FMS-325

Students Notes

Lectures Related
To
Myers-Briggs
IQ, EQ, And
Other Similar Tests
Myers-Briggs Personality Types

- Based on the work of Swiss psychiatrist Carl Jung
- There are no “good” or “bad” personalities; nor “normal” and “abnormal”

Four pairs of personality dimensions:
1. Introversion — Extroversion

2. Intuitive --- Sensing

3. Feeling --- Thinking

4. Perceiver --- Judger

(See supplemental readings related to Myers-Briggs Inventory)

Links: Personality type ⇔ human resource management

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OTHER SIMILAR TESTS

IQ (Intelligence Quotient)

- Generally conceded to measure intellectual intelligence

- Generally a weak predictor of success
  - Low IQ’s make little money
  - High IQ’s tend to take demanding, high-powered better paying jobs
  - Nobel Prize winners are not strong leaders
  - High IQ people tend to be troublesome in organizations

- But still a good tool to use for certain jobs (e.g., R & D Department)

Emotional Quotient

- Attempts to address emotional intelligence

- This is not a personality test but is related

- Goleman argues that it is influenced by how dominate your brain’s amygdala is relative to the thinking part of the brain
  - Your emotions get hijacked
  - Less influenced by what you inherit
  - Definitely influence by life’s experiences and family background
  - Assumes that it can be modified and improved upon

- There are different approaches for addressing EQ
  — Salovey’s five main domains
1. Knowing one emotions
   * Recognizing a feeling as it happens
   * People with greater certainty about their feelings make better personal decisions

2. Managing emotions
   * Builds on self awareness
   * Ability to shake off anxiety, gloom, or irritability

3. Ability to motivate oneself
   * Marshaling emotion in the pursuit of goals
   * How do you handle rejection
   * Ability to delay gratification

4. Recognizing emotions in others
   * Empathy is a fundamental “people skill”

5. Handling relationship
   * It is the skill of managing emotions in others

● Other authors talk about types of intelligence
  1. Intellectual Quotient
     * Goleman state that this only explains about 20% of “success”
  2. Emotional Quotient
  3. Social Quotient
  4. Change Quotient

● There are tests currently available for EQ
  — There are couple on the WEB
  — Bar-On test from Multi-Health Systems in Canada

● Some companies are giving some form of this test
  — Insurance companies
  — Enterprise Rental
Right Brain — Left Brain

- Looks at what part of your brain is most dominate
  - Logic part of the brain is different from the creative part of the brain

True Colors

- It is similar to the Myers-Briggs personality test
- Must be given by a trained person

Other Tests

- These will be discussed later in the course

Use of These Tests in the Workplace

- Must be used with caution and care
- Do not make hiring and other personnel decisions strictly on these tests
  - Questions of validity and repeatability