**Writing (15 marks)**

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| **Situation:**  After the reading and writing 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:

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| 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

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**Marking Criteria**

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|  | **Content** | **Language** | **Organization** |
| 5 | Fully addresses both perspectives with relevant, extended, and well-supported ideas drawn from both the reading passage and audio recording. | Uses a wide range of vocabulary and grammatical structures accurately with rare or no errors, demonstrating clear and precise expression. | Information and ideas are logically organized with clear progression between and within paragraphs, using cohesive devices effectively to link ideas. |
| 4 | Addresses both perspectives with relevant ideas but may lack some detail, examples, or support from one of the sources. | Uses a range of vocabulary and structures with some errors that do not impede overall communication or clarity. | Information and ideas are organized with some logical progression and use of cohesive devices, though some connections may be weak. |
| 3 | Addresses the task but some parts (one paragraph or use of sources) may be underdeveloped or only partially relevant. | Uses limited vocabulary and structures with errors that sometimes cause difficulty in understanding. | Information and ideas are organized but progression may be unclear or repetitive; cohesive devices are used inconsistently. |
| 2 | Attempts to address the task but ideas are limited, unclear, repetitive, or rely heavily on one source only. | Uses very limited vocabulary and simple structures with frequent errors that often impede communication. | Information and ideas are poorly organized with limited or inappropriate use of cohesive devices, making understanding difficult. |
| 0-1 | Fails to address the task or ideas are irrelevant, off-topic, or do not use the required source materials. | Uses minimal vocabulary and structures with severe errors that prevent clear communication. | Information and ideas are disorganized or incoherent, lacking clear structure. |

**1. Hiring Managers / Companies:**

* **Not designed for selection:** The MBTI was intended for self-understanding, personal growth, or team development after hiring, not for selection or predicting job performance.
* **Creators caution against use in hiring:** Experts, psychologists, and even the official MBTI organization explicitly caution against using it for hiring decisions....
* **Ethical concerns:** The Myers & Briggs Foundation states that using MBTI for hiring or job assignments is **unethical**1.
* **Lack of validity/reliability:** There are questions about the reliability of these tests over time and their validity in actually predicting job performance. The link between type and job performance is tenuous at best.
* **Risks stereotyping:** Using personality types risks reducing complex individuals to a handful of binary traits and promotes stereotyping (e.g., assuming all introverts are bad in teams)....
* **Oversimplification:** The four-letter type is a **huge oversimplification** of a person's complexity.
* **Overlooking qualified candidates:** Relying on type can lead to **overlooking exceptional candidates** whose personality type doesn't fit a preconceived mold.
* **Decreased diversity:** Filtering candidates based on perceived ideal personality types risks screening out people with valuable different perspectives, leading to **less diverse teams** and a loss of creative friction or diversity of thought.
* **Missed opportunities:** This approach can result in **missed opportunities** for the company by limiting the talent pool.
* **Unprofessional/Poor use of space:** Some hiring managers see including personality results as **unprofessional** or not the best use of valuable resume space.
* **Focus should be elsewhere:** Employers overwhelmingly focus on skills, experience, internships, projects, and competencies.
* **Potential bias/legal risk:** Could raise flags about unconscious bias and represents a potential legal and ethical minefield, risking discrimination claims or lawsuits due to lack of scientific validity for hiring purposes.

**2. Job Applicants / Recent Graduates:**

* **Unlikely to help, might hurt:** Proactively putting MBTI results on applications is **generally not recommended** and is unlikely to help, and might even hurt their chances or be seen negatively.
* **Seen as unprofessional:** Many hiring managers may see this as **unprofessional**.
* **Poor use of space:** Valuable resume or cover letter space should be used for demonstrating skills, experience, and achievements, which are prioritized by employers.
* **Risks stereotyping:** Adding a type risks inviting negative stereotypes or misconceptions from the employer based on the four letter.
* **Self-limiting beliefs:** Internalizing MBTI labels can lead to self-limiting beliefs, causing applicants to avoid roles they might be good at or perpetuating stereotypes about themselves.
* **Temptation to game the system:** Knowing companies might prefer certain types can tempt candidates to fudge answers, undermining authenticity and leading to mismatched expectations.
* **Focus should be on demonstrating skills:** Applicants should focus on **showing, not just telling**, their strengths through concrete examples of actions and achievements in experiences.
* **Personality is complex:** Four letters cannot capture the full range of human potential.
* **Exercise caution even if asked:** Even if a job ad specifically asks for it (which is rare), applicants should pause and consider why the company is asking and if it's a potentially crude filtering mechanism.

**Suggested Answers:**

From the perspective of hiring managers and companies, using personality test results like MBTI in job applications is largely counterproductive and risky. These tests were **not designed for hiring or predicting job performance**, and their creators explicitly caution against this use, deeming it **unethical**1. Implementing MBTI in selection risks **stereotyping complex individuals** and potentially causes companies to **miss out on qualified candidates** who don't fit a perceived ideal type for a role. Many HR professionals are **skeptical**, recognizing that the four-letter code is a **huge oversimplification** and **does not reliably predict job success**. Instead of relying on such labels, companies should focus on **skills, experience, and demonstrated abilities** which are better indicators of future performance.

For job applicants and recent graduates, including MBTI results on applications is generally a poor strategy that is **not recommended** and is **unlikely to help** their chances. Many hiring managers do **not find these labels valuable** and prioritize actual **skills, experience, and achievements**. Providing a personality type risks employers **stereotyping** the applicant, potentially making incorrect assumptions about their capabilities based on their type alone. Applicants might also internalize these labels, leading to **self-limiting beliefs** about their own potential. A more effective approach is to use the application materials to **show, don't tell**, illustrating relevant qualities and work style through **concrete examples** of past accomplishments and experiences.