

Personality aspects on well-being

Tiina Brandt, Haaga-Helia University of Applied Sciences,
Finland

Tiina.Brandt@haaga-helia.fi

<https://www.linkedin.com/in/tiina-brandt-327602/>

Personality

Myers-Briggs Type Indicator:

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



**Altogether 16 different personality types: ESTJ, INFP, ISTP
etc**

Earlier studies

- When employees **MBTI-types (n=133)** were better matched with the nature of work **environment**, they generally reported less anxiety and physical discomfort and more job satisfaction and social support than those having a mismatch (Allread & Marras, 2016).
- Big Five and well-being: **Openness to experience and conscientiousness** were found to contribute significantly to well-being of lecturers followed by **extraversion**. (Marzuki, 2016)
- Medical students (n=185) with MBTI preferences for **extraversion** reported **greater positive well-being, self-control, professional efficacy, and lower levels of depression** compared with those with introversion preference (Bughi et al., 2017).

Method and data

- **N=106 persons** (6 men) described their well-being at written format
- Totally 2120 pages of text
- Texts were **content analyzed**
- Alltogether **140 different factors** impacting well-being
- Factors were grouped on basis of personality



Results – Extraverts vs Introverts

Extraverts get irritated by people who do not say their opinions and also they get anxiousness if they cannot work with others

- “If I cannot participate, speak, change opinions and interact with others, I feel myself useless and my head will drain” (ENTP H3 woman)

Introverts get stressed if there is too much interruptions, noise and thus they don't like open offices. Public thanking is not the positive thing for them necessarily

- I get irritated when somebody is interrupting me, but people do not notice that from me necessarily (ISTJ A2 woman)
- “I would not like to work at open office, my working efforts would be only the half of normal, if even that” (ISFJ K1 woman).

Results – Sensing vs Intuitives

Sensing types need to have clear instructions. They enjoy freedom for working, but they need to know the limits. They do not like unclear things or instructions

- “I find it extremely stressing that I must start many things at same time and jump between these tasks when doing them”(ISFJ H1 woman)

Intuitives have difficulties to say no to interesting opportunities

- “At leisure and work it is difficult for me to say no to offered projects, if the subject is at all interesting. So saying No it is very difficult. There can be many projects going on at same time and suddenly I notice that things are accumulated and I can get anxiety”. ENFP S2 woman

Results – Feeling vs Thinking

Feeling types get stressed if there are conflicts, if they have to give negative feedback to others, and being too kind and thus taking too much work.

- “Giving critical feedback is difficult. I am diplomat and I try not to hurt others” ISFP T1 woman

Thinking types get stressed unfair treatment or with emotional overload.

- “Too much emotions are making me only embarrassed” INTP V2 woman

Results – Judging vs Perceiving

Judging types dislike disorder, when things are not going in planned way or when there are incomplete things

- “Guides, DLs and coordination are all totally lying around and this strains on my systematic life” (ESTJ A woman)

Perceiving types dislike routines, hierarchy, bureaucracy

- “I should learn to tolerate routines. My spontaneous behavior mixes the things when jumping from one thing to another in very fast cycle” ENTP K3 woman

Conclusions

Personality impacts on well-being and noticing the own personality and stress triggers, the well-being could be enhanced. Result support Allread & Marras (2016) study the nature of work environment and MBTI type should be matched (Allread & Marras, 2016).

For example:

- For **introverts** own offices, no interruptions
- For **sensing** people clearness of instructions and working roles
- For **judging** the systematic progression
- For **spontaneous** enough action and changes
- If you are type ENFP / ENTP / ENTJ supervisors and colleagues could help you with saying NO to interesting new projects