

# 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

As a hiring manager, I do not prefer using MBTI as a mechanism in hiring employees. First of all, MBTI sounds unprofessional in hiring process. Although it can act as a short cut to see how the applicants approach the problems ~~and~~ and it is more transparent to understand a person in a short period of time, it is a bit too over-simplified. MBTI may have a lot of stereotypes that is not suitable for hiring. For instance, INFP person doesn't necessarily mean that he is



strategic. It is just a way to let applicants understand themselves or use it as reference in team-building activities. ~~Secondly~~ Moreover, MBTI is not really scientific based. It may undermine diversity, it is only the applicants' perceived ideal self and it will cause unconscious bias when ~~or~~ companies screen out someone merely based on those four letters. MBTI does not equal the prediction of job success. A study found that only 50% of individuals ended up in careers that matched their MBTI roles and more factors ~~or~~ could affect applicants' performance. There are also temptations for some dishonest applicants to game the MBTI system. The candidates may fudge their answers or mimic an idealized version of themselves to stand out from others as they may guess the preference of some companies. Last but not least, the managers should put more emphasis on holistic and data-driven assessments which tests individuals' soft skill, problem solving skills, hard skills, to name but a few.

Aside from the aspect of the hiring managers, I don't recommend recent graduates to include MBTI

in their resume or cover letter if <sup>they are</sup> not asked to do so. First and foremost, MBTI is only a <sup>better</sup> test for applicants to find their career pathway and understand their own growth. Even your MBTI doesn't fit the job nature, it doesn't mean that you cannot handle the work well. However it will be more crucial if the applicants can include more concrete evidence in their CV such as Internship, School experiences and certificates. These are all empirical experience that the HR manager will take account into their consideration. Moreover, MBTI may narrow your career pathway ~~as~~ because of its binary traits in nature. You are either introverted or extroverted, thinker or feeler. ~~You may~~ After you filled your MBTI in ~~your~~ your CV. Some companies may just reject you due to the fact that your type doesn't fit the company's nature or job responsibilities. Therefore, try to stand out with your accomplishment and good skills illustration. If some companies require you to ~~fit~~ mention your MBTI, you may do so but always be cautious. This is because you may not know what are the reasons behind ~~to~~ of collecting it.

Is it for team-building or is it used to filter you out from the pool of applicants. In shorts, don't limit your career options with only four letters as this self-selection narrows horizons, stifles growth, and continues the very stereotypes that the MBTI was meant to illuminate, not enforce.



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

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In the aspect of hiring managers and HR professionals, personality test results are not suggested to be used in job applications. First, the companies consider using MBTI in application is unprofessional. In the hiring ~~pro~~ process, they don't really care about the personality of applicants, but care about the skills, experiences and can ~~the~~ applicants really able to do the job. The ~~pro~~ personality is not a must in the applications and it will waste some paragraph for applicants to show the more valuable characteristic of them. Second, hiring managers and companies have legal concerns for using MBTI in

their hiring process. It is ~~a~~ ~~an~~ unethical to reject candidates whose four-letter code doesn't fit a preconceived MBTI. In some region, it will be considered as discrimination claims. Using MBTI can increase risk in the hiring section, so it is not suggested to utilize personality test results in job applications.

On the other hand, job applicants are also not suggested to add personality test results in job applications. As I mentioned before, the companies doesn't really care the applicants' personality. Applicants should illustrate their skills, internships experiences, projects ~~there~~ finished at school and volunteer experiences. ~~these~~ Adding these points into the applications are more powerful than saying the MBTI. Second, utilize personality test results may limit the opportunity. When they internalize their MBTI labels, they may begin to see their career options as limited. It is a ~~stereotype~~ <sup>stereotyping</sup> to use only four letters to conclude yourself, and avoid roles that are not suit the MBTI. The job options obviously will lose creativity and diversity.



This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is no text or other markings on the paper.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper has a slight texture and some minor discoloration or shadows, suggesting it's a physical document. The left edge of the paper is slightly irregular, possibly indicating where it was bound or cut. The overall appearance is that of a clean, unused piece of stationery.