**Listening (10 marks)**

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| **Situation:**  During your research on MBTI in job hunting, you came across a podcast on whether job seekers should include their MBTI on their résumé. Listen to the recording and answer the following questions.  You will hear **TWO** excerpts from the podcast. Each recording will be played **ONCE** only. |

**Multiple-choice Questions (4 marks; 1 mark each)**

Listen to the recording and answer the following questions:

1. According to the female speaker, why do people put personality test results on a job application?

a) To comply with a standard industry requirement

b) To ensure the application form is complete

c) To help them stand out from other applicants

d) To demonstrate their ability to follow complex instructions

1. According to the recording, what might an INTJ personality type be good at?

a) Working well with people

b) Handling customer complaints

c) Paying attention to detail

d) Strategic planning for the future

1. Putting personality test results on an application can feel like a shortcut for communicating:

a) one’s work style and problem-solving skills

b) one’s ability to finish tasks effectively

c) one’s availability for weekend work

d) one’s specific salary expectations

1. Adding personality test results might feel like you are…

a) minimizing your weaknesses openly.

b) being transparent about yourself.

c) requesting specific job accommodation.

d) asking for help before starting.

**Cloze Summary (6 marks; 1 mark each)**

Listen to the recording and fill in the blanks with **NO MORE THAN THREE WORDS**.

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| **Frequently Asked Questions for Recent Graduates**   1. **Should I include my MBTI in my job applications?**   In general, **the answer is no**.  It is true that understanding your personality type is effective for your own personal (5) growth and gives guidelines for how you should interact with others.  However, refrain from (6) proactively putting personality tests results on résumé and cover letters.   1. **What if a company asks for my MBTI in the job advertisement?** Take (7) caution and consider why they are asking. Does the company use the information for employee development or simply as a (8) (crude) filtering mechanism to screen applicants? 2. **What should I do instead?**   We recommend focusing on doing the following:   1. Provide (9) (concrete) evidence for your experiences e.g., internships, volunteer work. 2. Demonstrate soft skills, for example your (10) communication / problem-solving / collaboration skills |

**Transcript of Listening Material**

**MALE**:  Today we're, uh, tackling something lots of you might be thinking about, especially early in your careers. It's this trend of considering, you know, personality tests like Myers-Briggs, the MBPI, and whether to put those results. On your job applications,

**FEMALE**: You take these tests maybe for self discovery find 'em interesting, and then think, Hey, maybe this helps me stand out.

**MALE**: Mm-hmm.

**FEMALE**: Especially when the job market feels crowded.

**MALE**: Exactly. So the big question we're diving into is, is that actually a good idea? And, uh, spoiler alert, Uhhuh, it's, well, it's pretty nuanced.

**FEMALE**: It definitely is. It touches on how we, you know, present ourselves professionally, how we communicate strengths, and maybe most importantly, what people doing the hiring actually care about. So maybe we should start with why someone, especially a recent grad, might even think about doing this. What's the perceived upside?

**MALE**: Okay. Yeah, let's unpack that. I mean, if you're just starting out, you want any edge you can get, right? Yeah. You look around, see tons of applicants, maybe similar grades, similar majors, and you think, how do I show I'm different and. Putting down say INTJ might feel like a quick way to signal, Hey, I'm strategic. Or maybe ESFP to say I'm good with people. Like a shorthand.

**FEMALE**: Exactly. It feels like a shortcut to communicating your work style or maybe how you approach problems. And there's this idea that it shows self-awareness, you know? Yeah. That you thought about yourself, your strengths, weaknesses. Employers often say they value that…

**MALE**: Right… It feels like you're being transparent, maybe even getting ahead of the game. Here's who I am, here's how I tick.

**FEMALE**: And you sometimes hear that in certain places. Uh, I think particularly in parts of Asia, it's becoming more common, almost expected sometimes to include this kind of thing.

**MALE**: Interesting. So from the job seekers point of view, you can see the logic. It feels proactive, informative, but, and there's always a, but how does it look from the other side of the desk? The employer's perspective?

**FEMALE**: Yeah. That's where things get tricky because honestly, many hiring managers, HR professionals. They're pretty skeptical.

**MALE**: Skeptical how? Like they just don't care.

**FEMALE**: Well, some see it as maybe unprofessional or at least, uh, not the best use of valuable resume space. Their main focus overwhelmingly is on skills. Can you actually do the job? What experience do you have? I. Internships projects, actual competencies.

**MALE**: So the personality label just doesn't carry much weight compared to, say, listing your proficiency in Python or your experience managing a project.

**FEMALE**: Precisely! Because think about it, those four letters are a huge oversimplification of who you are, right? People are complex. Putting someone in a box based on a self-reported test, it risks stereotyping.

**MALE**: Yeah, I could see that. Like assuming all introverts are bad in team settings or all thinking types, lack empathy, which just. Not true.

**FEMALE**: Exactly. And it's crucial to remember what these tests, like the MBTI, were actually designed for it. They're intended for self understanding, personal growth, maybe team development after hiring, not really for selection or recruitment.

**MALE**: So using it for hiring is kind of misapplying the tool.

**FEMALE**: That's what many experts, including, psychologists and even the official MBTI organization would argue…they caution against using it for hiring decisions. There are questions about, um, its reliability over time and its validity in actually predicting job performance. Does being an E or an I really tell you if someone will be a good accountant or engineer or marketer, the link is tenuous at best.

**MALE**: It reminds me of that comparison you sometimes hear.

**FEMALE**: Yeah.

**MALE**: Like it's almost akin to, putting your horoscope sign on your resume.

**FEMALE**: Mm-hmm.

**MALE**: Interesting. Maybe, but not exactly a scientific basis for a hiring decision.

**FEMALE**: That comparison does get made. Yeah.

**MALE**: Mm-hmm.

**FEMALE**: Well, maybe a bit harsh. It highlights the lack of predictive power for job success in the eyes of many employers. And there's another risk too, diversity. If you start filtering candidates based on perceived ideal personality types for certain roles, mm-hmm. You can end up screening out people with different valuable perspectives. You might build a team where everyone thinks alike and you lose that, uh, creative friction. That diversity of thought that often leads to innovation.

**MALE**: That's a really important point. It's not just potentially unfair to the applicant, but it could actually harm the company by limiting its talent, pool and perspectives.

**FEMALE**: Definitely. It can lead to missed opportunities on both sides and potentially raise flags about, you know, unconscious bias creeping into the hiring process.

**MALE**: Okay, so let's bring it back to the listener. If you're a recent graduate, you've maybe done the MBP, I found it insightful. What's the practical advice here? What should you actually do?

**FEMALE**: The general consensus, the sort of standard advice is this, while understanding your type can be super helpful for your own growth, for figuring out how you interact best with others. Proactively putting that MBTI type, or similar results on your resume or cover letter? Probably not the best move. It's generally not recommended.

**MALE**: Generally not. Are there any situations where it might be okay, like what if a job ad specifically asks for it? That seems rare, but…

**FEMALE**: It is rare, but it could happen. If a job description explicitly asks for it, well then you have a choice to make. You could provide it, but even then, I'd advise a bit of caution. Think about why they're asking. Is it a company that really understands and uses these tools appropriately, maybe for team building insights later? Or does it feel like a potentially crude filtering mechanism?

**MALE**: Fair enough. So even if asks, maybe pause and consider, but for the vast majority of application…

**FEMALE**: for the vast majority, absolutely focus your energy. Elsewhere,

**MALE**: Right. Focus on the stuff we know employers do. Value clearly. Showing your skills. The hard skills. The soft skills.

**FEMALE**: Yes. And providing concrete evidence through your experiences. What did you achieve in your internships? What projects did you complete in school? Any volunteer work that demonstrates relevant qualities…

**MALE**: Use that resume, that cover letter to tell those stories. Show. Don't just tell.

**FEMALE**: Exactly. And the cover letter and interview are really your prime opportunities to demonstrate things, like, your communication style, your problem solving approach, how you collaborate. You can illustrate these things with specific examples: “Here's a time I worked on a team project and we faced a challenge” That's much more powerful than just saying, “I'm an ENFP”.

**MALE**: So you're conveying those underlying qualities, the things the personality type might hint at, but you're doing it through actual evidence of your behavior and accomplishments.

**FEMALE**: Precisely. Let your actions and experiences speak for themselves.

**MALE**: Okay, so wrapping this up, the main takeaway seems pretty clear, tempting as it might be to add that personality type to your application…

**FEMALE**: Hmm.

**MALE**: The general advice is don't do it. It's unlikely to help, and it, uh, it might even hurt your chances or be seen negatively.

**FEMALE**: That's the bottom line. Your time and effort are much better spent crafting compelling descriptions of your skills, your experiences, and your achievements. That's what resonates with hiring managers.