

WRITING

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Writing (15 marks)

Situation:

After the reading and listening tasks, you are asked to compile a report focusing on the disadvantages of using personality test results in job applications.

You will listen to the full podcast. Make notes as you listen. You now have one minute to familiarize yourself with the task requirement before the recording.

Read the following topic:

Should personality test results be used in job applications?

Write a total of **250 words** in **TWO** paragraphs to argue AGAINST the above topic. You are required to make use of information or examples found in **BOTH** the reading passage and the podcast to support your reasoning. Using online sources to assist with your writing is **NOT** permitted, and if found, shall lead to disqualification of this part.

Write two paragraphs from the perspective of each of the following stakeholders:

Paragraph One: Hiring managers / companies

Paragraph Two: Job applicants / recent graduates

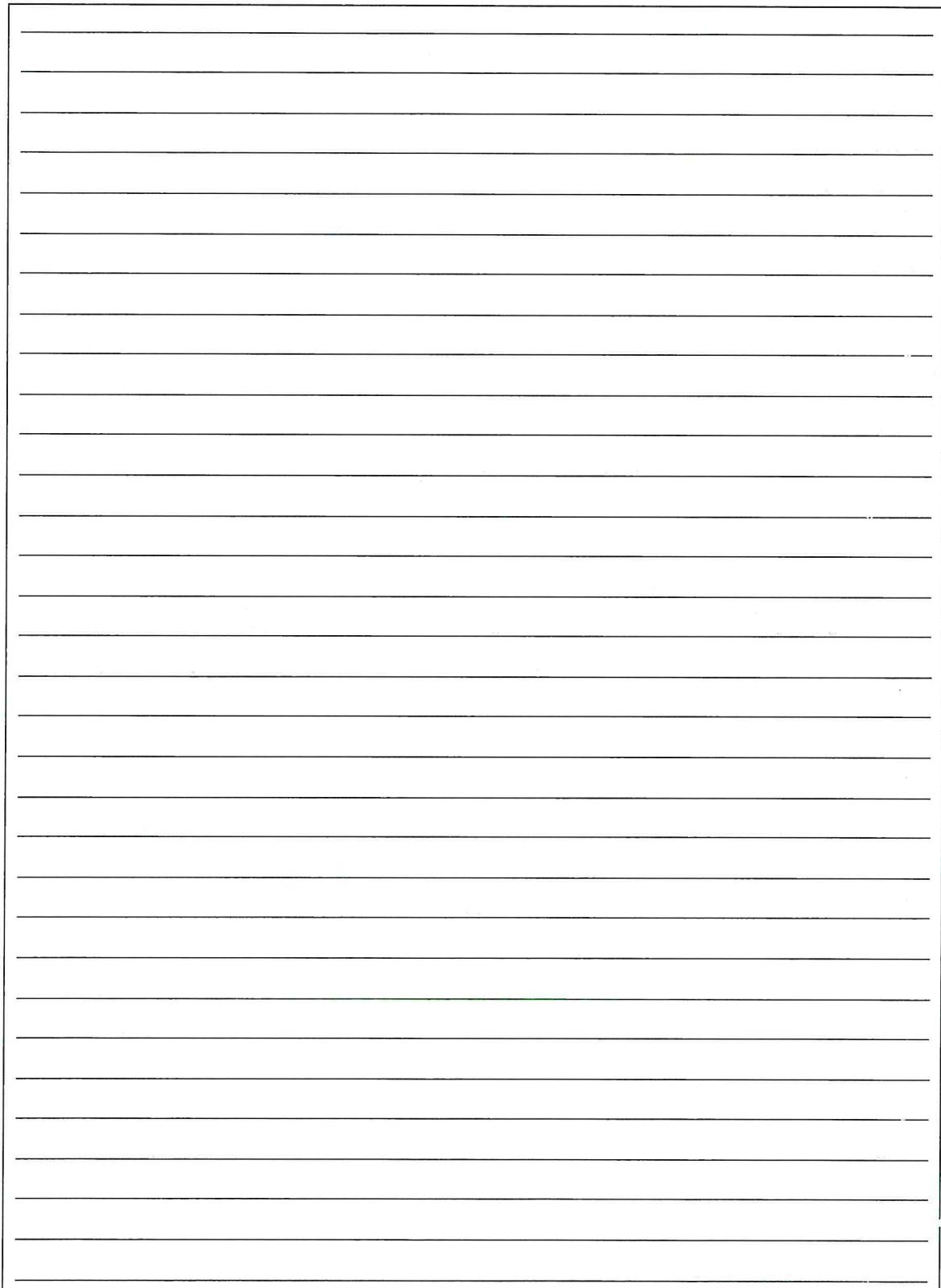
Paragraph One

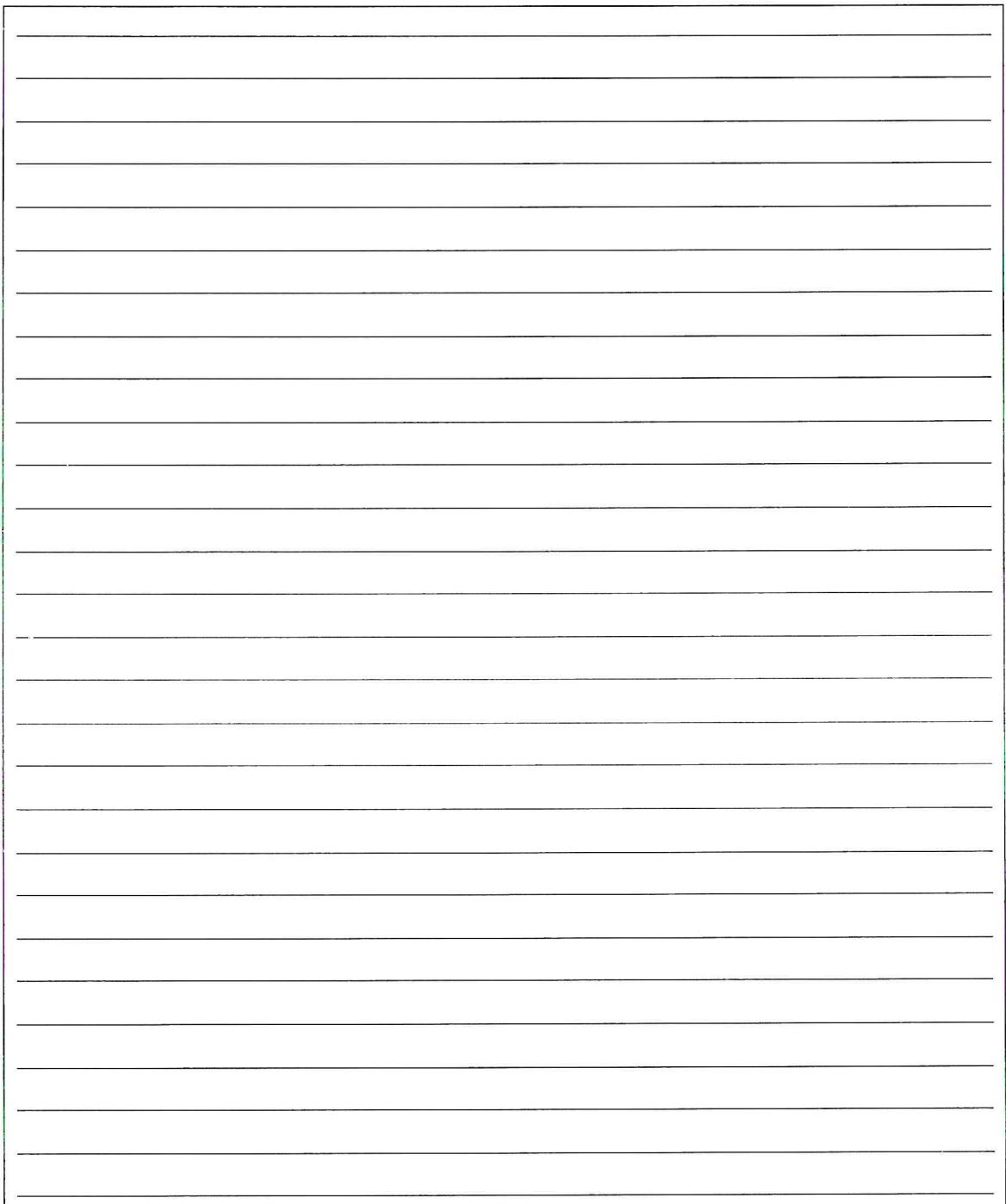
Hiring Managers are conflicted about using these tests for applications but a vast majority are ~~very~~ ^{conflicted} ~~confused~~. Most professionals and HR Hiring Managers are skeptical at best. They deem it 'unprofessional' and question its validity & reliability. To add to that, the MBTI test creators themselves have regarded its use for hiring 'unethical' & psychologists have labelled it 'misapplying' when used for job applicant screening.¹⁴ Moreover, many employers who

made use of the screening are non-thinking etc. They've confessed a risk of lost potential & loss of valuable candidates due to 'stereotyping'.⁹¹ There is evidence that candidates may 'game the system', which may lead to eventual dissatisfaction over time as employers hire dishonest applicants who inevitably do not meet employer expectations in the long run.¹²⁴

Paragraph Two (2):

Though a useful tool for achieving self-actualization & personal growth - applicants are generally discouraged from using such test results in applications as it may limit them to stereotypes & hence leading to lost opportunities after confirming their weaker side. An oversimplification, the tests do not offer determining power on whether a candidate may be suitable or not and internalizing your MBTI type may hinder personal growth and career diversification as applicants would refrain from applying for jobs requiring skills that do not fall in their MBTI type.²¹⁰ Applicants should not proactively use test results in applications and should exercise caution if explicitly asked for such results.²³⁹ Showing concrete evidence like past experiences in a detailed CV may prove more powerful.





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Paragraph Two: Job applicants / recent graduates

~~The use of MBTI test results on job application may hold different values~~

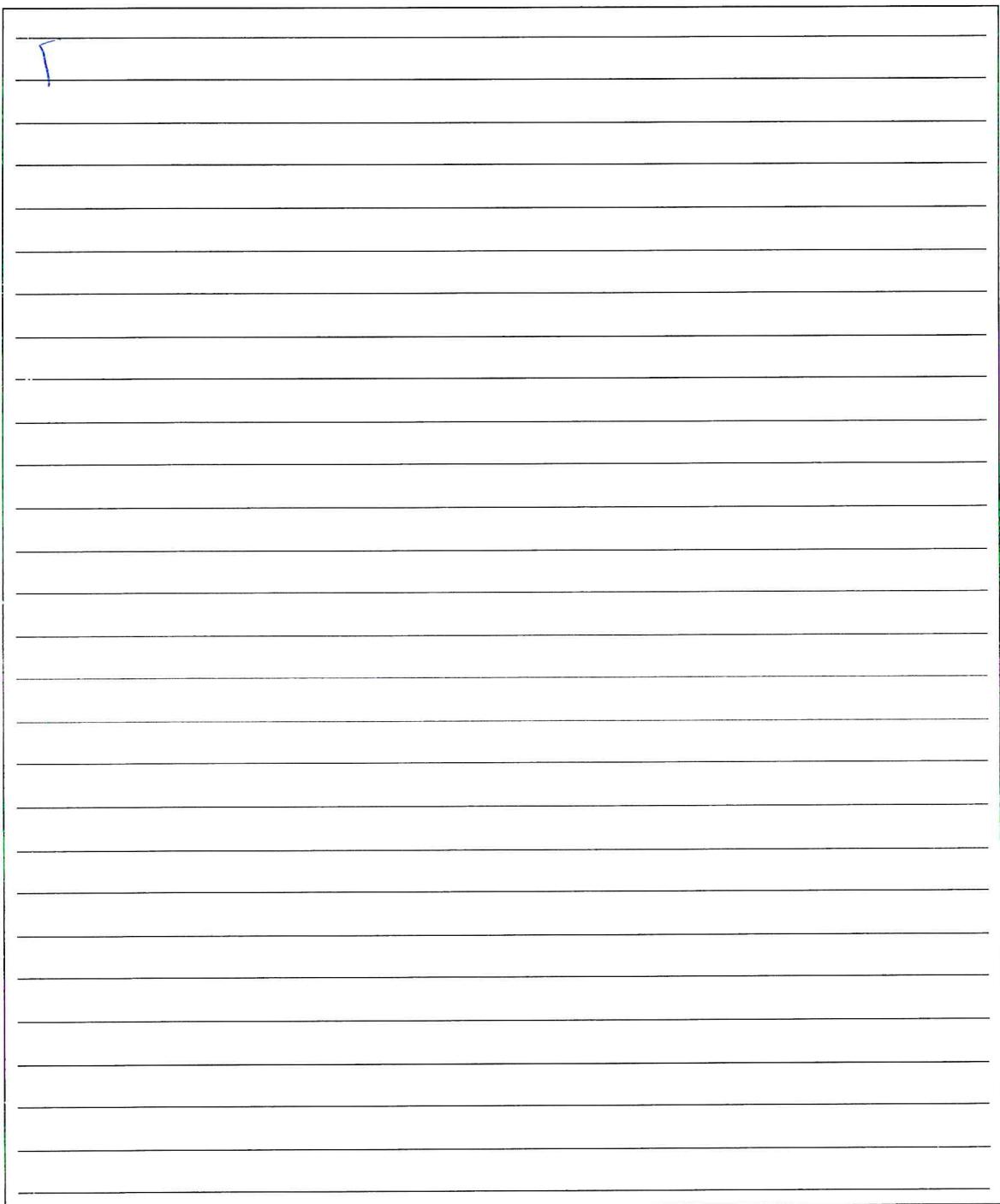
This is the report about must personality test results be used in job applications. In this report I will explain the values of MBTI personality test for both hiring companies and job applicants. I argues against the use of personality test result on job application.

Firstly, from hiring companies prospective it may be just a piece of unnecessary information for the hiring manager and they may ~~not~~ preserve such info information unprofessional on the CV of the applicant. Companies focus on skills and experience of the new employees for example, what insights the new graduate have picked up from an internship, voluntary work, and the courses he/she have taken in University. How these skills ~~are~~ can be used and benefit the ~~employee~~ applicants for the role they are applying for in a company. Complex ~~diverse~~ human nature could lead to discrimination in the hiring process as it seems that most of the time building a strong and diverse team is not a priority. Their MBTI leads to unintentional biases in the companies hiring process and undermine the diversity ~~of~~ in the companies.

Secondly, job candidates define from the taking short cut and mentioning MBTI test result in the job CV in order to for the sake to tell employer the skills they have for the position. Rather dig deep into the hardware and software skills they had accumulated.

previously ~~not~~ suitable for this position. Giving examples such as the situations during the internship or voluntary work they faced and valuable experience they gained from those situations provide evidence of the skills the applicant claim to have are more solid evidence for the hiring manager for job consideration than simply telling the MBTI type. By considering the jobs types according to the MBTI type prevent students to learn from other job types and as a result they lesser the ~~choice~~ employment choice chooses for them.

Overall, personality test is not recommended both for the employers and the job applicants for employment considerations.



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HR

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Paragraph Two: Job applicants / recent graduates

(1) .

On the Companies' perspective, being superstitions about MBTI tests and use the results to filter job candidates is a ~~wrong~~ practice. The Myers-Briggs Company have confirmed that MBTI tests are tools to help job applicants to understand themselves, ~~and~~ their personality types, including their preferences and strengths. However, people are flexible and their personalities ~~are~~ can be reshaped, and MBTI test results cannot faithfully represent their abilities and potential. Professional ~~and~~ HR researchers and psychologists recommend that companies ~~should~~ lay more stress on ~~evidence~~ "evidence" rather than "personal preference" so that helps choosing the most suitable candidate. Companies ~~are~~ are advised to have skill testing, interviews, and

Observing the candidates during internship, to get a more accurate and holistic understanding about the candidate's ability. HRs should recruit based on data, ~~and realistic~~. The applicant's past working experiences, and ^{realistic} performance during interview and internship.

(2).

On the other hand, jobseekers should not rely on MBTI test results either. Although they are not banned from writing their MBTI personality types on their Resumes, it is not recommended. Applicants should read the job requirements carefully, and examine their own skillsets to see whether it's suitable. Applicants are advised to write their related skills and internship experiences on their resume, and elaborate the details during interview. They should remember: "Show, not tell." Concrete evidences are preferred.

