

ch14 Apply Your Skills: Experiential Exercise

Personality Assessment: Jung's Typology⁷⁶

For each of the following items, circle either *a* or *b*. In some cases, both *a* and *b* may apply to you. You should decide which is more like you, even if it is only slightly more true.

1. I would rather:
 - a. Solve a new and complicated problem
 - b. Work on something that I have done before
2. I like to:
 - a. Work alone in a quiet place
 - b. Be where "the action" is
3. I want a boss who:
 - a. Establishes and applies criteria in decisions
 - b. Considers individual needs and makes exceptions
4. When I work on a project, I:
 - a. Like to finish it and get some closure
 - b. Often leave it open for possible change
5. When making a decision, the most important considerations are:
 - a. Rational thoughts, ideas, and data
 - b. People's feelings and values
6. On a project, I tend to:
 - a. Think it over and over before deciding how to proceed
 - b. Start working on it right away, thinking about it as I go along
7. When working on a project, I prefer to:
 - a. Maintain as much control as possible
 - b. Explore various options
8. In my work, I prefer to:
 - a. Work on several projects at a time, and learn as much as possible about each one
 - b. Have one project that is challenging and keeps me busy
9. I often:
 - a. Make lists and plans whenever I start something and may hate to seriously alter my plans
 - b. Avoid plans and just let things progress as I work on them
10. When discussing a problem with colleagues, it is easy for me:
 - a. To see "the big picture"
 - b. To grasp the specifics of the situation
11. When the phone rings in my office or at home, I usually:
 - a. Consider it an interruption
 - b. Don't mind answering it
12. The word that describes me better is:
 - a. Analytical
 - b. Empathetic
13. When I am working on an assignment, I tend to:
 - a. Work steadily and consistently
 - b. Work in bursts of energy with "downtime" in between
14. When I listen to someone talk on a subject, I usually try to:
 - a. Relate it to my own experience and see whether it fits
 - b. Assess and analyze the message
15. When I come up with new ideas, I generally:
 - a. "Go for it"
 - b. Like to contemplate the ideas some more
16. When working on a project, I prefer to:
 - a. Narrow the scope so it is clearly defined
 - b. Broaden the scope to include related aspects
17. When I read something, I usually:
 - a. Confine my thoughts to what is written there
 - b. Read between the lines and relate the words to other ideas
18. When I have to make a decision in a hurry, I often:
 - a. Feel uncomfortable and wish I had more information
 - b. Am able to do so with available data
19. In a meeting, I tend to:
 - a. Continue formulating my ideas as I talk about them
 - b. Speak out only after I have carefully thought the issue through
20. In work, I prefer spending a great deal of time on issues of:
 - a. Ideas
 - b. People
21. In meetings, I am most often annoyed with people who:
 - a. Come up with many sketchy ideas
 - b. Lengthen the meeting with many practical details
22. I tend to be:
 - a. A morning person
 - b. A night owl
23. My style in preparing for a meeting is:
 - a. To be willing to go in and be responsive
 - b. To be fully prepared and sketch an outline of the meeting
24. In meetings, I would prefer for people to:
 - a. Display a fuller range of emotions
 - b. Be more task-oriented
25. I would rather work for an organization where:
 - a. My job was intellectually stimulating
 - b. I was committed to its goals and mission

26. On weekends, I tend to:
- Plan what I will do
 - Just see what happens and decide as I go along
27. I am more:
- Outgoing
 - Contemplative
28. I would rather work for a boss who is:
- Full of new ideas
 - Practical

In the following, choose the word in each pair that appeals to you more:

29. a. Social b. Theoretical
30. a. Ingenuity b. Practicality
31. a. Organized b. Adaptable
32. a. Active b. Concentration

Scoring and Interpretation

Count one point for each of the following items that you circled in the inventory.

Score for I (Introversion)	Score for E (Extroversion)	Score for S (Sensing)	Score for N (Intuition)
2a	2b	1b	1a
6a	6b	10b	10a
11a	11b	13a	13b
15b	15a	16a	16b
19b	19a	17a	17b
22a	22b	21a	21b
27b	27a	28b	28a
32b	32a	30b	30a

Totals _____

Circle the one with more points:

Circle the one with more points:

I or E

S or N

(If tied on I/E, don't count #11)

(If tied on S/N, don't count #16)

Score for T (Thinking)	Score for F (Feeling)	Score for J (Judging)	Score for P (Perceiving)
3a	3b	4a	4b
5a	5b	7a	7b
12a	12b	8b	8a
14b	14a	9a	9b
20a	20b	18b	18a
24b	24a	23b	23a
25a	25b	26a	26b
29b	29a	31a	31b

Totals _____

Circle the one with more points: Circle the one with more points:

T or F

J or P

(If tied on T/F, don't count #24) (If tied on J/P, don't count #23)

Your Score Is: I or E _____ S or N _____ T or F _____ J or P _____

Your type is _____ (example: INTJ; ESFP; etc.)

Characteristics Frequently Associated with Each Type

The scores above measure variables similar to the Myers-Briggs Type Indicator (MBTI)TM assessment based on the work of psychologist Carl Jung. The MBTITM assessment, which was described in the chapter text, identifies four dimensions and 16 different "types." The dominant characteristics associated

with each type are shown in the chart on the following page. Remember that no one is a pure type; however, each individual has preferences for introversion versus extroversion, sensing versus intuition, thinking versus feeling, and judging versus perceiving. Read the description of your type as determined by your scores in the survey. Do you believe the description fits your personality?