

Dispelling MBTI Superstition: A Study on the Dialectical Use of MBTI from the Perspective of Social Use

Han Liu^{1,a,*}

¹*Sichuan University of Media Communications, Chengdu, China*

a. guodiyu@ldy.edu.rs

**corresponding author*

Abstract: This paper starts from a rational understanding and use of MBTI and explores the advantages of MBTI. However, compared with the previous popular horoscope, MBTI has stronger academic theoretical support and provides young people with a "more scientific" choice, such as "which MBTI is more suitable for traveling" and "the best partner for INFP". MBTI has already become a new trend in people's minds, and many different versions have emerged in the process of spreading. Although MBTI can help people understand themselves more accurately, due to the characteristics of the Internet and the limitations of the test itself, it may bring strong negative effects to people. People's understanding and perception of MBTI may only be limited to a few letter combinations of personality types, leading to the appearance of fixed labels, reliability, validity, etc. problems. This study will analyze from the perspectives of education, enterprises, and individuals, and give relevant suggestions.

Keywords: Fixed labels, accuracy, stability, MBTI, personality types.

1. Introduction

Nowadays, with the popularity of MBTI, whether in social media, corporate recruitment or career planning, part of the popularity of MBTI test is that it provides an easy and fun way to understand and categorize people's personalities, so that people can find empathy and common topics and interests in social networking. For example, on social media, bloggers publish articles recommending restaurants, cafes and so on about different MBTI, with the MBTI hashtag, which is loved by many netizens. However, the phenomenon of "MBTI craze" reflects our desire to know ourselves, seek belonging and identity, release emotions and pressure and other objective and realistic needs. With the help of MBTI, people hope to realize the functions of deep understanding of ourselves, finding social approval, efficient communication, and generating fun topics. However, under the collective consciousness of "everything can be MBTI", people are prone to excessive addiction to MBTI, and there is a solidification of self-cognition and the formation of stereotypes. MBTI has been widely used in business, education and personal development, but it has also been criticized and questioned by many people. Some researchers and psychologists argue that the MBTI lacks scientific support, that its classifications are oversimplified, and that its results are not reproducible. Dispelling superstitions about the MBTI could help educators adopt a more scientific approach to student development. In human resource management, MBTI is used for team building and staff training. If the MBTI classification is not accurate, it may lead to inappropriate team configuration and training programs, affecting team efficiency and employee development. And many people use the MBTI to

explore themselves and guide career choices and personal growth. If MBTI results are unreliable, it may negatively affect an individual's self-perception and decision-making. The widespread use of MBTI may create a stereotype in society that people's personalities can be simply classified and predicted. This stereotype may limit the diversity and creativity of individuals. Therefore, research that debunks MBTI superstitions has important implications. The limitations and potentially misleading aspects of MBTI in its application need to be pointed out to help the public and professionals view the tool more objectively. Research is also needed to raise awareness of the diversity and complexity of personality and to avoid categorizing people into simple categories. To provide more scientific and effective tools and methods for education, human resource management, psychological counseling and enterprises.

2. The Concept and Common Applications of MBTI

2.1. MBTI Concept

The Myers-Briggs Type Indicator (MBTI) is a widely used psychological assessment tool designed to help individuals understand their personality type. Since it was first proposed in the 1940s, the MBTI has become an important tool in areas such as personal development, career planning, team building, and more. In the 1940s, American psychologist Isabel Myers and her psychologist mother Catherine Cook Briggs expanded on Jung's theory by adding two dimensions of judgment and perception to form the four binary opposite dimensions of the MBTI: Extroversion-introversion (E-I), sense-intuition (S-N), thought-emotion (T-F), and judgment-perception (J-P). They argue that everyone can be categorized into one of these four dimensions, resulting in 16 different personality types. The theoretical basis of the MBTI is largely based on Jung's theory of mental types and Myers-Briggs' extended theory. The MBTI states that individuals' combinations of preferences along four dimensions form their unique personality types. These types are not set in stone but can develop and change over time and circumstances.

Extraversion - Introversion (E-I): Describes whether an individual tends to draw energy from the outside world (extraversion), or from the inner world (introversion).

Sense-intuition (S-N): Describes whether the individual tends to focus on reality and concrete information (sensations) or possibilities and abstract concepts (intuitions).

Thought-emotion (T-F): Describes whether the individual tends to focus on logical and objective analysis (thinking) or emotions and value judgments (emotion) when making decisions.

Judgment-perception (J-P): Describes whether the individual tends to be planned and organized (judgment), or flexible and open (perception).

2.2. Application of the MBTI

A significant advantage of MBTI is that its classification system is simple and intuitive, easy to understand and remember. The four-dimensional binary allows people to quickly identify their personality type, and it is easy to share and discuss with others. This easy to communicate trait makes MBTI very useful in team building and personal development. The MBTI test can also help individuals better understand their preferences, strengths, and potential blind spots. By identifying their personality type, individuals can gain a clearer understanding of their own behavior patterns in work and social Settings for targeted self-improvement.

The MBTI has a wide range of applications in a number of areas, in terms of personal development, to help individuals understand their strengths and weaknesses and to promote self-knowledge and personal growth. In terms of career planning, it guides individuals in choosing a career path that matches their personality type.

In team building, promote team communication and collaboration by understanding the personality types of team members. In education, teaching methods should be adjusted according to students' personality types to improve teaching results. And in psychological counseling, as an assessment tool to help counselors better understand their clients' needs.

3. Analysis of Disadvantages of MBTI in Application Level

First, although MBTI is popular in the business and education fields, its scientific nature has been questioned in the psychological circle. Many studies have pointed to the lack of sufficient empirical support for the MBTI's classification, as well as questions about the reliability and validity of its test results. Not to mention that MBTI is not accurate, even if it is, it may be one-sided to choose an occupation based solely on the personality state of the moment. Because personality is adaptive and malleable to some extent, a person may not be naturally suitable for a certain type of work, for example, a person who is not good at expression wants to become a teacher. Compared with poor expression, he hopes that the values of preaching and teaching will prevail, so he can learn the skills of expression and communication in the process of growth. Examples of this abound. As existentialism maintains, "the essence of man cannot be predetermined", and if need be, everyone can try to step out of their comfort zone and choose the work they want to do, without having to set limits on themselves [1]. Second, the complexity of human character is far beyond what the MBTI can cover. Reducing personality to 16 types can overlook subtle differences between individuals and lead to oversimplification and stereotyping of personalities. In fact, while the MBTI has gained popularity in business, it has yet to be embraced by the academic community of psychology. The appeal of the MBTI, unlike other personality tests, is that its non-judgmental', meaning all results are positive, explains Emre, a professor at Oxford University. In fact, it's easy to believe that an abstract, general personality description is particularly suitable for you and accurately reveals your personality traits, even if the content is empty. This is known as the "Barnum effect" in psychology [2]. The MBTI is subjective, with choices made on the basis of self-perception, and inevitably includes an ideal personality in the test, prompting people to look for value in what they do and have done. The "Barnum effect" refers to our tendency to think that the information provided about our personality is about us, regardless of its generality. "In a world of billions of individuals, are there only sixteen identical personalities? The MBTI itself is just a tool to help us know and understand ourselves better. There is no right or wrong. The diversity and complexity of people themselves cannot be measured by any accurate scale, so we should never treat the test results as standard and hinder our efforts to keep trying [3]. Third, the results of the MBTI test may change over time, circumstances and personal mood. This means that a person taking the test at different points in time may get different results, which undermines the stability and predictability of the MBTI as a personality assessment tool. Fourth, the MBTI tends to treat personality as a fixed trait and ignores the growth and change of individuals through different life stages and experiences. This view flies in the face of modern psychological ideas about malleability of personality. So MBTI, as a personality classification tool, has some application value in promoting self-knowledge, teamwork and career planning. However, we should also be aware of its limitations and avoid using MBTI as the sole criterion for evaluating and judging one's personality. In practical application, it should be combined with other psychological theories and tools to understand and evaluate individual personality traits in a more comprehensive and scientific way. Some psychologists believe that MBTI lacks sufficient scientific evidence to support it, and the reliability and validity of its classification methods and tests have been questioned. MBTI can lead to individuals being oversimplified and labeled, ignoring the complexity and diversity of people's personalities. As for the labeling effect of MBTI, labels about MBTI are often seen on social media. When people are labeled or judged by others, they will tend to unconsciously defend the result and make their behavior more consistent with the quality of the label. For example, "i people are

social wasters" and other fixed labels with specific personalities, and these stereotypes distort our value judgments. For example, INFPs are "vulnerable and sensitive" and we don't want to spend time with them, while "i people" are too introverted and don't think they can handle the client-dealing part of the job. Taking cues from test results, people are prone to self-absorption, believing that the sweeping results describe their own unique temperament. In the process of spreading the MBTI meme, the meaning and connotation are continuously enriched and formed Identity labels and stereotypes about individual personalities. The ENFP personality is described as a "happy puppy" or a "middle school sophomore" who talks a lot, while the ISTJ personality is described as a "rigorous old professor." In the Internet's collective jubilation about the MBTI, this stereotype has been replicated and propagated, leaving a deep impression in people's minds. However, under the illusion of MBTI memes' entertaining appearance, it may be difficult to realize that the stereotype has long been ingrained in people's minds [2]. These beliefs feed into a chain of social disdain based on personality traits and reinforce the biases that people have when it comes to value. Individuals may restrict their behavior because of the type description of the MBTI, thus affecting the development of their personality. Nowadays, young people's expectations for interactions have shifted to an expectation of MBTI compatibility. If the personality details of the person they are interacting with match the MBTI, they will reinforce their identification with the person and their MBTI type; if there is a significant gap, they will not question the accuracy of MBTI, but will reduce their desire to further understand the person they are interacting with. For example, some netizens will choose their partners based on MBTI, if the behavior and style of the person they are interacting with do not match their preferred MBTI personality, they will question the compatibility of the two and have a negative attitude towards the relationship. In addition, the test results of MBTI will naturally change with the change of environment, if we always view others with a fixed personality, it is inevitable to cause rigidity in the interaction process: "MBTI will affect my initial impression of a person, that is, the way he treats people. If his behavior is basically consistent with this MBTI, I will interact with him based on the properties of the MBTI [4]." (A Dream) "Can everything really be MBTI? Can MBTI really define us?" The answer is no. People are not only diverse, but also evolving. Binding every individual to the label framework of MBTI is obviously contrary to the goal of pursuing freedom and comprehensive development of human beings. This leads to the fact that MBTI, which was originally intended as a tool for human understanding, has instead become a hidden force that dominates human beings themselves. It is true that the MBTI test has some rationality, and it is reasonable to use it appropriately and within limits. However, the process of getting to know oneself is definitely not a "cyber palmistry" test that can be replaced; the process of interacting with others is also definitely not a simple exchange of four-letter symbol labels. Young people need to constantly recognize themselves and others in real life scenarios and develop their interpersonal skills, rather than being "people trapped in MBTI [5]."

4. MBTI's Future Adjustment Paths and Suggestions

4.1. Adjustment Proposals

First, scientific verification and updating, regular scientific studies are conducted to verify the reliability and effectiveness of MBTI. Update the test questions and theoretical basis according to new psychological research. Second, personalization vs. dynamics, providing a more personalized test experience, adjusting questions based on individual feedback, taking into account the dynamics of personality, and allowing users to retest periodically to track changes. Third, user interface and experience, optimize the user interface of the online test to make it more intuitive and user-friendly, and provide multi-language support to meet the needs of users of different languages. Fourth, privacy

and security, strengthen data protection measures to ensure the security of user information, clarify privacy policies, and let users understand how their data is collected and used.

4.2. Universal Means in the Future

First of all, online platform and mobile application, develop easily accessible online platform and mobile application, so that users can test anytime and anywhere. Secondly, social media marketing, using social media platforms to promote the MBTI test and increase its visibility through sharing and discussion. Third, partnerships, working with educational institutions, businesses and other organisations to promote MBTI testing as part of individual and team development. Then, educational curriculum integration, incorporating MBTI testing and theory into the educational curriculum as a tool for self-awareness and career planning. Finally, ongoing research and development, continued investment in research and development of the MBTI test to maintain its position at the forefront of the field of psychology. With these adjustment suggestions and popularizing means, the MBTI test can serve individuals and organizations more effectively, helping them to better understand themselves and others, thus promoting personal growth and teamwork.

5. Conclusion

In summary, the MBTI is a helpful tool for self-improvement, but we need to use it wisely, recognizing its strengths and weaknesses. This study has provided insights into MBTI's theory but lacks practical examples. Future research should include more real-world cases to better understand MBTI's impact across different situations.

Further case studies could confirm current theories and reveal new information, improving our approach to personality assessment. A collaborative, multidisciplinary approach is needed for a thorough evaluation of MBTI's effectiveness.

Social media and new media can also play a role in MBTI research by providing data and engaging a wide audience, which can help improve the tool. Overall, MBTI research should be rigorous, collaborative, and innovative to keep it relevant and useful for personal growth and understanding others in today's world.

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