

Personality and Leadership Self Assessments

There are lots of Personality Assessments available. Here are some summaries and some links to find out more and try a self-assessment.

The best know is Myers Briggs MBTI

The Myers–Briggs Type Indicator is an introspective self-report questionnaire indicating differing psychological preferences in how people perceive the world and make decisions. The test attempts to assign four categories: introversion or extraversion, sensing or intuition, thinking or feeling, judging or perceiving.

The MBTI instrument has four sets of letters:

- E and I stand for **Extraversion and Introversion**—indicating whether you get energy from being around people or from time spent alone.
- S and N stand for **Sensing and Intuition**—indicating whether you become aware of specific facts and concrete details or prefer to focus on hunches and the big picture.
- T and F stand for **Thinking and Feeling**—indicating whether you tend to make decisions based on logical analysis and the principles involved or prefer to decide by considering your values and promoting harmony for the people involved.
- J and P stand for **Judging and Perceiving**—indicating whether you prefer your life to be planned and like it when things are decided or prefer to go with the flow and like keeping your options open.

There are broadly 16 personality types.

1. Analysts Architect INTJ-A / INTJ-T Imaginative and strategic thinkers, with a plan for everything.
2. Logician INTP-A / INTP-T Innovative inventors with an unquenchable thirst for knowledge.
3. Commander ENTJ-A / ENTJ-T Bold, imaginative and strong-willed leaders, always finding a way – or making one.
4. Debater ENTP-A / ENTP-T Smart and curious thinkers who cannot resist an intellectual challenge.
5. Diplomats Advocate INFJ-A / INFJ-T Quiet and mystical, yet very inspiring and tireless idealists.
6. Mediator INFP-A / INFP-T Poetic, kind and altruistic people, always eager to help a good cause.
7. Protagonist ENFJ-A / ENFJ-T Charismatic and inspiring leaders, able to mesmerize their listeners.
8. Campaigner ENFP-A / ENFP-T Enthusiastic, creative and sociable free spirits, who can always find a reason to smile.

9. Sentinels Logistician ISTJ-A / ISTJ-T Practical and fact-minded individuals, whose reliability cannot be doubted.
10. Defender ISFJ-A / ISFJ-T Very dedicated and warm protectors, always ready to defend their loved ones.
11. Executive ESTJ-A / ESTJ-T Excellent administrators, unsurpassed at managing things – or people.
12. Consul ESFJ-A / ESFJ-T Extraordinarily caring, social and popular people, always eager to help.
13. Explorers Virtuoso ISTP-A / ISTP-T Bold and practical experimenters, masters of all kinds of tools.
14. Adventurer ISFP-A / ISFP-T Flexible and charming artists, always ready to explore and experience something new.
15. Entrepreneur ESTP-A / ESTP-T Smart, energetic and very perceptive people, who truly enjoy living on the edge.
16. Entertainer ESFP-A / ESFP-T Spontaneous, energetic and enthusiastic people – life is never boring around them.

TAKE A SELF ASSESSMENT TEST HERE
<https://www.16personalities.com/>

DISC is simpler (and therefore more popular) summarising people as follows.

1. D- Direct Demanding Decisive Determined Doer NT TASK OUTGOING
2. I - Influencing Impressionable Interactive Impressive NF PEOPLE OUTGOING
3. S- Supportive Stable Steady Sweet SF, PEOPLE, RESERVED
4. C- Calculating Competent Conscientious Contemplative ST, TASK, RESERVED

Note the links to MBTI using the letters N, T, S and F to note preferences

TAKE A SELF ASSESSMENT TEST HERE
<https://discpersonalitytesting.com/free-disc-test/>

The Big Five personality traits is a suggested taxonomy, or grouping, for personality traits

The theory identifies five factors OCEAN:

1. openness to experience (inventive/curious vs. consistent/cautious)
2. conscientiousness (efficient/organized vs. extravagant/careless)
3. extraversion (outgoing/energetic vs. solitary/reserved)
4. agreeableness (friendly/compassionate vs. critical/rational)
5. neuroticism (sensitive/nervous vs. resilient/confident)

TAKE A SELF ASSESSMENT TEST HERE
<https://openpsychometrics.org/tests/IPIP-BFFM/>

Attachment Theory

If you look at the biographies and histories of any of great leaders it is clear that family, culture and community are big factors in their nature and nurture which have shaped their attitude and leadership.

Attachment can be defined as a deep and enduring emotional bond between people in which each seeks closeness and feels more secure when in the presence of the attachment figure.

I believe attachment theory; maternal deprivation and social isolation; mental representations and working models; patterns of attachment; romantic partners; and resilience all gave an effect on your personality, management and leadership style.

TAKE A SELF ASSESSMENT TEST HERE

<https://www.attachmentproject.com/attachment-style-quiz/>

The Adult Attachment Interview AAI is a semi-structured interview, and it is used to categorize adults' state of mind with respect to attachments. These classifications are secure-autonomous (F), dismissing (D), preoccupied (E), and disoriented/ disorganized (U/d).

Resources

<https://www.psychotherapynetworker.org/blog/details/17/the-adult-attachment-interview-how-it-changed-attachment>

http://www.psychology.sunysb.edu/attachment/measurements/content/aai_interview.pdf

http://www.cmap.polytechnique.fr/~jingrebeccali/research/AAI_Scoring.pdf

It seems to me that the AAI help understand how we relate to others, to groups, to situations, based on the models and experiences we develop in our formative past.

I think this is an interesting area to explore.

Conclusion

The above are simple lists to remind the informed, but there is a lot to discover and I would encourage anyone to read and self-test, perhaps using on-line tools. It can be revelatory. All the above inform us about ourselves and others and our tendency to like or loath, lead or follow.

Tim HJ Rogers

ICF Trained Coach IoD Business Mentor
MBA (Management Consultancy) & Change Practitioner
Tim@AdaptConsultingCompany.com
<https://www.linkedin.com/company/adapt-consulting-company/>
#people #process #projects #programmes #progress #performance

Tim@ThinkingFeelingBeing.com
<https://www.linkedin.com/company/thinkingfeelingbeing/>
#coaching #consulting #co-creation #change