course can result in a grade of 'F' or 'I' for failure to complete the course!</li></ul>

# INSTRUCTIONS:

**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>

- 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)**

“MBTI® helps to identify differences between people that quickly transfers to an understanding of why organisations aren’t functioning as well as they could be.

Leaders use this information both introspectively & to explain other’s behaviour for complex decision making such as conflict resolution.” (MGMT 8761 Module 4 Leadership Values with Notes, Week4, Slide 10)

“Relatively enduring pattern of thoughts, emotions, and behaviours that characterize a person’s behaviour. (Workplace State)

Traits: Locus of Control: Defines whether a person places the primary responsibility for what happens to him or her within himself/herself or on outside forces.

Authoritarianism: The belief that power and status differences should exist in an organization” (MGMT 8761 Module 4 Leadership Values with Notes, Week4, Slide 9)

MBTI uses 4 distinct dichotomies to create 16 possible personality types:

## “The 16 personalities

There are 4 general groups that the 16 personalities can be divided into analysts, diplomats, sentinels, and explorers. Below are the general groups and the personalities that correspond with the group.

### Analysts

Indicator	Name	Description
INTJ-A / INTJ-T	Architect	Imaginative and strategic thinkers, with a plan for everything
INTP-A / INTP-T	Logician	Innovative inventor; insatiable thirst for knowledge
ENTJ-A / ENTJ-T	Commander	Imaginative, strong willed, and always able to find a way

ENTP-A / ENTP-T	Debater	Smart and curious who cannot resist an intellectual challenge
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### Diplomats

Indicator	Name	Description
INFJ-A / INFJ-T	Advocate	Quiet, inspiring, tireless idealist
INFP-A / INFP-T	Mediator	Poetic, kind and altruistic, eager to help a good cause
ENFJ-A / ENFJ-T	Protagonist	Charismatic and inspiring, able to mesmerize listeners
ENFP-A / ENFP-T	Campaigner	Enthusiastic, creative and free spirited; always finds a reason to smile

### Sentinels

Indicator	Name	Description
ISTJ-A / ISTJ-T	Logistician	Practical and fact-minded; reliable
ISFJ-A / ISFJ-T	Defender	Dedicated and warm protector; ready to defend their loved ones
ESTJ-A / ESTJ-T	Executive	Great at managing things or people, excellent administrators
ESFJ-A / ESFJ-T	Consul	Caring, social, popular with people; always eager to help

### Explorers

Indicator	Name	Description
ISTP-A / ISTP-T	Virtuoso	Bold and practical experimenters
ISFP-A / ISFP-T	Adventurer	Flexible and charming artist; always looking for new experiences
ESTP-A / ESTP-T	Entrepreneur	Smart, energetic, and very perceptive; loves living on the edge
ESFP-A / ESFP-T	Entertainer	Spontaneous and enthusiastic; life of the party

“ (Quan, 2023)

- 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)**

➔ As per 4-letter personality code, I have scored ENTJ and the common name for ENTJ is known as “The Commander”

**“Extravert(38%) iNtuitive(9%) Feeling(25%) Perceiving(3%)**

- I have moderate preference of Extraversion over Introversion (38%)
- I have slight preference of Intuition over Sensing (9%)

- I have moderate preference of Feeling over Thinking (25%)
- I have marginal or no preference of Perceiving over Judging (3%)

The screenshot shows a web browser displaying the Humanmetrics Jung Typology Test results. The page is titled "Humanmetrics Jung Typology Test™" and "Your Type" is "ENFP". The results are summarized as: Extravert(38%) iNtuitive(9%) Feeling(25%) Perceiving(3%). Below this, a list of characteristics is provided: "You have moderate preference of Extraversion over Introversion (38%)", "You have slight preference of Intuition over Sensing (9%)", "You have moderate preference of Feeling over Thinking (25%)", and "You have marginal or no preference of Perceiving over Judging (3%)". The page also includes sections for "How Do You Want to Leverage The Type?" with sub-sections for "Self-development" and "Business use". The "Self-development" section includes "ENFP Type Description" and "ENFP Careers". The "Business use" section includes "Staff Development & Teamwork" and "Pre-employment Testing". The page also features a sidebar with links to "Jung Marriage Test™", "Entrepreneur Quiz™", and "Risk Attitudes Profiler™".

" (ENFP: Leverage Your Personality Type, n.d.)

### 3. Explanation of the results including:

- 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)

#### ➔ "Dominant: Extraverted Thinking (Te)

This is an ENTJ function, which shows the choices and judgments made by such personality. ENTJs have a courage to speak without listening first and develop quickly land to conclusions before fully understanding the circumstances at hand.

They tend to be highly objective and rational, but also tend to make fast decisions. Their main goal is to make the world around them follow their rules and adhere to order. It is crucial to have important goals.

#### ➔ Auxiliary: Introverted Intuition (Ni)

An individual's personality is better balanced by the auxiliary function. A personality that is only focused in one direction would result from constantly using the dominant function.

Although this function provides support, the dominant function serves as the main force behind personality.

Individuals with this personality type are forward-thinking and weigh all of their options before

making a choice.

ENTJs embrace change and have a forward-thinking outlook. Despite their tendency to regret making hasty judgments, they follow their gut.

➔ Tertiary: Extraverted Sensing (Se)

Although it is not as noticeable as the auxiliary and dominant functions, the tertiary function in personality serves as a supporting role.

ENTJs are naturally adventurous due to their cognitive function. They could occasionally act in ways that are thrill-seeking, but they also like new experiences.

They are extremely appreciative of beauty in life due to their external sensory focus. Individuals who find things intriguing or appealing tend to like surrounding themselves with them.

➔ Inferior: Introverted Feeling (Fi)

The weakest aspect of this personality is the inferior function. It is therefore often one of your greatest obstacles. The core of introverted emotion is personal values and sentiments.

For ENTJs, emotions can be a challenging domain, and they frequently don't realize how this aspect of their nature influences their ability to make decisions.” (MSEd, 2024)

- 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)**

➔ I Agree with the personality type, reasons are mentioned below as per the 4 dichotomies with the MBTI section.

➤ “Extraversion

Extraverts, sometimes spelled extroverts, are "outward-turning" individuals who usually appreciate more frequent social interaction, are action-oriented, and feel rejuvenated after interacting with others.

➤ Intuition

Those that lean toward intuition are more perceptive of perceptions and patterns. They like to speculate about the future, consider potential outcomes, and consider abstract theories.

➤ Feeling

People and emotions are more likely to be taken into consideration when making decisions by those who prefer feeling.

➤ Perceiving

The perception scale can be used to characterize whether an extravert acts more sensually and intuitively when absorbing new information or more thoughtfully and emotionally when making judgments.” (MSEd, 2023)

- 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)**

Below mentioned are the few strengths and weaknesses:

“Strength → Well Organised, Good at making decisions, Strong Communication Skills

Weakness → Impatient, Stubborn, Aggressive” (MSEd, 2024b)

### Strength

1. Well Organised → I like to be well organized so I can have smooth operations of the work which I am focused of and achieve the goal at earliest.
2. Good at making decisions → I prefer making quick decisions help me in reacting at the same moment before the chances or possibilities that turns out of control.
3. Strong Communication Skills → Communications help me to share and convey my views, opinions at the best of times, so I can react as per the possibilities and demands of the time and situations in the best possible way.

### Weakness

1. Impatient → This is one of my weaknesses as I am impatient to get the results which I take, and I am eager to know the results which makes me impatient to take further actions.
2. Stubborn → Whenever I feel I am right in the situation, I am stubborn to change but sometimes I consider this as my weakness which can impact my leadership skills.
3. Aggressive → I am very punctual person, and I am aggressive to reach to my goal on time so I am aggressive to get the task done and complete the tasks in hand to get the results as quick as possible.

### References

1. <https://conestoga.desire2learn.com/d2l/le/content/1254016/viewContent/26471330/View>
2. Quan, K. (2023, May 30). 16 Personalities & The Myers-Briggs Type Indicator (MBTI). *Professional Leadership Institute*. <https://professionalleadershipinstitute.com/resources/16-personalities/#:~:text=16%20personalities%20is%20a%20framework,popularized%20framework%20for%20understanding%20personality>.
3. *ENFP: Leverage your personality type*. (n.d.). [https://www.humanmetrics.com/personality/enfp-type?d=oUUAHP649\\_I5SdBFRWkHp-Tb4bQdM4v4ZLvFpvv9td\\_zm-hspcHuRjUvVrOPumBTcsKINijXtPDBsfvNSF5weaqrSnXWHeF5a6dxvflw1](https://www.humanmetrics.com/personality/enfp-type?d=oUUAHP649_I5SdBFRWkHp-Tb4bQdM4v4ZLvFpvv9td_zm-hspcHuRjUvVrOPumBTcsKINijXtPDBsfvNSF5weaqrSnXWHeF5a6dxvflw1)
4. MSEd, K. C. (2024, August 14). *ENTJ: The Commander (Extraverted, intuitive, thinking, judging)*. Verywell Mind. <https://www.verywellmind.com/entj-personality-type-2795981>
5. MSEd, K. C. (2023, October 31). *How the Myers-Briggs Type Indicator Works*. Verywell Mind. <https://www.verywellmind.com/the-myers-briggs-type-indicator-2795583>
6. MSEd, K. C. (2024b, August 14). *ENTJ: The Commander (Extraverted, intuitive, thinking, judging)*. Verywell Mind. <https://www.verywellmind.com/entj-personality-type-2795981>