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“Myers-Briggs®: How Does It Work & Why Should I Care?”

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Once you have entered the workforce, it is likely that your employer will have you take the Myers-Briggs Type Indicator® (MBTI®) assessment. Before you can see how the assessment will be beneficial to both you and your employer, you must first get an understanding as to how it works and how the results are read.

The Myers-Briggs Type Indicator® (MBTI®) assessment has sixteen possible results. The assessment will “test” your natural preferences. There is no right or wrong answer. Four abbreviated letters refer to your Type preferences, which include:

- Extraversion (E) or Introversion (I)
- Sensing (S) or Intuition (N)
- Thinking (T) or Feeling (F)
- Judging (J) or Perceiving (P)

Your Myers-Briggs Type Indicator® (MBTI®) assessment results will prove useful to both you and your employer, but that doesn’t mean you should wait to take it. Here are a couple reasons why taking the assessment even before landing the job can help you:

You can find out more about your personality and what jobs are right for you. Learning your Myers-Briggs® psychological Type will help you to discover what jobs would be the most compatible with your personality—and where you might be the most satisfied. Your Type will also indicate how naturally things may come to you. While there is no Type that will indicate certain success in any particular job field, knowing where your personality would be the best suited and how to adjust with any job will save you orientation time.

Taking the assessment will help you figure out how you would thrive in a particular position. Understanding your Type can help you and your employer figure out how you will need to adapt in order to flourish in the position. If your employer has your results, he or she will be able to gauge what your comfort level might be in certain situations. The results will also let your employer know your strengths and how you, as an employee, can best contribute to your company.