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MBTI

Our Boundaries of Pseudoscience

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English 101

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December 13, 2022

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12/13/2022

## MBTI

### **Introduction**

One of the reasons why relationship becomes end is that their personalities do not match each other. These days people have been focused on their personalities and they want to know their innate to understand themselves. While interacting with people, knowing others' personalities is crucial. Due to this reason, there are many personality tests have been invented. One of them is called MBTI and it is becoming very popular worldwide. However, some people may say that MBTI is inaccurate and is not valid.

### **What MBTI is**

MBTI stands for Myers Briggs Type Indicator. It is a personality assessment that groups people into one of sixteen categories. The MBTI test asks questions based on four categories of preferences: extroverted versus introverted, sensing versus intuition, thinking versus feeling, and judging versus perceiving.

Extroverted people prefer to be outgoing and enjoy social interactions; they get energy by hanging out with people. On the other hand, introverted people are the opposite. They get their energy by taking a rest on their own. It makes them feel recharged after spending time alone.

Sensing and intuition depend on how people gather information from the world around them. Sensing people are likely to be more reality-based and tend to focus on facts

and details. However, people who prefer intuition pay attention to things like impressions. They enjoy thinking about possibilities and imagining the future.

Additionally, people who prefer thinking focus on facts and objective data. They are likely to be consistent and logical when they decide. But those who prefer feeling are more likely to consider people and emotions when arriving at a conclusion.

Finally, judging people prefer firm decisions. They want things to be organized and neat. People with judging preference want things settled. On the other hand, perceiving preference wants things to be flexible and changeable. They want things open-ended; they do not care about plans being changed.

## **History of MBTI**

The MBTI is based on the work of Carl Gustav Jung, a scholar, and Swiss psychologist. He typically researched and published his work for physicians and psychologists. In 1921, Jung published “Psychological Types”, which was originally published in German. According to Jung, the two archetypes of psychological functioning are rational functions, such as thinking and feeling, and irrational functions, such as feeling and intuition. He also studied the difference between extroversion and introversion.

In 1923, Kathryn Briggs, a young mother, lived in Michigan. She read Jung's work and recognized the similarities between his personality typology and the theory that she was considering. She entered college at fourteen and graduated at the top of her class, but as a woman, she abandoned her intellectual pursuits to live as a wife and mother. When her daughter began to go to school, and she had more time to herself, she contacted Jung and began asking questions about his psychological types. Then she developed from Jung's abstract theory to more specific information. She believed that people needed a way to learn about personality types and identify their personalities. She believed that doing so would

provide a basis for people to recognize and understand the similarities and differences in their personalities. She called this "personality sorting".

Over the next two decades, she worked to develop instruments and assessments, write questions and determine the validity and reliability of the new MBTI instrument, which was first published in 1962. Since then, she has continued and developed her research on an ongoing basis.

### **Sixteen personalities**

There are sixteen types of MBTI, which are then categorized by four indicators. These four indicators are the direction of energy (Extraversion/Introversion), the way how people look at things (Sensing/Intuition), the way how people judge (Thinking/Feeling), and the way how people interact with the outside world (Judging/Perceiving).

Extraverts (E) are people who exude energy and replenish it from the outside. They are interested in being proactive and committed to something, and they recharge their energy through practical actions. A strong introvert (I) seeks a source of energy in the abundance of thoughts and ideas that come from the inner world. They recharge their energy through introspection.

Outward and inward energy direction is a fundamental mental function of a person. The sensory function (S) gathers information from concrete facts. People with solid sensory functions are attracted to concrete, natural things and facts and seek clarity. Others often perceive them as stable, disciplined, and detail-oriented. The intuition (N) function gathers information comprehensively from abstract image associations and inspiration. Others often perceive them as imaginative, unconventional, and novel in their thinking.

After gathering information through sensory and intuitive functions, people judge the value and use of information. There are two ways to make such judgments which are the thinking function (T) and the feeling function (F). The thinking function (T) is a way of

making decisions based on cause-and-effect relationships. People with a strong thinking function focus on the logic of experience and see the world as an object. Emotional functioning (F) is a method of judgment that emphasizes personal values and relational harmony. People with strong emotions focus on the feelings they like or dislike about their experiences and see the world as their subject.

People assume that thoughts constitute a complex system combining two functions: how people see things and make judgments. One indicator that makes this structure easier to understand is the way people treat the external world. The attitude of judgment (J) indicates a tendency to make decisions, systematize things, and speak in order. The perceiving (P) indicates a tendency to react on the spot and be flexible without boundaries.

### **How people use MBTI**

It is most often used by organizations to help individuals develop. Also, it builds self-awareness and helps teams work better together. Understanding and using people's personality differences constructively is fundamental, effective and ethical use to which the MBTI can contribute. Opposite types can effectively help each other by compensating for each other's blind spots and making more open-minded and balanced decisions when differences are understood.

For instance, the MBTI result can help in conflict resolution, individual development, own career, managing change, and so on. In this way, MBTI helps people understand more about themselves and others. It has also been translated into twenty countries over its long history. The MBTI has been translated into twenty countries over its long history and is used around the world as a tool for team building, leadership development, stress management, and more. Some people also use it as a reference when choosing the right job. Many people support the quality of the test as an easy-to-use personality assessment test and as a tool to objectify oneself and to use as a reference when interacting with others in daily life.

**How MBTI became popular**

The first MBTI was invented in world war II. Many soldiers went to war and at the same time, their job had to be filled by those who remained in the country. This meant that a lot of work have to be done with a limited number of people. The question arose as to who should do which job more efficiently. Two women, Katharine Cook Briggs and her daughter Isabel Briggs Myers, responded to this question by developing a tool to allocate limited human resources efficiently by matching jobs with people of appropriate character and temperament. This call their tool the Myers-Briggs Type Indicator (MBTI). Over the next decade, they refined the test by using high school, college, and medical school students, among theirs.

There are two reasons why MBTI maintains popularity. First, People want to understand themselves. It was said by philosophers that one needs self-understanding. Human identity and personality are very difficult to understand but can be easily understood with the MBTI. Second, people seek connection. MBTI provides a way to engage with other people on a deep level in situations where a personal conversation is difficult, such as in the workspace. People can build close relationships by understanding that they share a common aspect of their personalities. The popularity of MBTI is maintained by those seeking connection and mutual understanding.

**MBTI These Days**

The MBTI test has a long history and has been translated into over twenty languages. It is currently the most popular test used in the United States and is also used in over fifty other countries. This test reveals "Self-Understanding", "Understanding Others", "Relationships", "Team Building", and "Leadership". In this way, the MBTI test is suitable for team building, leadership development, stress management, and career planning in the

company. These elements are often used to utilize people's jobs, such as knowing people's strengths and weaknesses.

### **Pros and Cons about MBTI**

MBTI is slowly but surely growing in popularity as time goes on, and with this growth in popularity, the future for MBTI is looking bright. As people see more places use MBTI to get to know how people are and how they behave, the future of MBTI can be predicted to expand.

However, in many scientific circles, MBTI is viewed as primarily based on the theory, with no empirical evidence. MBTI is not reliable, or valid. Studies have shown that when people take this test several times, 50% of the time, their type changes and this shows that MBTI has low reliability. Moreover, people's personality depends on the situation. So, personality cannot be defined as one personality. People around the world cannot be divided into sixteen characteristics.

### **Conclusion**

The matching of personalities is important for a relationship. MBTI is a personality test that has been used for many years and is believed by people with its accuracy. It becomes a helpful tool when people meet for the first time or even before they meet because it teaches people what others' personalities are like. Since the MBTI test is becoming popular worldwide, there are also cons. Since it is part of pseudoscience, a person's personality changes depending on the situation as well as people cannot be split into sixteen characteristics.