PERSONALITY AND BEHAVIOUR TEST

Individual report based on the test taken by me and my sister.

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EXECUTIVE SUMMARY

This article focuses on the findings of my and my sister's personality based on the psychological and personality assessments to evaluate how our differences might affect our approach to management techniques. It partly focuses on the behaviour of the individuals and includes their opinions and objectives (Pangburn, 1927). The whole evaluation is also based on the course theories and also partially based on some journals. Some of the theories from the literature are a way of leadership styles, employee motivation, potential conflict resolution, ideal for teams and the best methods for management of individuals.
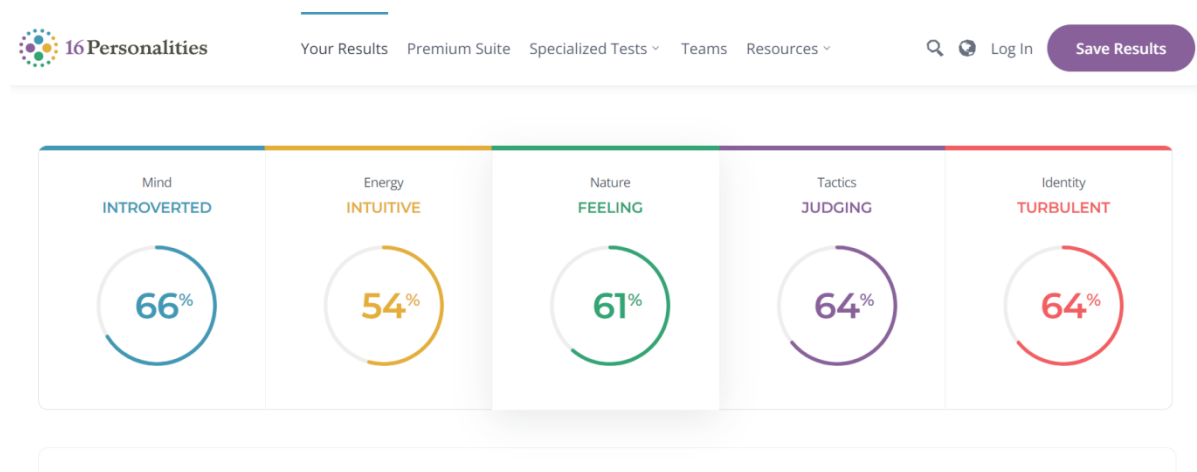
My personality summary
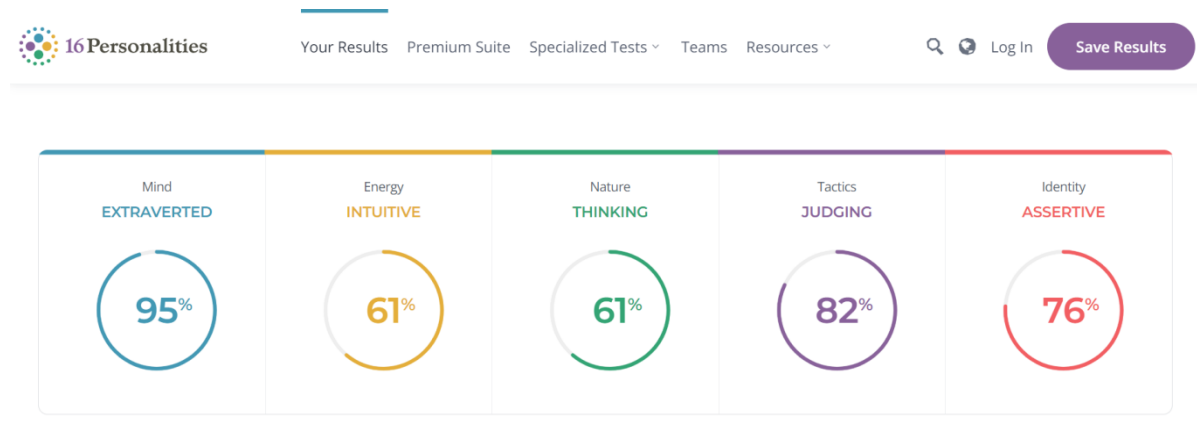
My sister's personality summary

INTRODUCTION

An individual's management style is significantly influenced by personality features and behavioural characteristics. This study examines the test outcomes of two people, me, and my sister. Here, I am trying to evaluate the unique differences between us and our approach to management styles.

According to the personality test, I am one of the constant improvers whereas my sister belongs to the bold and confident group of individuals. I tend to be more sensitive and observant. On the other hand, she is the one who can handle stress. Personalities like mine feel more at ease by themselves than when they are surrounded by the judgement of their surrounding world. In contrast, confident ones like her can act bravely and with courage despite social encounters or setbacks.

ANALYSIS

I have performed several analyses based on the following topics according to my research. The topics include various leadership styles and their dimensions, the situation compatible for the groups and individuals, motivation for individuals and conflict resolutions, especially focusing on two different personality-carrying individuals. Personality traits and patterns of the behaviour of individuals play significant roles in representing a management style.

Your Results

TYPE:	Assertive Commander ?
CODE:	ENTJ-A ?
ROLE:	Analyst ?
STRATEGY:	People Mastery ?

The personality result of my sister.

Your Results

TYPE:	Turbulent Advocate ?
CODE:	INFJ-T ?
ROLE:	Diplomat ?
STRATEGY:	Constant Improvement ?

My personality results.

According to the Myers and Briggs personality test, my sister was concluded to be an assertive commander. Alternatively, I was a turbulent advocate type. The names of the personality types gave justice to the type of person we both are. It also says that she could be an analyst which most probably could be on people and their dimension of behaviours. Conversely, I could be a diplomat because I find it easier to communicate with others according to their interests and policies.

1. Leadership Styles

The leadership styles represented by my sister are a mixture of strong extroversion, self-assurance, and boldness. It displays a controlling or transformational leadership style. On the other hand, my personality is a more liberal or participative leadership style which is demonstrated by my test results. This trait is represented by my introverted habits, compassion, and desire for interactions. While performing any activity, extroverts may tend to have a conflictual conversation while introverts may work collaboratively to develop solutions to problems (Nussbaum, 2002).

Here, these opposing personalities may benefit an organization with my sister ensuring successful operation whereas I can motivate and improve the creative aspects.

2. Suitability for Groups and Teams

My sister possesses a personality that could be successful in leading and directing teams due to her outspokenness and confidence whereas I may be better able to create a well-organised team atmosphere due to my collaborative style and a sense of compassion. Most of the time, I am very open to collaborating and networking with new people but since it requires extra energy, I may not be able to do it every single day. This doesn't mean I am shy (Gordon, 2016).

However, both individuals can be valuable team members, but they may be able to perform better in teams with exclusive dynamics. If the differences in collaborating attitudes are not managed properly, a conflict may arise.

3. Motivation

My sister seems to be motivated by recognition and success while seeking goals and feedback. In contrast, I appear to be driven by

internal and emotional factors like career development and satisfaction at work.

In conclusion, irrespective of the personalities of the individuals, customized or personalised motivational techniques are important to meet specific demands and desires.

4. Conflict Resolution

My sister's boldness might contrast with my tendency for cooperation and acceptance, potential areas of conflict may develop throughout. Our differences in communication styles may even lead to misunderstandings. When supervising these individuals, it is essential to put techniques into reality.

BEST PRACTISE

1. Leadership Styles

A significant responsibility must be adopted by the managers. They must stick to their management styles which suit the needs of various teams, and individuals in accordance with the task. Managers must level up as an individual to transition into leading representatives (Chauhan, Chauhan, 2016). Here both parties can benefit equally from training sessions and development procedures. It results in maximizing their leadership versatility. A session must be run by the company where the teams are encouraged to a collaborative leadership style my sister could promote inspiration and innovation and individuals like me make sure the activities are running smoothly.

2. Team Formation

Individual team members could be encouraged to promote the creation of a welcoming environment within the work area. Both groups of people with different personalities should be encouraged to maintain productive relationships to acknowledge each other's presence and respect their differences.

The balance between innovation and structure should be created by establishing diverse teams while ensuring clear role interpretation. The manager's significant responsibility must be to categorise the members and sort themselves into groups based on their behaviour (Oedekoven, Hay, 2010).

3. Motivational Strategies

An encouragement plan must be created so that my sister can get recognition to some extent whereas I could have possible areas for personal development. In this way, the inspirational approach is unique and practical to everyone. According to an ancient approach to keeping employees motivated, employees must support fitness to keep the mind alert and focused (Rashid, 2017).

To make effective use of motivational campaigns, companies must practice to provision of feedback traditions and some sessions for achieving goals.

4. Conflict Management

Conflict is supposed to occur between two individuals with different paths of mind and who have alternative perspectives. Generally, the pairs must be able to serve to increase the motivation of each other (Suda & Fouts, 1980). Nevertheless, the disputes must be resolved in such a way that emphasizes problem-solving and encourages open discussion.

All the team members must be provided with proper practical training to address the possible problems constructively. A working

environment where senior team members provide constructive criticism must be created and a sense of collaboration between these two personalities must be prioritised.
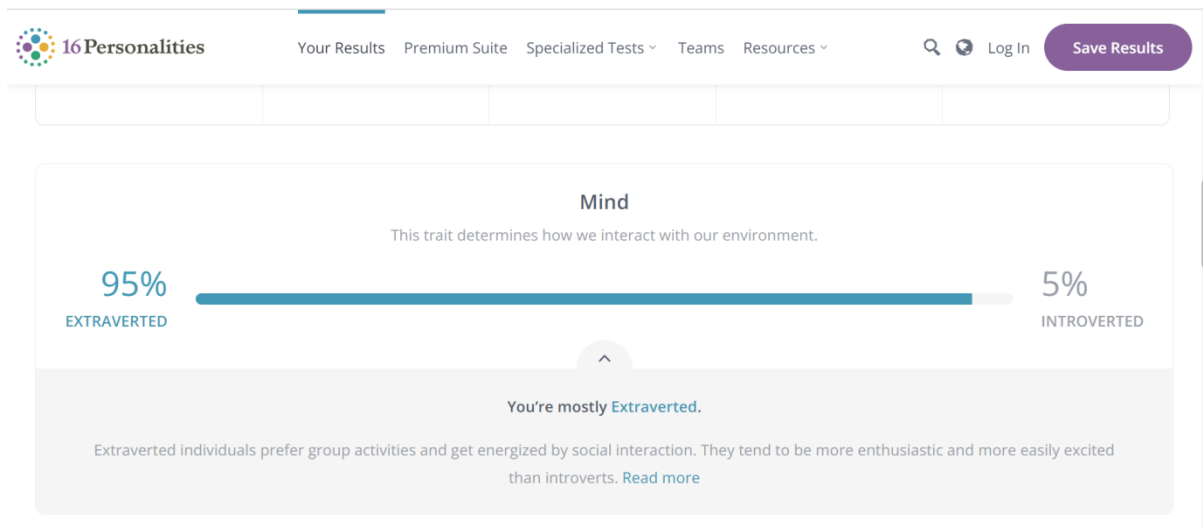

Functioning of my sister's mind
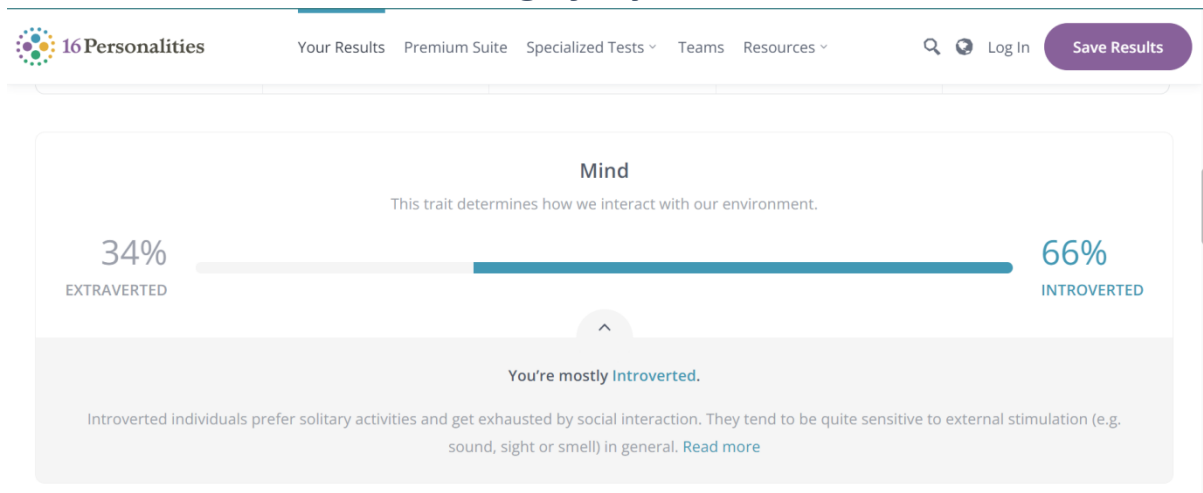
Functioning of my mind

Generally, Introverts are pretty good in a lot of situations. These personality types manage themselves well as we have a great desire to be reserved. We often pay closer attention to others while speaking and give high importance to alone time. On the contrary, Extroverts are interested in interacting with their environment and they are inclined to get their energy from the interaction. These people could place an excessive amount of significance on interactions with others.

Likewise, my sister gets bored very quickly as she feels left out too soon.

My nature

My sister's nature
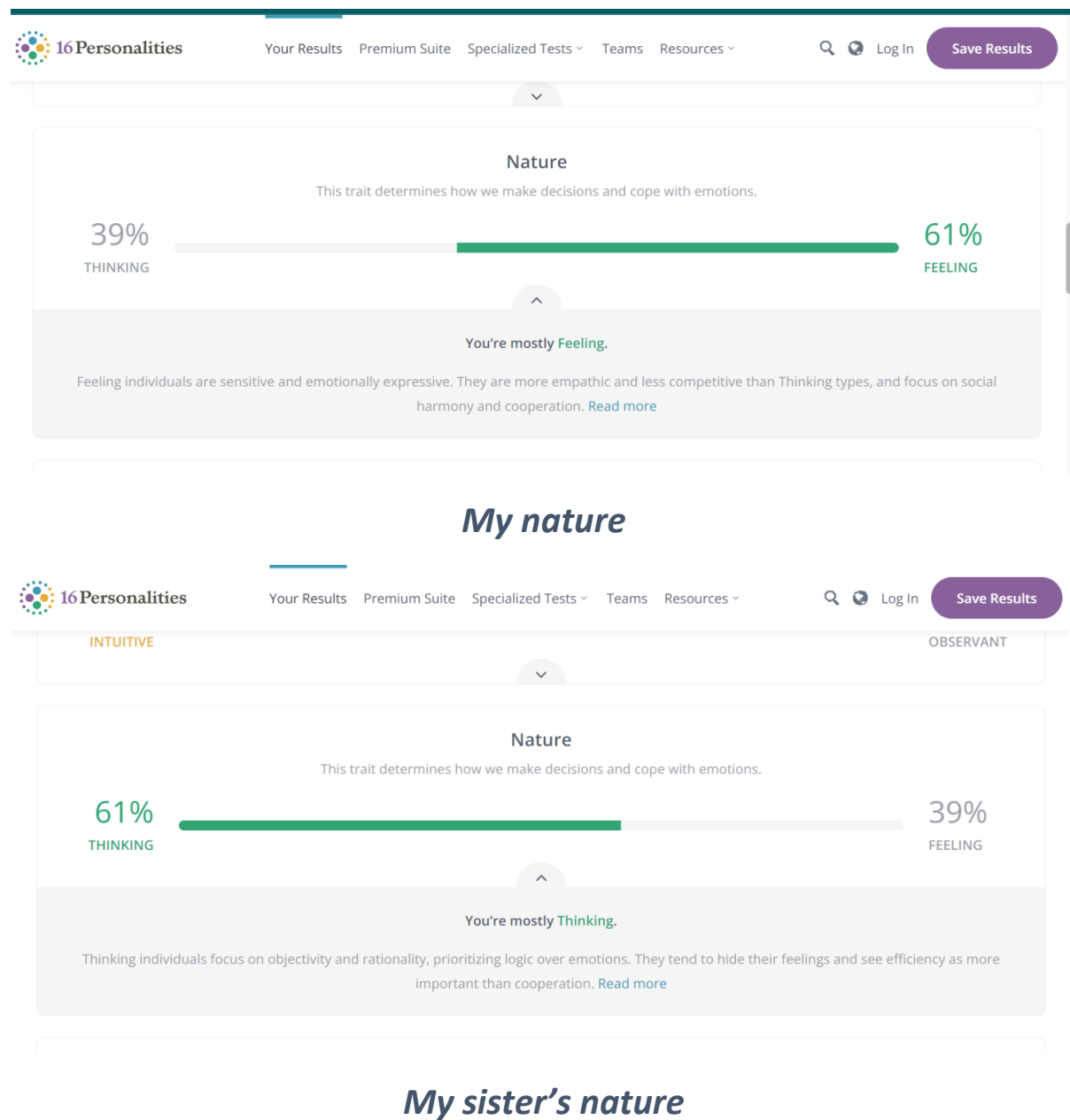
A simple test to determine a person's personality is through determination of their nature. We must be able to question ourselves if the person tends to lean on thinking or feeling traits. Introverted people like me are drawn to follow our hearts whereas Extroverted people like my sister are inclined to go along with their heads.

DISCUSSION

Managing people who have a variety of personalities and preferences can be difficult yet satisfying. Organisations may also benefit from the capabilities of both individuals by recognising these differences and being able to use correct management techniques. As a result, this might increase the team's performance and overall success. Effective leadership and teamwork depend on knowing how variations in personality and behaviour affect management styles. Companies might maximise the potential of their varying workforce by embracing this diversity and implementing best practices, which will build an atmosphere based on collaboration and creativity.

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