

The Analysis of the Well-suited Personality of MBTI for Working Conditions

Runzhi Lyu^{1,a,*}

¹Faculty of management, Jinan University, Guangdong Province, 511486, China

a. 3204153177@qq.com

*corresponding author

Abstract: People often make judgements about other's ability based on a single letter in the MBTI type, but few have explored the differences between workers with various MBTI personalities and how these differences manifest in their work. The Myers-Briggs Type Indicator (MBTI) is a widely used personality assessment tool globally, helping guide talent allocation and optimize team dynamics. Developed by Isabel Briggs Myers and Katherine Cook Briggs, the MBTI categorizes personalities into four primary types: Analysts (represented by purple), Diplomats (represented by green), Explorers (represented by yellow), and Sentinels (represented by blue). This paper summarizes the personality characteristics and work performance of different color personalities through a literature review, case analysis, and online data investigation. Each type is associated with distinct traits: Analysts are intuitive and thinking, Diplomats are intuitive and feeling, Explorers are observant and prospecting, and Sentinels are observant and judging. These categories help in understanding individual preferences and improving teamwork. The study highlights that certain MBTI types, particularly INTJ, ESTJ, and ENTJ, exhibit strong leadership qualities, making them well-suited for project management roles. Understanding these types can enhance managerial strategies, motivation, and overall team effectiveness. Individuals with purple and blue personality tend to be more organized, making them better suitable for rigorous and serious tasks, while those with yellow and green personalities are more creative and ideal for innovative work.

Keywords: Myers-Briggs Type Indicator (MBTI), personality differences, career choice, Human Resources Management.

1. Introduction

The Myers-Briggs Type Indicator (MBTI) is a theoretical model of personality type developed by American author Isabel Briggs Myers and her mother, Katherine Cook Briggs. This model is now popular all over the world and has gradually become an important assessment basis for organizations to recruit talented individuals. The aim of the research work was to propose an optimized prediction analysis for allotting members to a project by the Project Manager by testing the members' ability through MBTI testing methods and further analyzing and justifying that the person selected was most suitable for the project or required some advice for their improvement in the work [1]. Based on the concepts of dominant, inferior, dominant, and subordinate functions of personality, Miles further proposed the concept of functional hierarchy, effectively determining the order of functional

hierarchy for each type, and proposed the lifelong development theory of types, forming the basis of the four dimensions of personality. Paracelsus noted that all people fall into four categories, and psychologist David Keirsey found that the four combinations of personality tendencies in the MBTI personality type system fit perfectly with the four dispositions previously described.

Traditional team analysis assigns an MBTI type to the team based on the dominance of characteristics among the individual team members [2]. These four combinations are analysts, diplomats, explorers and sentinels. The common characteristics of analysts are intuitive (N) and thinking (T). The opposite of the rational is the diplomats, consists of N and F. Explorers consist of observant (S) and prospecting (P), also known as art creator; The opposite end of the spectrum includes sentinels with S and J personalities, also known as traditionalists.

In the representation of the Hexadecimal personality, the four combinations are four different colors, the analyst is purple, the diplomat is green, the explorer is yellow, and the sentinel is blue.

Knowledge of one's own type and the type of others can help managers motivate others, maximize human resources, persuade others, and gain cooperation [3]. In the MBTI, the classification of colors is relatively restrained, and people with different "colors" have different attitudes towards things in work and life.

2. Detail analysis of different MBTI

2.1. Basic information of MBTI

Purples include Architect (INTJ), Logician (INTP), Commander (ENTJ) and Debater (ENTP). Greens consist of Advocate (INFJ), Mediator (INFP), Protagonist (ENFJ) and Campaigner (ENFP). The Yellows include Virtuoso (ISTP), Adventurer (ISFP), Entrepreneur (ESTP) and Entertainer (ESFP). Blues are composed of four personalities: Logician (ISTJ), Defender (ISFJ), Executive (ESTJ), and Consul (ESFJ). The results of the literature research and the returned questionnaires clearly indicate that certain MBTI types have preferences that support project leadership, specifically, ISTJ, INFJ, INTJ, ENTP, ESTJ, ENFJ, and ENTJ, with INTJ, ESTJ, and ENTJ being the types containing the most traits that supported project leadership competencies [4]. Based on questionnaire surveys, personality traits, and information from online searches, the following analysis of the personality characteristics and suitable jobs for the four-color personalities was conducted. The purpose of this article is to explore the difference between the MBTI personality colors at work, analyze the traits of different personalities and the most suitable jobs.

2.2. Characteristic of purple-person

Purples are analysts, also known as rationalists, whose main character traits include objectivity, independence, logic, analysis, and creativity. They prefer to share their own thoughts in conversation rather than specific things around him. They believe that what is easy for them should be easy for others, but this mentality sometimes causes Purples to disagree with others in group work. Purples prefer systematic work. They are very interested in natural science and eager to discover the principles of nature. They usually feel very proud after completing a difficult task. Purples feel confident when they think they have a strong will and determination. They have a strong desire to achieve the goals they have set for themselves. Purples devote themselves to the pursuit of science, predict and control the development of events. Purple prefers regular work. For example, INTJ are well-suited for jobs like lawyers, architects, and financial officers, while ENTP prefer jobs in finance, college teaching, and so on. Orderly work often makes purples feel confident. Elon Musk's personality test results are INTJ. He is forward-thinking and innovative, breaking new ground in technology and space exploration. His introverted intuition and resolute judgment enable him to transform dreams into reality, and he belongs to the personality of pursuing innovation.

The personality of Lu Xun, a very famous writer in Chinese history, is ENTJ, which called commander. His work has had a great influence on Chinese history and is still studied and interpreted today. Strong analytical and decisive ability, able to plan and study problems systematically, with excellent intuition and foresight, good at spreading his views to others and organizing loyal followers; live by strict rules and expect others to do the same; there is a dictatorial tendency [5]. That's how his character is often perceived.

2.3. Characteristic of green-person

Greens are highly imagination and often discuss ideas driven by their imagination. Greens attach great importance to interpersonal relationships and often choose to cooperate in the work rather than solve it alone. They prefer a good team environment and interpersonal relationship to greater efficiency. in cooperation. Greens would like to major in languages and want to enjoy various forms of fictitious description. Greens not only like to study literature, but also highly focuses on the social sciences, especially in the field of mental rehabilitation. For example, greens can be met in mental health services by providing counseling services to others. They try to make others feel good about themselves. Unlike blues, greens are more concerned with happiness and blues are more concerned with justice. Greens are good at influencing the growth of others. Forming personal relationships is very important for them, but sometimes too much complicated relationships may cause lots of mental stress.

Greens will do their best to help others. They believe easily and unreservedly in the future which in contrast to purple group. Greens are more focused on what's about to happen than real life. Their emotions tend to be on the positive side so their feelings are often expressed with great enthusiasm. Greens believe in the power of intuition. They are willing to devote a lot of time to exploring the meaning of humanity in order to express their true selves, and some even consider it the most important thing in life. The praise of the people around them is very important to them. Greens prefer jobs that involve more communication with others or strong social connections. For example, INFP like to work in libraries or on campuses. They are good at dealing with words, and often study literature when choosing majors. After graduation, some INFP will be editors or university teachers of humanities. ENFP is extroverted and good at communication, management consultant or psychologist is a suitable career for them. A media mogul and philanthropist, Oprah Winfrey is celebrated for her empathetic interviewing style and advocacy for self-improvement. As an ENFJ, she leverages her charisma and empathy to inspire millions through her media empire and charitable endeavors. Obama is known for his inspirational speeches and emphasis on unity and social justice. As an ENFJ, he excels in connecting with people on a personal level and motivating others toward collective goals.

2.4. Characteristic of yellow-person

Yellows like to talk about real, unique things about herself rather than abstract things. They try to avoid popularizing themselves so they often prefer specific things. Yellows are confident and persuasive speakers, with many great orators belonging to this personality type. Yellows do not have the same moral sense as greens and blues, but they insist on exploring the substance of the problem and can give concrete results to others. Just like their name, yellows have strong abilities in art and craftsmanship, which stem from their exploration and love of technology.

Yellows are very pragmatic, they will use all means to get what they want, which will make them get greater achievements in their favorite fields. When they face their past failures, they think it's just a little joke in life. Yellows are very enthusiastic and have the ability to dominate the scene. They will personally participate in the event and become the central character.

In order to achieve this result Yellows practice repeatedly regardless of the hard work. They are fearless, brave, adventurous and innovative. They strive to develop the ability to overcome hardships in any situation. Yellows can adapt well to rapidly changing environments, while they hate restraints and excessive demands,

Yellows' optimism influences those around them. But Yellows' enthusiasm is limited, they easily become tired and bored. Yellows have the feeling of impulse, they believe that spontaneous life is the real life. Social and family relationships are not as important to Yellows as their own preferences, which sometimes leads to poor relationships with people around them, but they do not feel regret.

Yellows want to have a greater influence. They want their behavior to be impressive enough to show the value of existence. Yellows often play a prominent role in social interactions. When it comes to work, they crave challenges and take on difficult tasks. Because of the high technical requirements of Yellows, they are very good at doing research work. ISTP individuals, for example, prefer jobs that require intense concentration, such as computer programmers, software developers and investors. Famed investor Warren E. Buffett is an ISTP, with sober analysis and pragmatism.

Buffett's investment strategy not only pays attention to detail but also quickly adapts to changes in the market, reflecting ISTP's unique insights in decision making and problem solving. ENTPs often choose some art-related jobs such as advertising creative director and television host because of their enthusiastic and outgoing personality and rich artistic creativity.

2.5. Characteristic of blue-person

Blues' language has a tendency to connect ideas, allowing them to quickly move from one topic to another, like dominoes. Blues are good at small conversations, they control that each topic is relevant to life and not over-interpreted, which makes the participants feel happy and respected in the conversation. They are interested in specific information about comparable convenient. They are very careful about what they say. Blues will also tell others that they do not like others to do things against the norm, they will try to maintain social order.

Blues will strictly follow social rules, for example, they will park on the right even if the left is empty. In blues' opinion, only discipline and rules will make people successful. Therefore, they actively formulate and guide the rules of behavior, insisting that only the establishment and observance of institutions can maintain a stable social order. At the same time, they strictly abide by the established rules, for example, they do not accept illegal assets or even debts because they think it is harmful, and Blues will only use legally recognized or officially registered property.

At school, Blues are interested in learning the practical benefits of business skills, and they see the company as an indispensable social institution from which they can earn wealth and provide for their family. So they gather in business schools, where they study accounting, management, and tend to specialize in business, tax, and insurance law in law schools. Blues feel a sense of responsibility for public morality from an early age, monitoring the correct behavior of those around them and habitually seeking careers as managers and custodians. Blues also like to work on items management procedures such as collecting, storing, recording or supplying items.

Blue people are generally thrifty; they don't spend money on things they don't think are useful. Blue's habit is to anticipate the worst before things happen, this is because they try to maintain the status quo amid rapid development and constant change. Although they don't make their pessimism obvious, they do admit to feeling stressed. Despite their desire for optimism, they find it hard to shake off anxiety about the future. Blues don't complain when they encounter problems. At the same time, blues treat fortunate moments in the past with appreciation, believing that the longer something is preserved, the better it is.

They love vacations, during which they can enjoy the pleasure of being catered to and satisfied, and relax for a while. Blues tend to be more humble and unobtrusive than others. Public recognition

is the foundation of blues' confidence, and it usually comes in the form of something like a certificate. With full respect, they will work harder to take on additional responsibilities.

Blues view hierarchical structures of authority in terms of subordination and obedience. This kind of personality is reflected at a young age. For example, in kindergarten, yellows will spend a happy time doing what they want to do, greens and purples will consciously avoid being involved in a chaotic scene, while blues always pay attention to and obey the teacher's instructions. Blues seek security in their roles. They are attracted to the role of social protector, alert to life's insecurities and looking for defenses against loss and the irresponsible behavior of others. Blues value the gratitude of others for their efforts. They feel embarrassed if others do not show appreciation for their help. A symbol of compassion and selflessness, Mother Teresa dedicated her life to serving the poorest of the poor in Calcutta, India. As an ISFJ, she exhibited quiet strength, nurturing care, and unwavering commitment to humanitarian causes. These individuals demonstrate how MBTI types can influence their achievements, leadership styles, and contributions to society, showcasing the diversity of personality traits and strengths across different fields.

3. Discussion

MBTI Personality type scale is also applied to other new aspects to explain the relationship between personality and behavior to a greater extent [2].

In the workplace, different MBTI personality types manifest uniquely through their preferred colors. The MBTI Personality Type Inventory has new ways of analyzing results and can be combined with other personality scales for better career planning [6]. Nowadays, MBTI has a great influence on our life. A study on predicting the most productive requirements elicitation teams using MBTI personality traits model was conducted [7]. Group cooperation is becoming increasingly important in the workplace, and a reasonable match will make people's work more efficient and the interpersonal relationship more harmonious. Individual's personality preferences influence their learning styles and preferred means of communication with clients and interdisciplinary team members [8]. Each color corresponds to distinct MBTI personality traits that influence how individuals approach tasks, collaborate with others, and contribute to organizational success.

4. Conclusion

This paper studies the personalities and work attitudes of mbti associated with different MVTI types, represented by different colors, to identify the job roles best suitable for each personality type. Understanding their ideal job can help individuals choose careers they enjoy, leading to greater job satisfaction and improved work efficiency. Similarly, companies can assess whether an employee's personality test results align with the needs of the organization. This approach allows managers to save money and time when select employees.

However, due to time constraints, the survey data collected in this study is relatively limited. Future research will involve gathering more real data through questionnaires to enhance the reliability of the findings. As more companies incorporate personality test into their recruitment processes for preliminary screening, this approach is expected to become more increasingly popular. It is hoped that mbti personality assessments will continue to advance in the fields of human resource management and recruitment.

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