

WRITING

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:

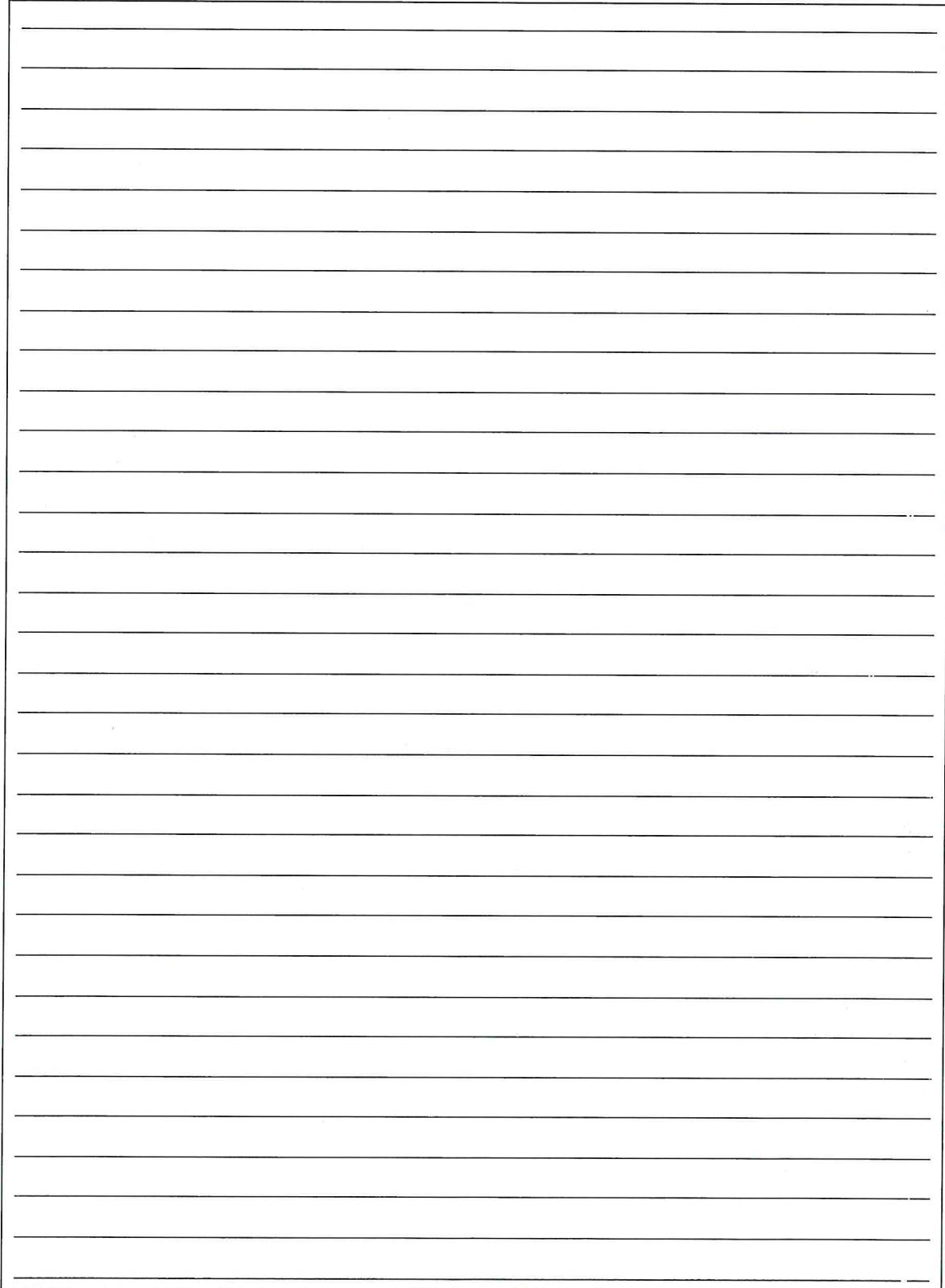
Paragraph One: Hiring managers / companies

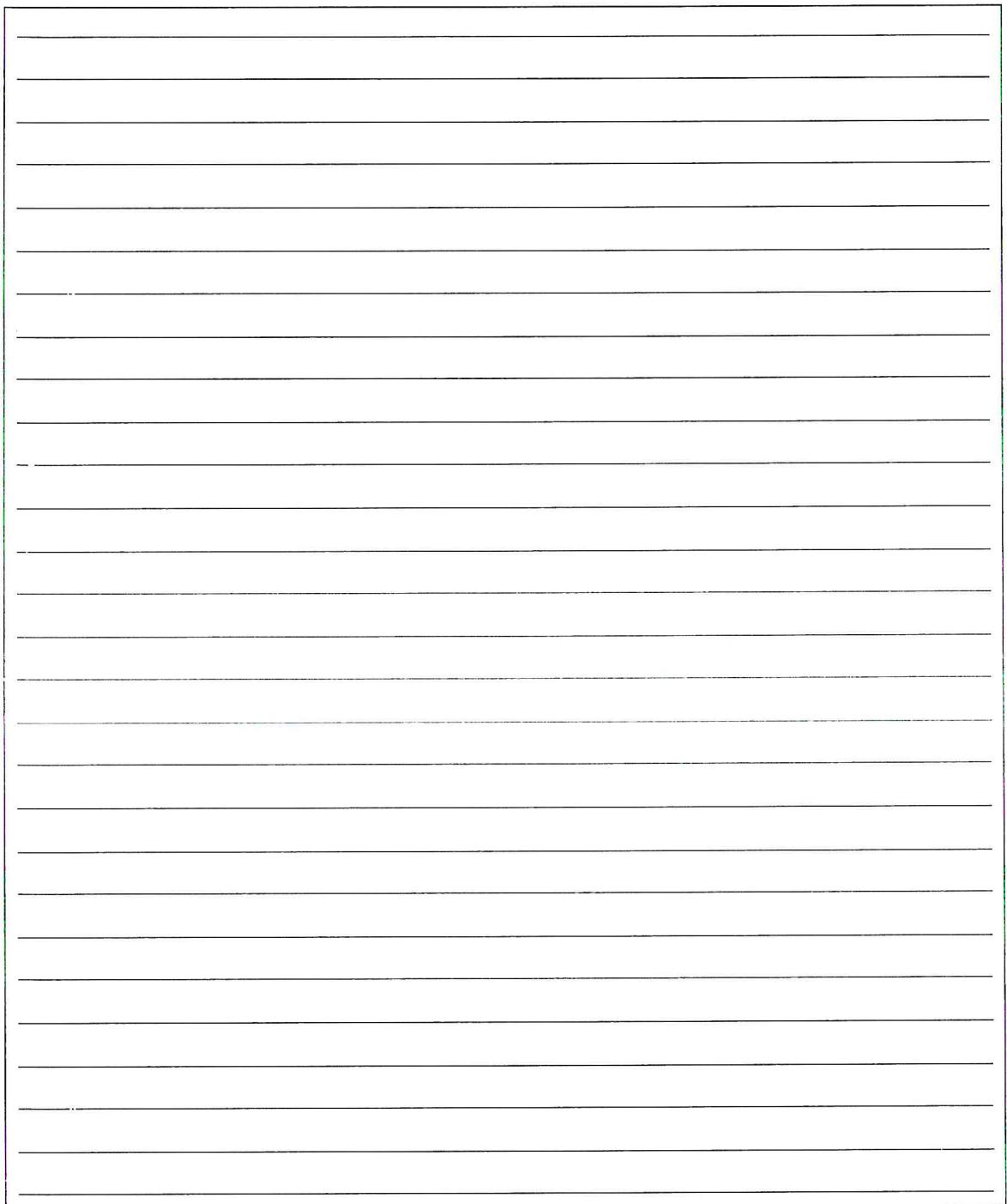
Paragraph Two: Job applicants / recent graduates

Personality test results should not be used in job hunting. For employers, using personality assessment in job applications might cause stereotyping. Personality test such as MBTI cannot predict the candidates' performance. If a "type" becomes a measurement it can cause the harm to the company. It may lead to less diverse team. Some companies might have expectations to a certain "type" candidate. For example, they may expect "ISTJ" can do well for structured work. However, even the Myers & Briggs Foundation is warning that it was never designed to predict job performance or suitability. If the company predicted that an extrovert cannot do the client-facing

Job, it will only show that they are unprofessional and cannot create a team with more diversity as they only want same "type" of person. The creators of MBTI also states that it is unethical to use MBTI for job hunting. Therefore, it can tell that using personality test for job application is unfair and shows unrespective. It could cause a bad image for the company.

For ~~the~~ job candidate, putting the result of the personality test in the CV cannot show the actual ability of themselves. For job applicants, they may think that putting the result in the resume can help them stand out in the crowd. However, MBTI cannot help for showing the HR your skills. In fact, ~~of~~ the achievement of the job seekers speaks more ~~than~~ than your personality. Providing the experiences and ~~how~~ how they prove you are a suitable candidate definitely is more convincing. Providing how you communicate with the clients in your internship and what you have achieved is better than telling the HR that you are an ENFP so you are good at communicate with people. As you have the actual evidences the company can tell that you have actual achievements and you are a suitable candidate for them. ~~Also,~~ Also the hard skills can also tell more for why you are suitable for the company. As you can tell the company that these skills are fit in to the job requirements. Therefore skills and achievements are more valuable then your personality.





Cheung Sin Keag
Vinan
23235845

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

Hiring managers should not use personality test result in job applications due to two major factors. First, it can lead to a less diverse working force. Eventually, lacking valuable perspective, thus having no innovative ideas in the company. As many job seekers

will be filtered out during the first screening. The ones left are people with the same MBTI, who have the same personality and ways of thinking. Overtime, every workers will be the same. Second, MBTI tests are not comprehensive, people should not be labelled with just four letters and eight kind of ~~advice~~, it is important, ~~and dimensions~~ ~~aspects~~ are being neglected. For instance, the hard or soft skills one has, his experiences in working, whether he worked an ~~@~~ internship before. A book should be judged by its cover, so do human. Just by the four letters on his CV actually doesn't mean a lot.

On the other hand, it is also unfair for jobs applicants and recent grads, personality

tests results shouldn't be used in job applications. Firstly, it can ~~make people~~ limit the job choices for them. In a start-up company, they may seek people who are innovative, good at decision-making like ENTP. People who are not ENTP may feel unconfident and not apply for these jobs. In the worse case, introverted people may act to be extroverted in the interview, being dishonest about their real legit MBTI cause they are too eager to get a job. For INTJ, they may not be more imaginative and emotional.

Secondly, the MBTI may cover up the job applicants' skills. As the HR may have thousands of applications, they don't have time ~~to~~ to look at each CVs very detailed one by one,

simply one look then will be filled. The skills you have should be put on the CV instead, for instance, your hard / softs skills, strength, weaknesses and experiences should be the main point that you should shed lights on. As I wrote before, Everyone is unique in each's way MBTI is very shallow and it won't be able to really showcase who you are.

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

Recent years have witnessed that many companies using MBTI tests as a tool of hiring processes. While it can help find out ideal employees you want to facilitate your job, it is not reliable to use it as the only standard. Some companies think that using MBTI test as the consideration of hiring decision does more harm than good. First of all, it will lose the team diversity. A team in a company, especially for those companies of creativity, should involve people of different personality to seek a balance. No matter ~~what~~ kind of job, there should be someone introvert or extrovert, thinker or feeler. If companies only rely on MBTI test and only seek for those who match their expectation, this can greatly narrow

a diversity of companies. Moreover, companies may overlook the potential of individuals. MBTI test can't reflect the working ability of an individual. Do all "ENFJ" people work hard and concentrate on work? Do all "INFP" people contribute creative ideas to employers? Working ability should be judged by the skills, experience and real-world problem-solving, but not 13 ~~pages~~ of nonsense test.

~~Except~~ As a recent graduate, I have been asked to do an MBTI test ~~before~~ during the interviews. There is no doubt that it is one of the tests that can reflect ~~on~~ a real me, what if I cheat? MBTI test is a well-known personality test. Many people have already seen ~~the~~ ^{all} questions in it, especially recent graduates. It is easy for job applicants to guess the answers and give a "I'm suitable" answer. But the purpose of employment. Therefore it is not fair to use this test as the hiring standard. The can lead to mismatched dissatisfaction overtime. ~~Also,~~ Although many people are using MBTI test to find out their personality, sometimes the result it shows is not true. In another words, MBTI tests can't reflect oneself in accurate way, that's why it is not fair to use it as a hiring bases. The best way to reflect one's ability should be the ~~on~~ job experiences or ~~on~~ volunteer experience, but not "E" type or "I" type. This will overlook applicants potentials and they will lose a chance to work in their dream companies. Job applicants ~~if~~ themselves may also too rely on the result of the MBTI test and finally influence their career paths.

It is of paramount necessity to figure out what MBTI test is exactly used for. It is for people

who want to improve themselves ~~and~~ by understanding their own personalities more. They can figure out their strengths and limits and ~~try~~ try to become better.

It should not be use as a hiring process as it is both unfair to employers and employees.

Personality test results should not be used in job applications.

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:

-ve

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

Disadvantages of Using Personality Test Results in Job Applications.

Background.

According to a 2018 report, about 20% of Fortune 100 companies have used MBTI, a type of personality test in hiring process, and 89 out of the Fortune 100 employ it for hiring, team-building, or leadership development. These shows the universal use of personality test results in job applications. However, due to our research, there are some hidden

risks for not only companies, but also
~~fresh~~ graduates in certain area.

recent ~~in this report~~, the risk and reason
will be illustrated, in both ~~pros~~ ~~benefits~~
hiring managers aspect and

Companies.

This is the first risk is stereotype. As personality test ~~will~~ reduces a complex individuals to a handful of binary traits, companies ~~may~~ ^{right} overlook exceptional candidates simply because their type "do not match" on being the manager's expectation. ~~for example~~ in company culture, it is often felt that MBTI is too important in finding suitable employees, especially for management work. Moreover, each hiring managers test have their own expectation ~~and this~~ ~~for example~~ which may hold up spectacle. ~~(X)~~

Secondly, if personality test results ~~are~~ ~~not~~ ~~reliable~~ in predicting job success. A study as there are ~~many~~ various factors beyond personality influenced the career paths. A study found that only 5% of individuals ended up in ~~their~~ careers that matched their ~~MBTI~~ ~~ideal~~ personality test ideal roles. ~~(their personal growth and hence)~~ The link between personality test and career path is weak. ~~XXXX~~

~~(*)~~ Therefore, ~~therefore~~, personality test for hiring risk relying on diversity as it ~~want~~ screen out ~~valuable~~ valuable feature at different applicant and ~~then~~ hence make a less diverse team. ~~and moreover, company~~ ~~miss opportunity.~~ ← (*)

Job applicants

The trend hot just risk employers job applicants ~~but also~~ need to pay attention to it.

First it may limit career option. For example, according to test result, an ISFJ might avoid creative roles because they are not imaginative enough (being). This would lead to self-selection which narrows horizons and growth.

~~There is also temptation.~~

(*) there may also ~~temptation~~ temptation to game the system. that ~~but~~ applicants may fudge the test ^{job} result ~~to~~ present an idealized version of themselves which only differ ^{or} in my opinion but also lead to ~~unintended~~ exploitation.

and dictation over.

For job applicant then have to
consider the memory of test result
then

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

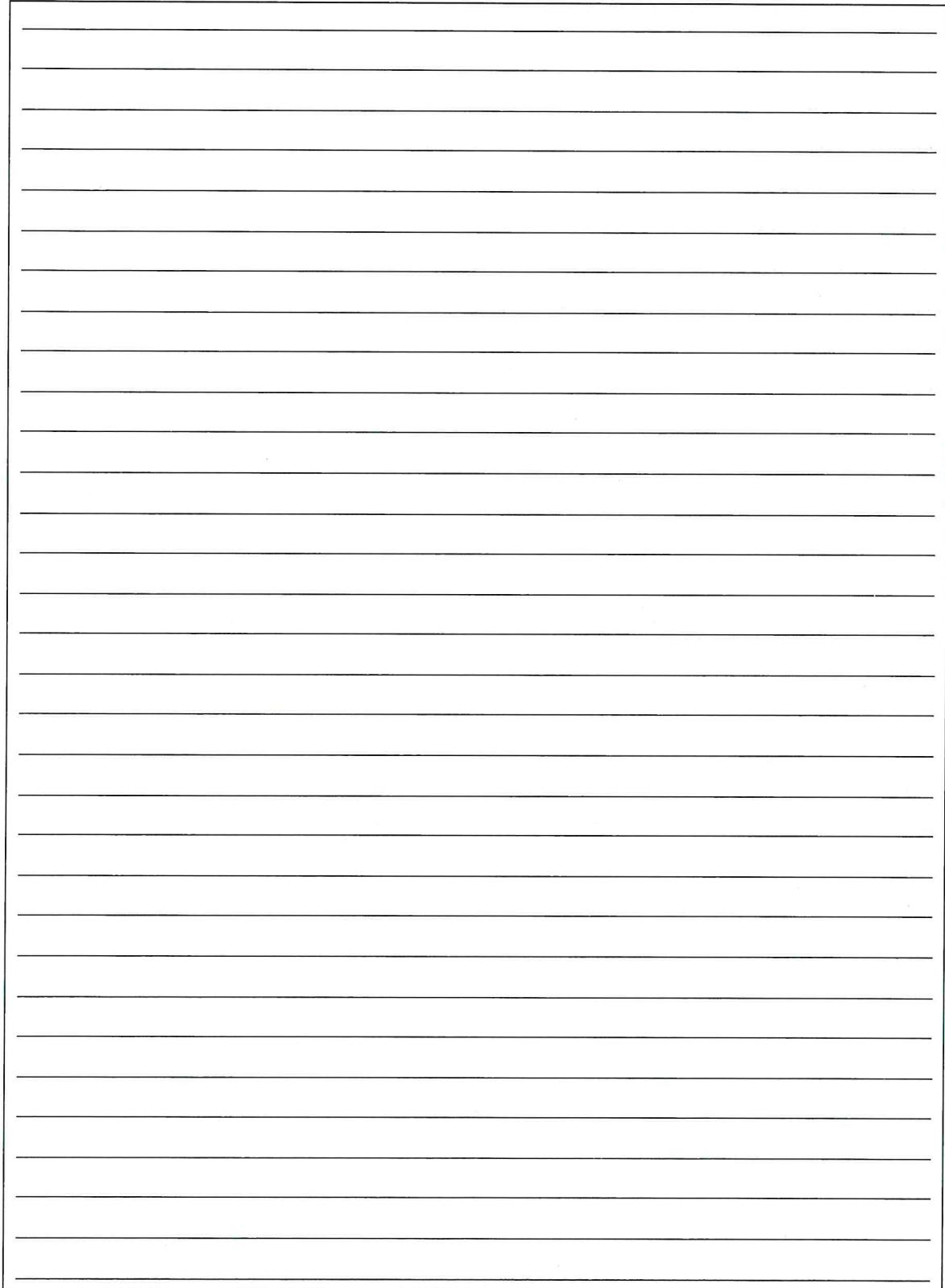
its

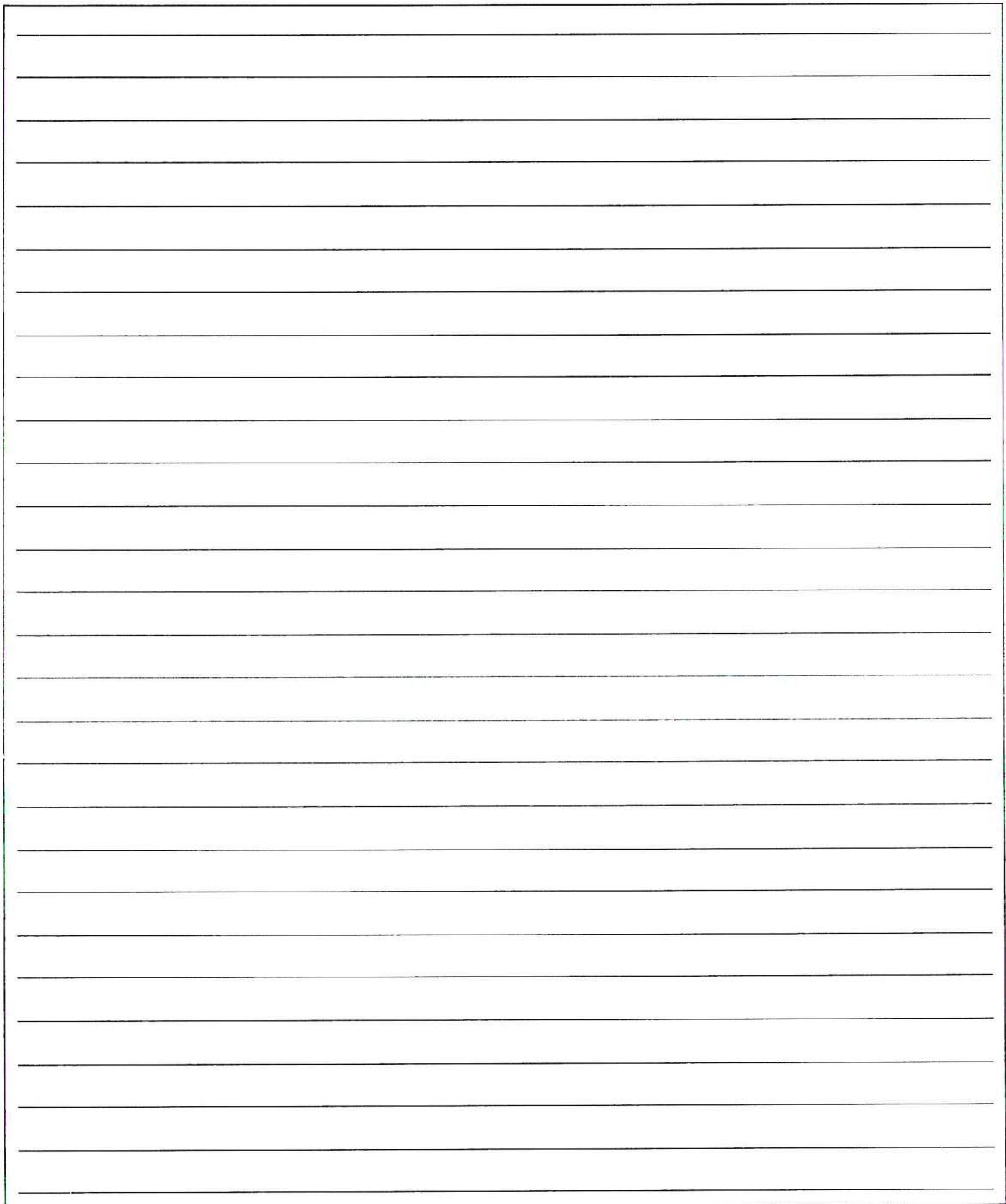
Using MBTI for hiring Companies

There are certain disadvantages for companies using MBTI to recruit ~~or~~ employees. Since MBTI method focuses on applicants' personality, it ~~will~~ caused the companies missed applicants that had various job experience if they their ~~that~~ personality are not match with the company's expectations. Therefore, the companies may lack of skilled employees and it may take influence companies performance. Moreover, MBTI method is not scientific and it cannot completely to evaluate an employee's performance to determine

note whether the job applicants should be hired recruited. As a result, the companies may lose potential employees not only lose potential employee but also influence company's performance if all employees are based on the MBTI recruited. Therefore, it is strongly discouraged companies to use MBTI in the recruitment.

MBTI method is also suitable to use MBTI method for finding jobs. Since MBTI focuses on people's personality, job applicants may only find the jobs which are matched with their personality. However, the applicants may have been taught their job skills from the teacher of MBTI since they are not taught about the importance of experience. This will be a problem because it is more important than personality. Therefore, it may discourage applicants because of this growth, and reinforces the very stereotypes the MBTI was meant to eliminate, not enhance. Moreover, MBTI ~~method~~ is not method is not focused on focus on applicants' experience. If applicants had different job experience, for example, internships or ~~program~~ responsible for some programmes before. However, the company only required the MBTI should match with with the company's expectation. Does job applicants need those ~~different~~ experience more? Experience are more essential than MBTI because it can evaluate applicants what applicants can bring for the company. If therefore job applicants have no experience, they can not develop company's performance. It must caused lots of disadvantages to company. Therefore, job applicants should not use the MBTI in job applications.





Name: Taircina Sabrin Torca

SID: 23201703

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 / Companies

Personality test results should not be used in job applications. According to many employers, MBTI or other personality test results can not be a selection criteria as these tests do not have any scientific basis. Putting someone on a self-reported task is risky. The employers found it unprofessional and thus they are skeptical of this process. Moreover, the hiring managers who adopted MBTI-based screening are reconsidering their approach as they think that relying on MBTI for hiring lead to less diverse teams, which potentially results in losing

creativity, causing harm to the companies. Measuring people's skills, creativity on a certain "type" potentially leads to the rise of stereotype. Each person is unique and when they try to measure everyone similarly, it leads to missed opportunities and overlooking exceptional candidates. In fact, the Myers & Briggs Foundation and many psychologists believe that using MBTI for hiring process is unethical. Therefore, much harm is seen than the good in using these personality test results. So, the use of the personality test results should be banned. Only then, a fairer process will be conducted.

Paragraph Two: Job Applicants/ Recent Graduates

For the new generation entering the workforce may consider their MBTI type is a way to stand out, but using personality test results should not be continued.

Using MBTI or any other personality test results can be harmful for the candidates, as this can potentially make the candidates feeling insecure of them or their abilities. For example, when the candidates prioritize their MBTI type, they will see their career options as limited. They will begin to

begin to refrain themselves from applying to their desired jobs only because of the MBTI type, which will not bring any good for them or the company. This self-selection process gradually narrows horizons, self-growth and confidence. Candidates may think that those jobs do not belong to them just because they

don't fit some man-made criteria. It also leads to the rise of stereotypes. Moreover, some candidates may fudge their answers or pretend themselves as being someone else only for the sake of the idealized version of the company. While MBTI is meant to be transparent, but faking as someone else is not acceptable. Basically, it's a trait filtering application.

