

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

Personality test results should not be used in job applications. In ^{the} view of hiring managers, these personality labels are not reliable over time. Dishonesty may arise among candidates to build a "fake" personality to compete for certain job. These not scientifically validated tests ^{can also} lead to stereotypes and reduce diversity. The preferences of hiring managers over MBTI roles limits company's talent pools, which narrows horizons and potential.

From the perspective of job applicants, MBTI test, on one hand, is a useful tool for self-reflection and career planning. However, MBTI-based screening can lead to unfairness adversely affect hiring staff's first impression on the applicants. More importantly,

"show, but not tell" is a much better way to demonstrate the candidate's strength and weakness. By 'providing' real-world evidence and experience, a fuller picture can be shown of the candidate's strengths.

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The utilization of MBTI in job applications is unreliable. There are two major reasons in perspective of companies and job applicants respectively.

To commence with, the major interest of the company is to sort out the most suitable and potential individuals for their specific positions, while MBTI gives a broad and unprecise definition to the candidates. Trace back to the original aim of MBTI designing, the nature of this test is used for individual's self-reflection of their personalities, and thus, personal growth. However, MBTI has merely limited types for indicating one's characteristics and therefore far not enough to precisely evaluate and picture one's

uniqueness. In the sense of the self-included usage of the ~~MBTI~~ MBTI's nature, the tool ~~should~~ may not be suitable for being a medium to understand another person. Considering the interviewing and job application processes consist of a dire need of whole ~~an~~ comprehension ~~and~~ ~~in~~ in order to evaluate the adaptiveness of the candidates to the position, a ~~the~~ unclear label are far not sufficient to ~~understand~~ shed light on the person itself. Take the binary traits of introvert and extrovert as an example, if these traits are to preview and pre-define one's communicating ~~st~~ and collaborating skills for the HR, then the complicating personalities and characteristics are covered and fiercely concluded simply by one easy label of 'I' or 'E'. Therefore, the HR, or the company behind, may filter out the one who have higher potentials and adaptabilities just because they have lack of the 'desired label', leading to the long-term lost for the company's effectiveness as they miss the opportunities in applicants selection.

On the other hand, the MBTI test for job applicants to evaluate themselves to the job may lead to self-defining and thus self-limitation to potential possibilities. If one are chosen by the company ~~which~~ just because they have specific MBTI label of which the company desired for, their working spectrum and types of tasks-to-do may be limited by the company as certain label of his/her ~~test~~ have defined them what should do and what shouldn't in the sense of 'labelled personalities' to the tasks. For example, ISTJ might be self-avoiding to the task of creative roles, as they perceive themselves lack of imagination abilities. Once there are crucial tasks that requires creative skills, they may be ~~considerati~~ conservative to avoid themselves to take that task and thus reducing the possibilities of future promotion. Therefore, the labelling effect of personalities hinder personal growth as it narrows one's focus to possibilities of self-exploration, leading to stereotypes of company to person (job applicants) and the staff to it.

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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

As Hiring managers or companies, MBTI should ~~be~~ not be used ~~to~~ to seek a job applicants. Maybe most people might feel that personality test results can help you gain advantage, but it is unprofessional. The company should mainly focus on your ability, skills, which can lead you ~~to~~ do the best when you become their worker. However, MBTI reduces complex ~~personality~~ individuals to a handful of binary traits, such as introvert or extrovert, thinkers or feelers, hence this can lead to HR managers overlooking ~~except~~ expectations. Moreover, Companies ~~rely~~ relying on MBTI for hiring ~~that~~ will lead to loss opportunities and ^{less} diverse team. Therefore, HR managers ~~should~~ should focus on job applicants' personal growth to build diverse team, not just MBTI. Furthermore, the creators of MBTI also warning that it was never designed to predict job ~~performance~~ performance or ~~suitability~~ suitability, which is unethical.

~~From~~ For job applicants or recent graduates if the company asked for your MBTI results, you could provide if they really know your experience, ~~it~~ but mostly the good action is not ~~provided~~ provided. The companies should focus on your ~~one~~ ability, hard skills, project that you had done before and the volunteer's work, these experience and problem-solving is the main ~~pa~~ reason for hiring. Moreover, ~~specifically~~ graduates, possibly young job seekers, may start to see their career options as distorts if they internalize the MBTI labels. This action narrows horizons, stifles growth and continues the very stereotypes the personality test ~~results~~ was meant to illuminate, not enforce. On the other hand, MBTI not only distorts hiring outcomes but can lead to mismatched expectations and dissatisfaction overtime. We should not provide personality test results to limit our career paths, MBTI is changing every time and many factors also.

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①

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②

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Forward-thinking companies are re-considering their hiring approaches: moving from simple and self-reported MBTI test to a more holistic and effective personality analysis method. The rationale behind this shift is that more professionals, including psychologists and even official experts of MBTI warn that this approach should not be overly relied on. Other professionals are stating that a heavy reliance on MBTI test results to determine whether hiring a person or not can stifle innovation and

diversity in a company. Since this test is over-simplified compared with other personality test, hiring managers may overlook the true underlying qualities of an individual, thus leading to a loss of potentially ideal employees. Aside from impeding the diversity of a workers in a company, stringing on this measure may reinforce certain bias in personalities. Therefore, simple ~~per~~ personality test like MBTI is not preferred during the hiring process in workplace.

Some job seekers, especially the younger generation, use ~~it~~ personality test

as a self-reflection tool. In fact, this test is intended to help an individual understand their preferences and growth areas. A user, in fact, can make good use of this test if they wish to refer to the test results and foster self development holistically. In contrast, including more concrete evidence on one's CV could be more effective.

For instance, mentioning past experiences, projects and internships can make a company have a better understanding of your overall ~~skill~~ ability. This is more accurate because a manager

can judge your qualities based on real examples provided by an applicant. Furthermore, proactively mentioning own MBTI is not preferred on a resume as a company may apply a filtering mechanism based on the personality test provided. Another limitation of including the test result on CVs is that job opportunities would be limited. candidates may filter out a particular job if the ~~the~~ intended type of MBTI stated on the job description doesn't fit their ~~per~~ personality. The career path of job seekers can be narrowed significantly. In general, instead of resorting to personality test results, job seekers may provide real examples.