When you apply for a job, you may be required to complete a personality test. This is often used to assess your strengths, weaknesses, and how well you might fit in with the company culture. These tests are based on theories of personality, which were developed by psychologists such as Carl Jung. Jung believed that people have different preferences for how they interact with the world, and these preferences are reflected in their behavior. For example, he identified four pairs of opposing behaviors: introversion versus extraversion, sensing versus intuition, thinking versus feeling, and judging versus perceiving.

One of the most popular personality tests is the Myers-Briggs Type Indicator (MBTI). It was developed by Isabel Myers and her daughter, Katharine Briggs, in the 1920s. The test consists of 16 personality types, each with its own combination of preferences. It is often used in the workplace to help individuals understand their strengths and weaknesses, and to identify possible career paths.

The MBTI has been widely researched and validated, and is used in many different settings, including education, psychology, counseling, management, and personal development. It has also been translated into over 30 languages, making it accessible to people all over the world.

To interpret the results of an MBTI test, it is important to understand the theoretical underpinnings of the test. This involves understanding the concepts of introversion versus extraversion, sensing versus intuition, thinking versus feeling, and judging versus perceiving. It also involves understanding the historical and cultural context in which the test was developed.

In conclusion, the MBTI is a powerful tool for understanding personality. It is widely used and has been extensively researched, making it a valuable resource for individuals and organizations alike. However, it is important to approach the test with an open mind and a willingness to learn about oneself and others. This will allow for a more meaningful and insightful exploration of personality.
New Developments in Psychological Testing

Robert A. Degregorio 2007

Psychological testing has grown exponentially as technological advances have permitted it to and societal complexities have necessitated its growth. This book presents the research in this field.