

# Unit 1 Personality Development

## 1.3 Personality assessments and tools

### Introduction to Personality Assessments:

Provides an overview of various personality assessments and tools used for self-discovery. Introduces the concept that personality is multifaceted and can be measured through different frameworks.

#### 1. Myers-Briggs Type Indicator (MBTI):

- During the test, an individual answers approximately 94 questions that evaluate preference toward four different dichotomies
- Describes how it categorises individuals into personality types based on preferences in four dichotomies - **Extraversion/Introversion, Sensing/Intuition, Thinking/Feeling, and Judging/Perceiving.**

## What's Your Personality Type?

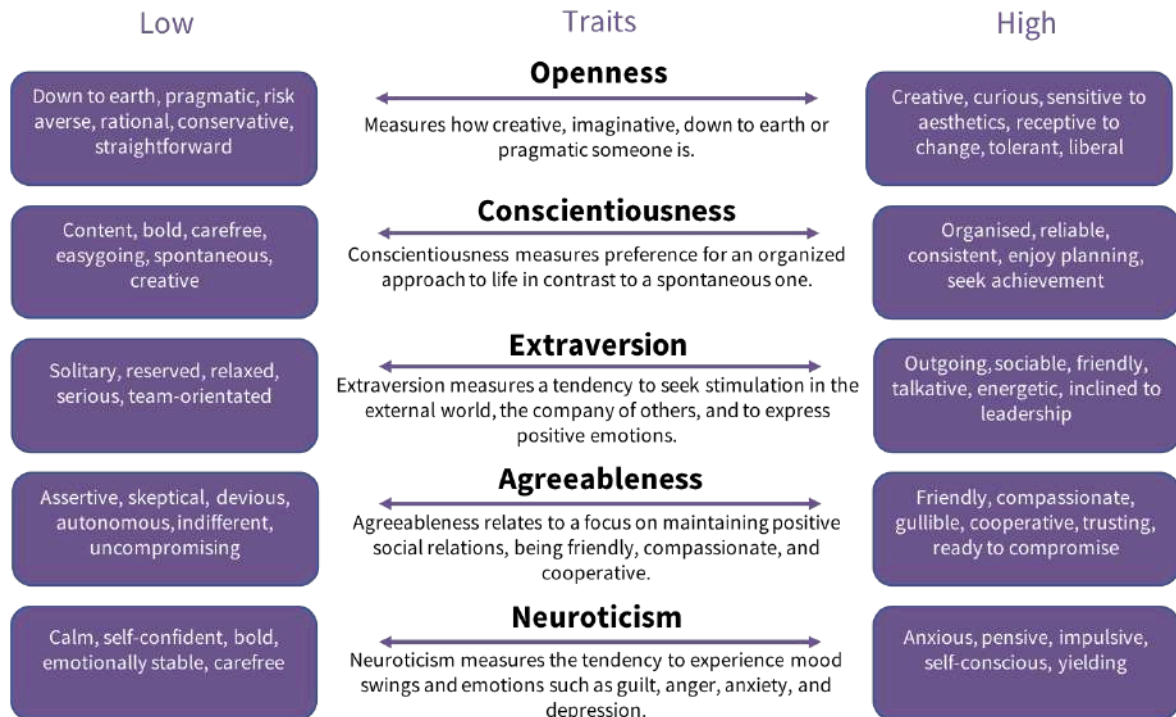
Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type. For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

1. Are you outwardly or inwardly focused? If you:	2. How do you prefer to take in information? If you:	3. How do you prefer to make decisions? If you:	4. How do you prefer to live your outer life? If you:
<p>• Could be described as talkative, outgoing</p> <p>• Like to be in a fast-paced environment</p> <p>• Tend to work out ideas with others, think out loud</p> <p>• Enjoy being the center of attention</p> <p>then you prefer</p> <p><b>E</b> Extraversion</p>	<p>• Could be described as reserved, private</p> <p>• Prefer a slower pace with time for contemplation</p> <p>• Tend to think things through inside your head</p> <p>• Would rather observe than be the center of attention</p> <p>then you prefer</p> <p><b>I</b> Introversion</p>	<p>• Make decisions in an impersonal way, using logical reasoning</p> <p>• Value justice, fairness</p> <p>• Enjoy finding the flaws in an argument</p> <p>• Could be described as reasonable, level-headed</p> <p>then you prefer</p> <p><b>T</b> Thinking</p>	<p>• Base your decisions on personal values and how your actions affect others</p> <p>• Value harmony, forgiveness</p> <p>• Like to please others and point out the best in people</p> <p>• Could be described as warm, empathetic</p> <p>then you prefer</p> <p><b>F</b> Feeling</p>
<p>• Focus on the reality of how things are</p> <p>• Pay attention to concrete facts and details</p> <p>• Prefer ideas that have practical applications</p> <p>• Like to describe things in a specific, literal way</p> <p>then you prefer</p> <p><b>S</b> Sensing</p>	<p>• Imagine the possibilities of how things could be</p> <p>• Notice the big picture, see how everything connects</p> <p>• Enjoy ideas and concepts for their own sake</p> <p>• Like to describe things in a figurative, poetic way</p> <p>then you prefer</p> <p><b>N</b> Intuition</p>	<p>• Prefer to have matters settled</p> <p>• Think rules and deadlines should be respected</p> <p>• Prefer to have detailed, step-by-step instructions</p> <p>• Make plans, want to know what you're getting into</p> <p>then you prefer</p> <p><b>J</b> Judging</p>	<p>• Prefer to leave your options open</p> <p>• See rules and deadlines as flexible</p> <p>• Like to improvise and make things up as you go</p> <p>• Are spontaneous, enjoy surprises and new situations</p> <p>then you prefer</p> <p><b>P</b> Perceiving</p>

ISTJ	ISFJ	INFJ	INTJ
Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.	Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.	Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.	Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.
ISTP	ISFP	INFP	INTP
Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.	Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.	Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.	Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.
ESTP	ESFP	ENFP	ENTP
Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.	Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.	Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.	Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.
ESTJ	ESFJ	ENFJ	ENTJ
Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.	Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.	Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.	Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.

#### 2. Big Five Personality Model (OCEAN):

- Introduces the Big Five traits: Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism (OCEAN).



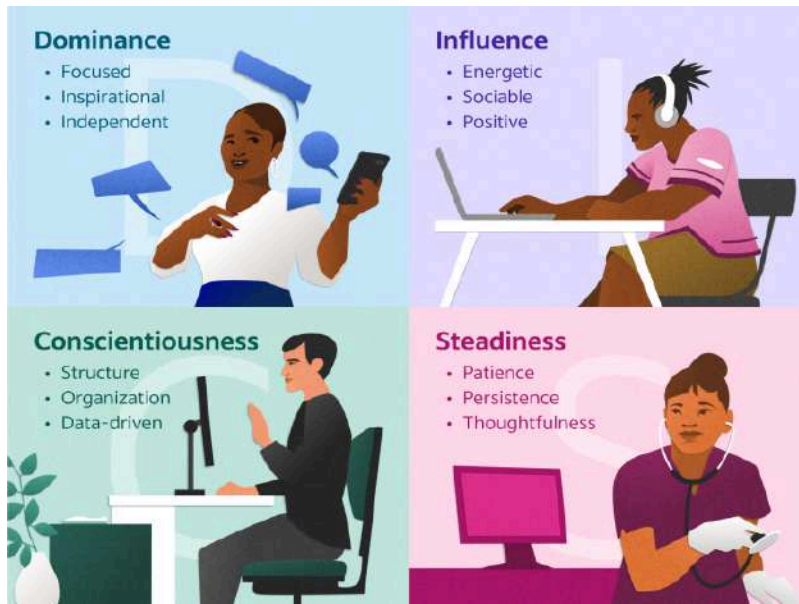
- Discusses how this model assesses and categorises personality based on these five dimensions.

### 3. **StrengthsFinder (CliftonStrengths):**

- Presents StrengthsFinder as an assessment tool focusing on individual strengths.
- Emphasises identifying and leveraging personal strengths for personal and professional growth.
- The assessment is based on positive psychology and the idea that individuals can achieve higher levels of success and fulfilment by focusing on their natural strengths rather than trying to overcome weaknesses.

### 4. **DISC Personality Assessment:**

- Introduces the DISC model, categorising individuals into Dominance, Influence, Steadiness, and Conscientiousness.
- Discusses how it can enhance self-awareness and improve interpersonal communication.



## 5. Enneagram Personality System:

- Explores the Enneagram as a personality system with nine interconnected personality types.
- Highlights how it addresses motivations, fears, and growth paths for each type.
- There are Nine Enneagram types, namely:
  - A. *Reformer — Highly principled but sometimes judgmental*
  - B. *Helper — Generous and sometimes denies their own needs for the sake of others*
  - C. *Achiever — Successful, adaptable, and overachievers that can sometimes become workaholics*
  - D. *Individualist — Innovative and forward-thinking that can sometimes have a sense of self-centeredness*
  - E. *Investigator — Perceptive and logical people who can become unemotional at times*
  - F. *Loyalist — Committed to long term relationships but has a tendency to worry*
  - G. *Enthusiast — Fun-loving and extraverted but struggles to focus*
  - H. *Challenger — Bold, dominating, and confrontational, but has problems with being too aggressive*
  - I. *Peacemaker — Seeks harmony, sometimes at the expense of their own peace*

## 6. Personalities (Based on Jungian Typology):

- Discusses the 16 Personalities model, which is based on Jungian Typology.
- Describes how it combines four dichotomies to create 16 distinct personality profiles.
- Four dichotomies are *Thinking, Feeling, Sensation and Intuition*
- Jung formulated eight personality types - ***Extraverted Thinking, Introverted Thinking, Extraverted Feeling, Introverted Feeling, Extraverted Sensation, Introverted Sensation, Extraverted Intuition, Introverted Intuition***

**7. Career Assessments:**

- Introduces assessments that focus on aligning personality traits with suitable career paths.
- Emphasises the role of personality in making informed career choices.

**8. Emotional Intelligence Assessments:**

- Discusses assessments that measure emotional intelligence competencies.
- Highlights the importance of emotional intelligence in personal and professional success.

**9. Application in Personal Development:**

- Emphasises the practical application of personality assessments in personal development.
- Discusses how insights gained can inform goal-setting, decision-making, and self-improvement strategies.

**10. Understanding Team Dynamics:**

- Explores how personality assessments can contribute to understanding team dynamics.
- Discusses their use in forming well-balanced teams and improving collaboration.

**11. Ethical Considerations in Assessment:**

- Discusses the ethical considerations related to personality assessments.
- Emphasizes the importance of using assessments responsibly and respecting individual privacy.

**12. Continuous Assessment and Growth:**

- Advocates for the use of personality assessments as part of an ongoing self-assessment and growth process.
- Encourages individuals to revisit assessments periodically for a comprehensive understanding of their evolving personalities.

**13. Cultural Sensitivity in Assessments:**

- Highlights the importance of considering cultural differences in personality assessments.
- Discusses how cultural nuances may influence responses and interpretations.

**14. Feedback and Interpretation Skills:**

- Emphasises the significance of skilled interpretation and feedback provision.
- Trains individuals to provide constructive feedback and guide others through the interpretation of assessment results.

**15. Integration with Other Development Tools:**

- Encourages the integration of personality assessments with other personal development tools.

- Discusses how combining insights from various tools can provide a more holistic understanding.

#### **16. Personalization of Learning Paths:**

- Advocates for tailoring learning paths based on individual assessment results.
- Discusses how personalised approaches can enhance the effectiveness of developmental initiatives.

#### **17. Digital Platforms and Assessment Tools:**

- Explores the use of digital platforms for administering and interpreting personality assessments.
- Discusses the advantages and considerations of online tools in the context of personality development.

#### **18. Potential Limitations of Assessments:**

- Acknowledges the limitations of personality assessments.
- Discusses factors such as situational influences and the potential for self-reporting bias.

#### **19. Group Dynamics and Team Building:**

- Explores how personality assessments can be used to understand and improve group dynamics.
- Discusses their application in team-building exercises for enhanced collaboration.

#### **20. Long-Term Impact on Career Development:**

- Discusses how insights gained from personality assessments can have a lasting impact on career development.
- Emphasises the role of self-awareness in making informed career decisions.

#### **21. Mindfulness and Reflection Practices:**

- Introduces mindfulness and reflection practices in conjunction with personality assessments.
- Discusses how these practices enhance self-awareness and promote continuous personal development.

#### **22. Cross-Cultural Competence Development:**

- Discusses how exposure to diverse personality assessments contributes to the development of cross-cultural competence.
- Emphasizes the importance of understanding and appreciating differences in a global context.

#### **23. Preparation for Professional Certification:**

- Discusses the potential for individuals to pursue professional certification in certain personality assessment tools.

- Highlights how such certifications can enhance credibility in the field of personality development.

**24. Community and Peer Learning:**

- Advocates for a community and peer learning approach in interpreting and discussing assessment results.
- Discusses the benefits of shared insights and collaborative learning experiences.