

## **CAT 4 RESOURCE DEVELOPMENT**

**Group 4-060**

# **Psychology From A New Perspective: MBTI**

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## **ABSTRACT**

*Psychology From a New Perspective: MBTI* is a project that is aimed to help teenagers, aged 13-18, realise the importance of understanding themselves and their friends, so as to minimise the chances of conflicts and arguments in life, allowing all our target audience to be successful in their relationships and friendships. Our final product houses complex algorithms simplified into an interactive and fun board game, to ensure accurate and reliable results, and for the enjoyment of teenagers. We have identified key problems with MBTI which will be elaborated further. Bundled with the board game is the Game Manual, MBTI Basics Handbook and MBTI Advanced Handbook (For Advanced readers, contains extensive research).

## **1 INTRODUCTION**

### **1.1 Rationale**

Through our extensive research, we have concluded that teenagers (aged 13-18) are greatly susceptible to social issues. We realised that many people are unable to understand themselves, thus being unable to realise their actual strengths and weaknesses. Hence, they end up trying to improve themselves wrongly, not having the guidance towards how they should improve. The interviews we have conducted with project groups of past years have also proven our point. All of our interviewees stated that the reasons for arguments were a result of misunderstandings, differing opinions and inability to understand other group members' ideas. They then resorted to mockery and belittling each other, significantly slowing down the progress of the project group. As a result, we felt that this was an important problem to tackle.

## 1.2 Objectives

The objectives of *Psychology From A New Perspective: MBTI* are:

- To abolish social problems that have affected society
- To get people to know themselves or others well
- To minimise choppy relationships by ensuring both parties understand each other's personality
- To make learning MBTI simple and fun while maintaining a good degree of accuracy

## 1.3 Target Audience

Our target audience is teenagers, aged 13 to 18 years old in schools. We have chosen this age group because people at this age are more likely to meet more people, and having a good knowledge of MBTI will help them in social interactions. People of ages 13-18 also have a better learning ability, being more motivated to learn new things, and can more quickly grasp new concepts such as MBTI. Similarly, we have noticed that this demographic tends to be more self conscious. Knowing about their own personality will allow them to know their strengths and weaknesses.

## 1.4 Resources

The resources chosen for this project is a fun and interactive board game comprising day-to-day scenario cards, description of each of the sixteen personalities, and a comprehensive but summarised manual for the sophisticated structure of MBTI. We have also included an optional copy of MBTI Advanced Handbook for those interested in learning more.

### MBTI Board Game Checklist

1. **1** Handcrafted Solid Spruce playing board
2. **16** Personality Cards
3. **30** Scenario Cards
4. **1** Dice
5. **100** Tokens
6. **4** Sets of Algorithm table
7. **1** Set of Game Manual
8. **1** Set of MBTI Basics
9. **1** Set of MBTI Advanced



## **2 REVIEW**

From our research, we noticed that many websites document MBTI as well, but they are often complicated, and do not offer precise and concrete information about the MBTI personality system. In recent years, new frameworks similar to the actual MBTI are on the rise, but are unmatched in accuracy and cause confusion among people. An example is the NERiS framework, which 16Personalities currently utilises. This has caused a widespread misconception about MBTI as many have come to associate it with 16Personalities. Thus, we seek to correct this misconception and allow people to appreciate the unaltered value and ingenious structure of MBTI.

## **3 METHODOLOGY**

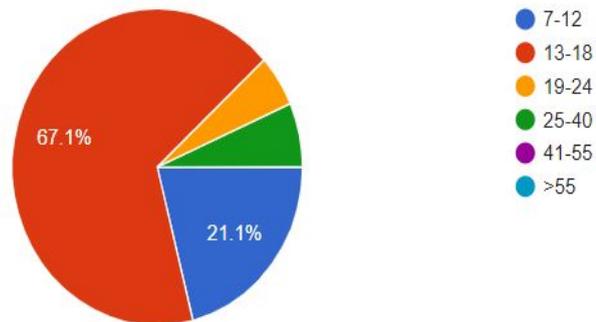
### **3.1 Needs Analysis**

A needs analysis was conducted to test the relevance of such a project. Firstly, a questionnaire was constructed to establish the respondents' position, target age group and knowledge on MBTI. Our survey returned with a total of 76 responses, and it has indeed proved that most of our target audience face trouble regarding relationships. This feedback confirmed the feasibility of the project and allowed us to continue research. We also did some research about the usefulness of our project compared to other resources.

### 3.2 Survey Results

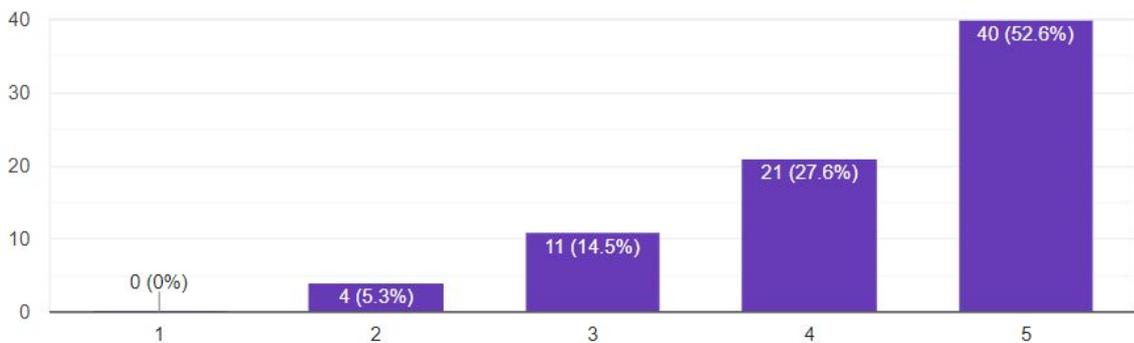
What is your age?

76 responses



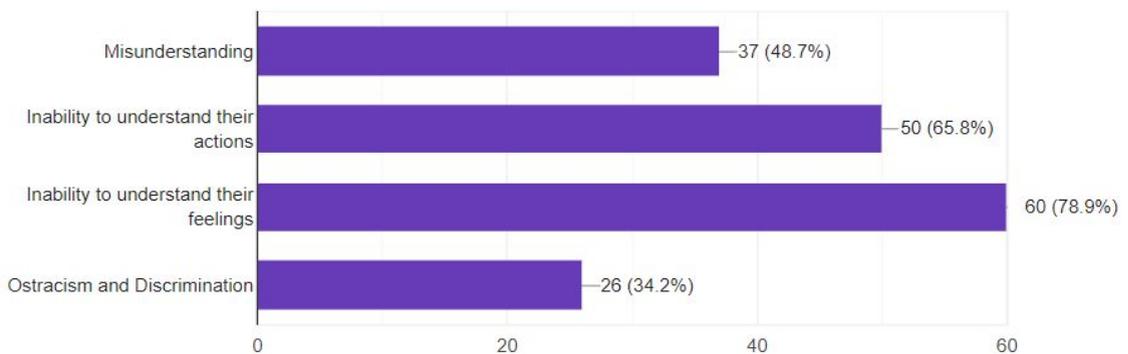
On a scale from 1 to 5, how often have you quarreled with your friends before?

76 responses



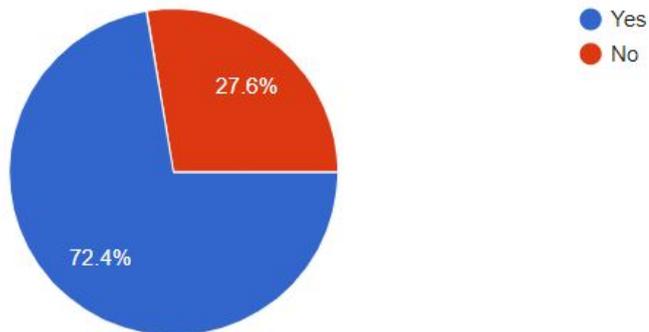
What usually is the cause of the argument?

76 responses



Do you think that knowing your friends better will solve this problem?

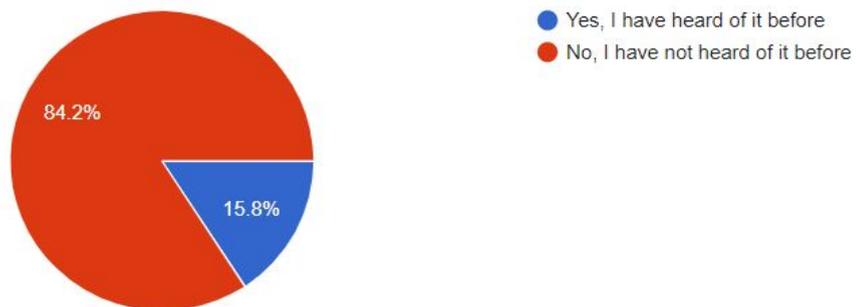
76 responses



Are you aware of the MBTI (Myers-Briggs Type Indicator) Personality Typing System? (more vaguely known as the 16 personalities)

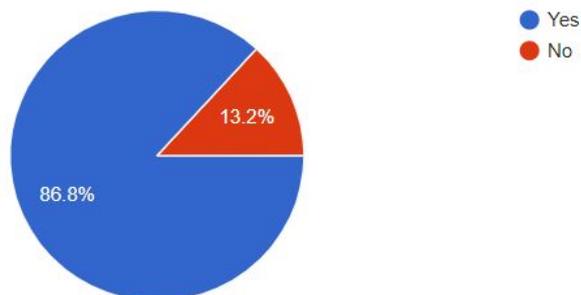


76 responses



Would you want to know your personality type?

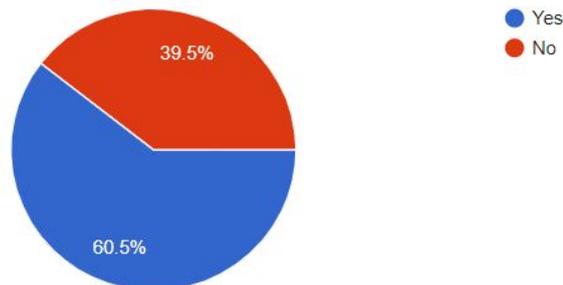
76 responses



Are you aware knowing the personality types of others and yourself can help you work with different people?



76 responses



### 3.3 Summary and Impact of MBTI

MBTI, which stands for the Myers-Briggs Type Indicator® and is our project focus, is a complex personality system encompassing 16 personalities (*not to be associated with 16Personalities*), and assigns differing psychological preferences in how people perceive the world and make decisions. The resource assigns four distinct dichotomies: introversion or extraversion, sensing or intuition, thinking or feeling, judging or perceiving. One letter is taken to produce a four-letter test result, like "ISTJ" or "ENFP". Each personality comprises 4 cognitive functions in a stack, arranged in an order of priority. More details are in the MBTI Basics and Advanced Guide included in the game. These personalities can be used to understand a person, without the need to spend much time interacting with them, allowing more time to be spent on other aspects of the relationship, like finding out things which cannot be determined by personality, such as hobbies and interests. This also allows for smoother interaction and an overall win-win situation.

### 3.4 Development of Resources

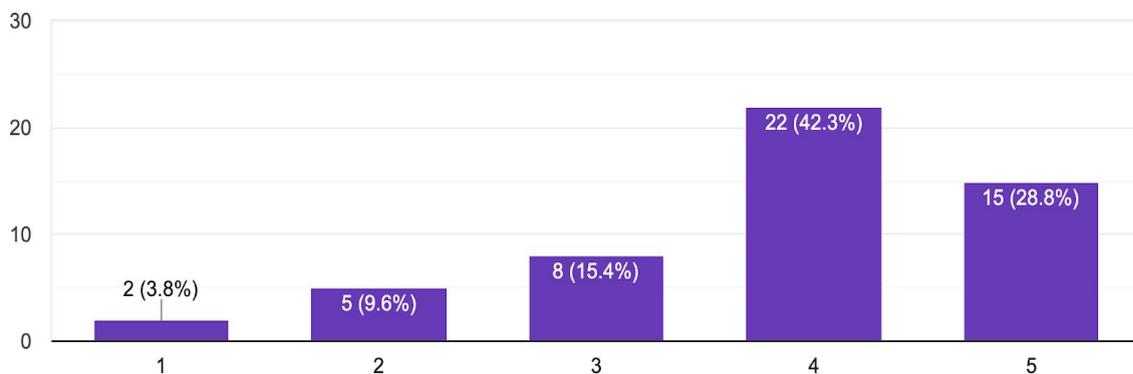
We researched on a wide genre of scenarios for each of the different dichotomies. We have done a social experiment before the Circuit Breaker and analysed how people interact and react with each other. This information was then used to better create each and every scenario that was eventually included. Photographs were taken from pre-existing websites to aestheticize segments of the game to appeal to our target audience. We also took into account different ways of compiling a personality, and integrated them into our board game, so as to provide a simple and easy way to generate the player's personality.

### 3.5 Pilot Test

A Pilot Test was conducted with 50 participants. A Prototype Demo Kit (PDK) was also provided to those who wanted to test out our board game. We recorded their feedback and views on our prototype and sought to improve on shortcomings that will finally evolve into our Final Product. Similarly, we have worked with 2 members of the target audience, Mark Sim and Joshua Yeo from 2A2, to further develop our board game to suit the Target Audience better, providing more reliable results and improving the fun factor of the gameplay. Below are the results of the Pilot Test.

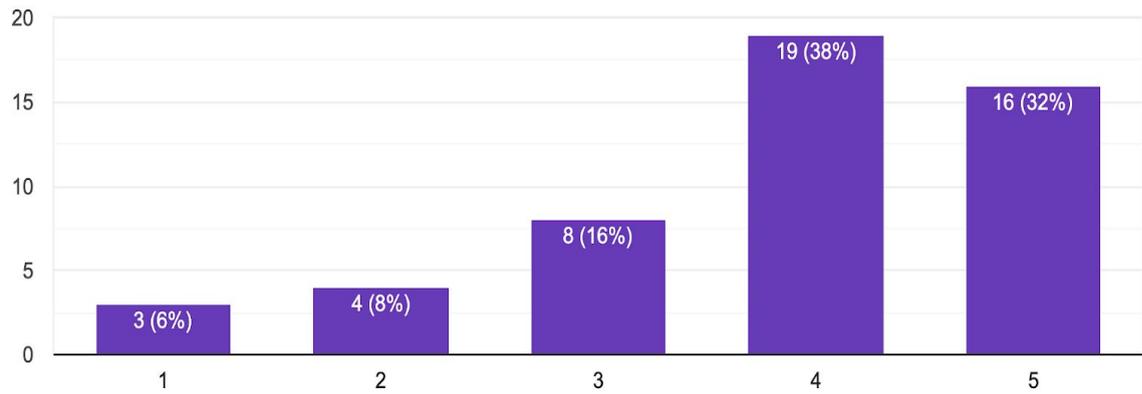
The Board Game has allowed me to learn more about and understand my friends' personality

52 responses



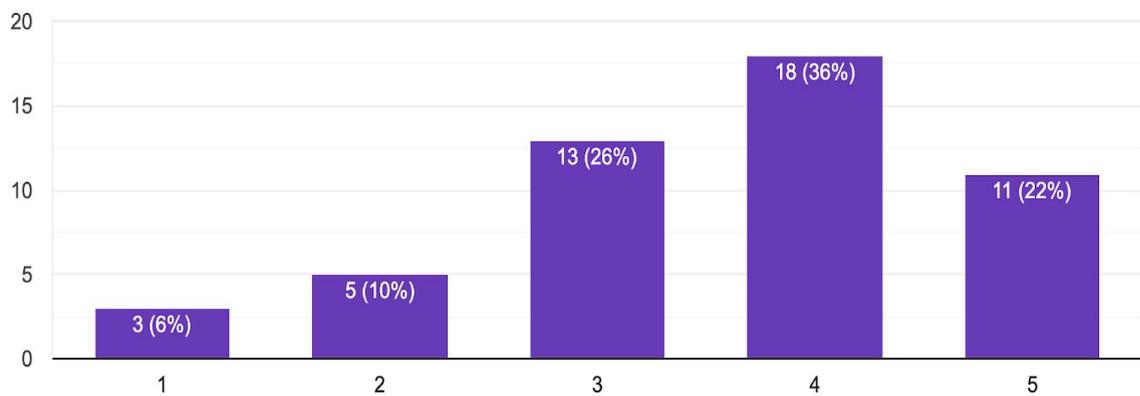
### I understand the purpose of the Board Game

50 responses



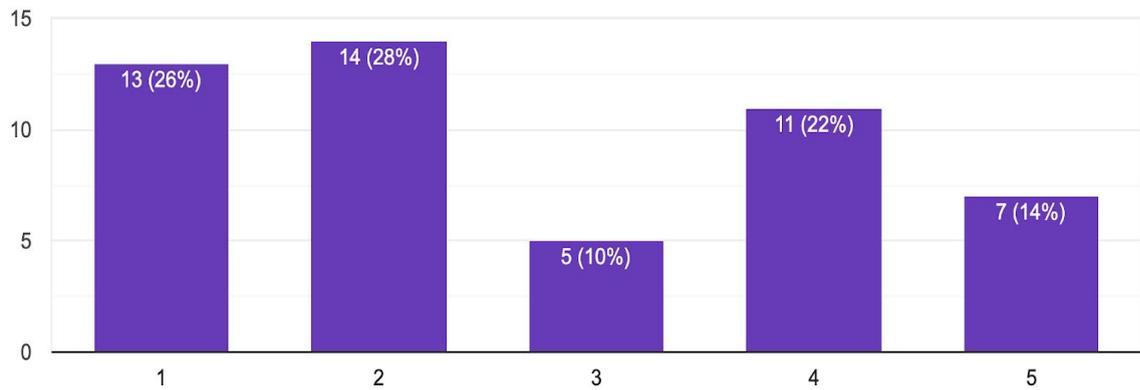
### The Board Game has allowed me to understand and learn more about myself

50 responses



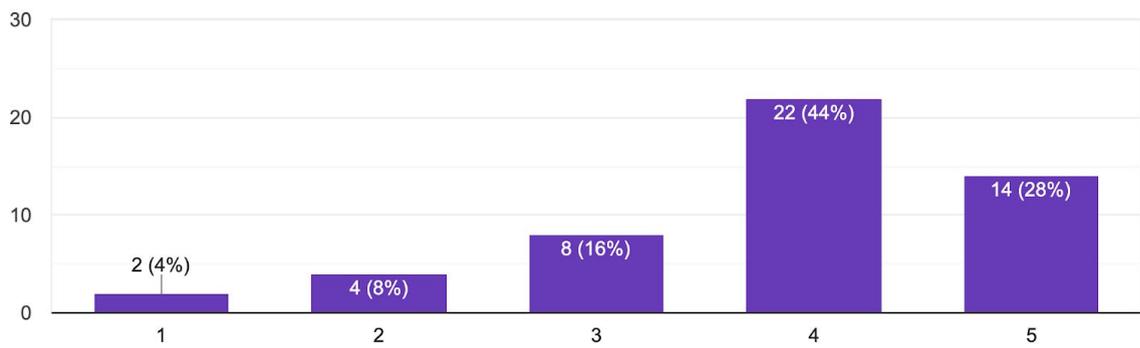
I am aware of any other material that allows me to learn about MBTI

50 responses



I am able to understand the manual of the board game easily

50 responses



Overall, our final product received positive feedback from our pilot subjects. They stated that our board game was generally easy-to-use and effective at helping them learn about themselves and their friends.

#### **4 OUTCOME & DISCUSSION**

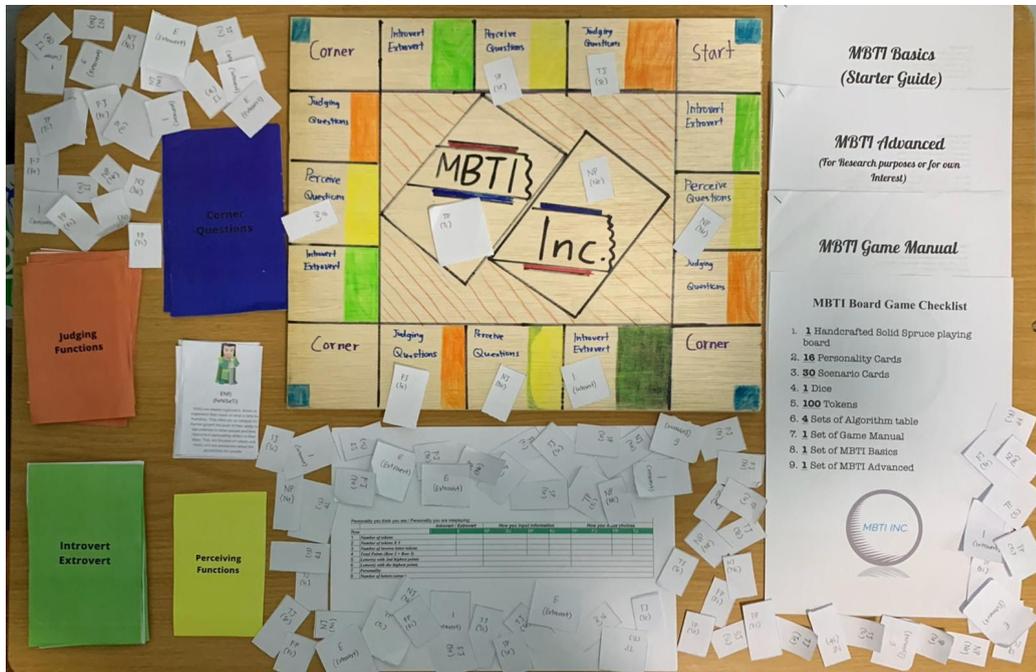
While the pilot test received positive feedback, we worked on the suggestions given, such as increasing the length of the board game, and increasing the depth of knowledge provided to players, without sacrificing simplicity. The final outcome is a simple board game with a game manual, 2 levels of simplified MBTI Handbooks, 35 scenario cards (10 Introvert/Extrovert cards, 10 Perceiving Functions cards, 10 Judging Functions cards, 5 Corner cards), 16 personality cards, 4 algorithm sheets (to calculate personality type) and 600 tokens for gameplay usage.

In order to achieve the simplicity that made it easy to learn about MBTI, we had to sacrifice a little accuracy. However, it is assured that the removal of some information will NOT affect the end result and will be sufficient to achieve our objective. In addition, we have included a copy of a guide which includes extensive research of MBTI for those who want more information.

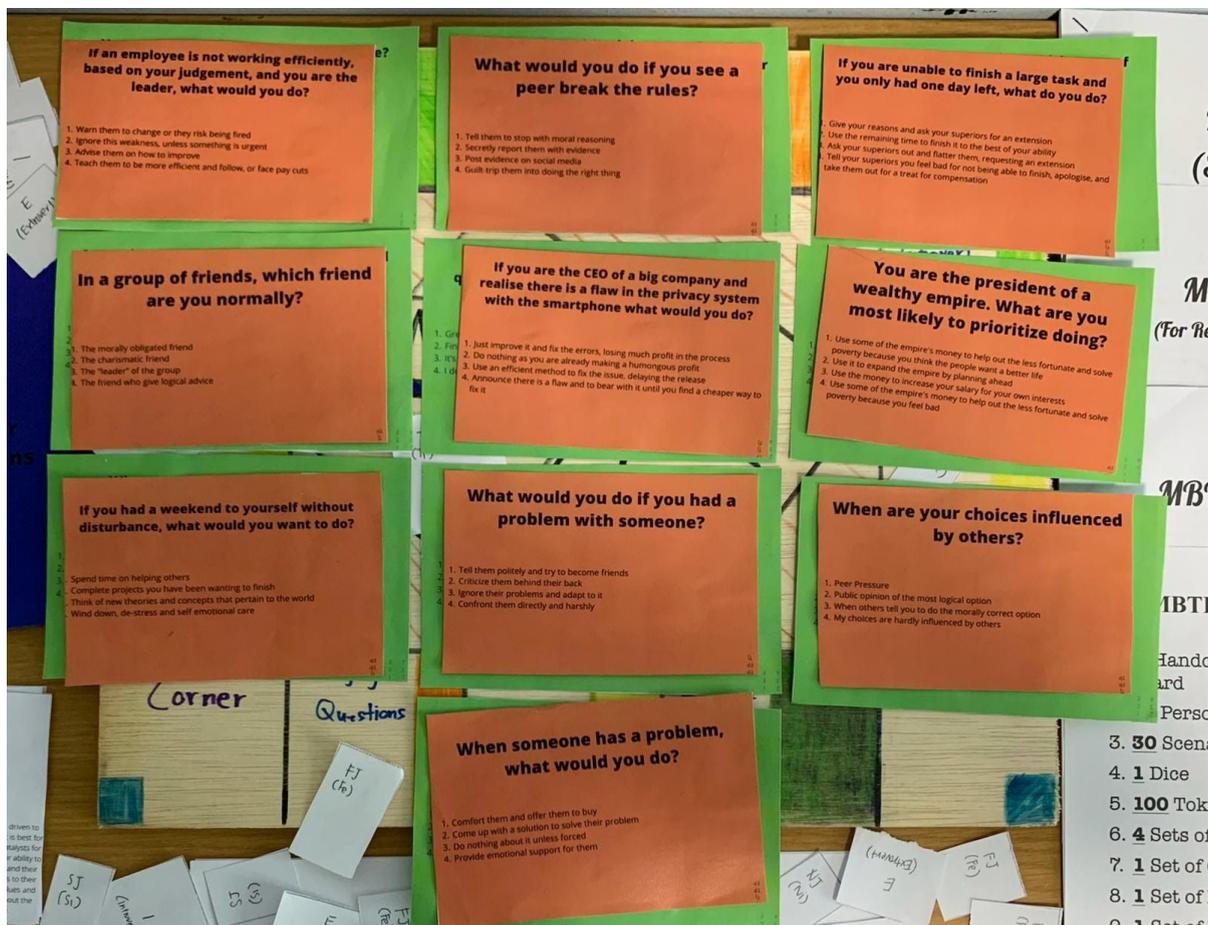
For further improvements, we could come up with more day-to-day scenarios to help people learn about their personalities, so that the personality generated will compensate for the accuracy sacrificed.

Appended below are components of our game.

## 4.1 ALL COMPONENTS



## 4.2 SCENARIO CARDS





## 4.3 GAME MANUAL AND MBTI GUIDES



### Types of Cards

- Action cards (contains the questions)
- Response cards (contains the responses)
- Personality cards (contains info about all 16 types)

players: at least 3, at most 5

### Categories

- I/E
- NP<->SJ / NJ<->SP
- TP<->FJ / FP<->TJ

Tokens will be one-sided, which will indicate a specific letter(s)

### Round 1

All players read all the personality cards and then take a personality card, with a personality type of what they think they are. All players roll the dice and see where they land. Players will take the action card depending on which spot they land on.

If you land on a corner, take a Free Answer Question card and read the question, and all players will answer them. (Note: this does not contribute points) The player who moved, will read the scenario and choose one option truthfully. They will then select the response card based on their choice, which will have letters to denote a part of their personality type. The round ends when everyone has completed 3 rounds around the board

At the end of Round 1, all players compile their tokens.

General Formula to calculate points: Number of tokens X 3 + Number of inverse tokens = Number of points for that particular letter(s)

### Example 1

if you have 3 Extrovert Tokens and 2 Introvert Tokens, you will have  
 $3 \times 3 + 2 \times 1 = 11$  Extrovert Points and  $2 \times 3 + 3 \times 1 = 9$  Introvert Points  
This means you are an extrovert.

### Example 2

If you have 4 NP tokens, 5 SJ tokens, 7 SP tokens and 6 NJ tokens,  
You will have:

- $4 \times 3 + 5 \times 1 = 17$  NP points
- $5 \times 3 + 4 \times 1 = 19$  SJ points
- $7 \times 3 + 6 \times 1 = 27$  SP Points
- $6 \times 3 + 7 \times 1 = 25$  NJ Points

This means you either are an xSxP or a xNxJ. (where x means unknown letters)

When compiling results, take the letters in which their respective points are the highest. If you are unable to form a personality, take the letters with the lowest number of points and choose the second highest.

**Example 3**

If you have 11 Extrovert Points, 9 NJ Points, 6 FP Points and 4 TJ Points, you would be unable to form a personality with E, NJ and FP. Thus, you choose the letters in which its respective points are the lowest, FP, and replace it with the second highest, TJ. Doing so will form the personality ENTJ.

After forming a personality, compare with the personality you thought you were.

**Round 2 and Subsequent Rounds**

All players find their correct personality card from the personality card pile. Therefore, if you deduce you are an INTJ personality type from Round 1, you will find the INTJ personality card from the personality card stack.

Swap all players swap personality cards with other players clockwise and receive a new personality card. This is to serve roleplaying other personality types, as the aim of the game is to know other personalities and to act correctly to solve problems. Proceed on with the similar gameplay, except now all players have to respond based on the personality type of the personality card that they have.

At the end of the game, all players compile their tokens and arrive at their roleplayed personality. With the new personality card, they compare that card to the card they were roleplaying, to see how accurate they were in their roleplay. For each letter correct, players will get one point.

Reset all cards, and all players pass the personality card to the next person in a clockwise direction. The game restarts and repeats until all players have received the personalities of other players. The person who gets the closest to their friend's personality wins, using a point system.

### Point System

For each letter correct, players will get one point. Total up the points after each round. After the personality cards have gone full circle, the game ends. Player with the most points wins.

Row	Personality you think you are / Personality you are roleplaying	Introvert/Extrovert				How you input information			How you make choices			
		I	E	NP	SJ	SP	NJ	TP	FJ	FP	TJ	
1	Number of tokens											
2	Number of tokens X3											
3	Number of inverse tokens											
4	Total Points (Number in Row 2 Number in Row 3)											
5	Letter(s) with 2nd highest points											
6	Letter(s) with greatest number of points											
7	Personality											

# MBTI Basics (Starter Guide)



### **Introduction**

There are four letters for every personality.

The first letter is I or E,

The second letter is N or S,

The third letter is T or F,

The fourth letter is J or P.

### **I/E**

I and E are straightforward: Introvert and Extrovert. The easiest and most accurate way of describing introverts is "people who gain energy from spending time with themselves". The easiest and most accurate way of describing extroverts is "people who gain energy from spending time with others".

That said, there are people who seem extroverted but are introverts, and there are people who seem introverted but are extroverts. These people are known as introverted extroverts and extroverted introverts.

### **N/S**

N and S are perhaps the most confusing: iNtuitive and Sensing. The easiest way of understanding the difference is that sensors tend to be more realistic and practical; are more focused on facts, details, specifics; prefer a literal and concrete way of communication; tend to be more detail oriented and literal minded. Intuitives tend to be more imaginative and theoretical; focus more on the big picture, overall meaning and patterns; prefer a figurative and abstract way of communication; may seem unrealistic or impractical.

This is one of the biggest divides seen through personality types. N types tend to be friends with other N types, S types tend to be friends with other S types. This is due to the difference in practicality and pragmatism between the communication of N and S types. It is quite easy to tell who is a sensor and who is an intuitive.

### **T/F**

T and F are straightforward: Thinking and Feeling. Thinkers prefer logic over emotions, while feelers prefer emotions over logic. This can be seen particularly in decision making and social interaction, but is also involved in a lot of other processes.

This is another one of the big divides seen through personality types. T types tend to be friends with other T types, F types tend to be friends with other F types. This is due to the different views, importance and value of logic and emotions between T and F types. It is also quite easy to tell who is a thinker and who is a feeler, but it is very easy to confuse as some people may exhibit more feeling characteristics as a thinker, for example.

### **P/J**

P and J can be slightly confusing: Perceiving and Judging. Judgers tend to approach life in a more structured manner, creating plans, lists, folders and tags to sort things, and tend to be more organised. Perceivers, on the other hand, tend to feel constrained by structure, as they prefer to keep their options open and use their time freely. As a result, they tend to be more disorganised.

Sometimes it may be hard to tell between perceivers and judgers cos some people can be messy but are actually judgers, while some people can be neat but are actually perceivers. This is easier to tell when you interact more with someone. Also, take note that the term "judgers" doesn't literally mean "judgmental".

### **Conclusion**

Now that all 4 letters have been explained, you basically know the basic structure of each personality type. They do have a group name for easy reference. Whenever you want to talk about the letters, I, E, N, S, F, T, J and P, you refer to them as the 4 dichotomies. Do not confuse them with cognitive functions, temperaments or interaction styles.

# ***MBTI Advanced***

***(For Research purposes or for own Interest)***



### **Order of functions**

There are 8 cognitive functions, namely  
Introverted sensing, extroverted sensing,  
Introverted intuition, extroverted intuition,  
Introverted thinking, extroverted thinking,  
Introverted feeling, extroverted feeling.

There are 4 types of functions (sensing, intuition, thinking, feeling),  
which are categorised into 2 categories (perceiving and judging functions).  
Each of the function names have abbreviations, which you will see later.

Each of the 16 personality types have 4 functions, which are in different placement slots.  
The first slot has the dominant function,  
The second slot has the auxiliary function,  
The third slot has the tertiary function,  
The fourth slot has the inferior function.

For example, an INTP's cognitive function stack is TiNeSiFe, which means  
Ti (introverted thinking) is INTP's dominant function,  
Ne (extroverted intuition) is INTP's auxiliary function,  
Si (introverted sensing) is INTP's tertiary function,  
Fe (extroverted feeling) is INTP's inferior function.

A dominant function is the function which the person has the most control of,  
The auxiliary function assists the dominant function to make decisions and to balance the use  
of the dominant function.

The tertiary function is generally playful, creative, explore, and recharge. It backs up and  
supports our auxiliary function and often works in tandem with it.

The inferior function is the function where we typically tend to avoid using, as the dominant  
function usually suppresses it.

Below are descriptions of the functions in a dominant slot.

Perceiving functions

Perceiving functions are functions which people use to take in information.

**Si (introverted sensing)**

With Si, the individual perceives mostly stored memories of previous sensory experiences. Thus the person with dominant Introverted Sensing will experience something real time, but then they will quickly compare it to stored memories in their minds. What makes Si so interesting is that the individual's brain is wired make this comparison and to show them what is different between the new widget off the line and the memorized image. Thus people with dominant Si usually have the ability to recall a past experience in great vivid detail, complete with any stored emotions. A dominant Si can re-experience a past event just as if it was happening live, complete with memories of how they were feeling at the time.

**Se (extroverted sensing)**

You prefer to live in the present moment, rather than dwelling on the past or daydreaming about the future. "Be Here Now" comes naturally to you. You are almost always tuned into the present moment, and you wonder why other people seem so spaced out. Keep in mind that you are used to this and you probably take it for granted. You probably think everyone sees the world the way you do. But they don't. Only people whose dominant or auxiliary function is Se will see the world as you do. You experience what your 5 senses tell you directly, accurately, and in real time. You notice sounds, sights and smells before other people do. You probably move gracefully and with ease. You might even have quick reflexes. You like to be engaged with the physical world around you.

**Ni (introverted intuition)**

Introverted Intuition is focused inwards, on the internal world of thoughts, ideas, and concepts as opposed to an extroverted function which is focused on the world that is external to the mind. i.e. the real physical world. Those with Ni prefer to focus on the future. They are adept at analyzing the past, but they only do so when looking for clues to the future. Ni's have trouble focusing in the present moment. You will frequently notice that Ni's will be mentally elsewhere, even when they are driving a car. People with Ni are big picture people. Details are their weakness. They can handle details like bookkeeping and accounting but it takes a lot of extra energy and it's stressful.

**Ne (extroverted intuition)**

People with Extroverted Intuition (Ne) have an infinite number of ideas and suggestions on how to make the future better. They can see several possible futures. When you want to do brainstorming, you need someone with a Ne function! Their minds will shoot out new ideas faster than most people can absorb them. It's like a rapid fire machine gun but instead of bullets its new ideas for the future. Those with Ne are big picture people. They don't enjoy the details, but will handle them when necessary. They can see trends and

patterns. They are especially good at seeing how things, events and people are connected. They can see the meaning behind people's actions.

Judging functions

Judging functions are functions which people use to make decisions.

**Ti (introverted thinking)**

People whose dominant function is Ti are known for being very analytical, very logical and very objective. Their brains are wired to for that. Introverted Thinkers develop complex systems and models in their heads. These models explain how things work. Whenever a dominant Ti comes across new information, they test it against their internal models to see if it fits. If it does, they store the new information in the correct category. If it does not fit, but they think it still might be correct information, they will completely

**Te (extroverted thinking)**

Extroverted Thinkers are able to set aside how they feel about something, so they can separate out the objective facts from their emotions. We all experience emotions when making decisions. In fact if you watch your thought process closely enough you will notice that when it's time to decide something, you first have a gut feel for what to do. But this gut feel is based on your emotions. What Extroverted Thinkers do is that they recognize the emotional content, but then they set it aside to focus on the facts. Extroverted Thinkers tend to be logical, objective and fair.

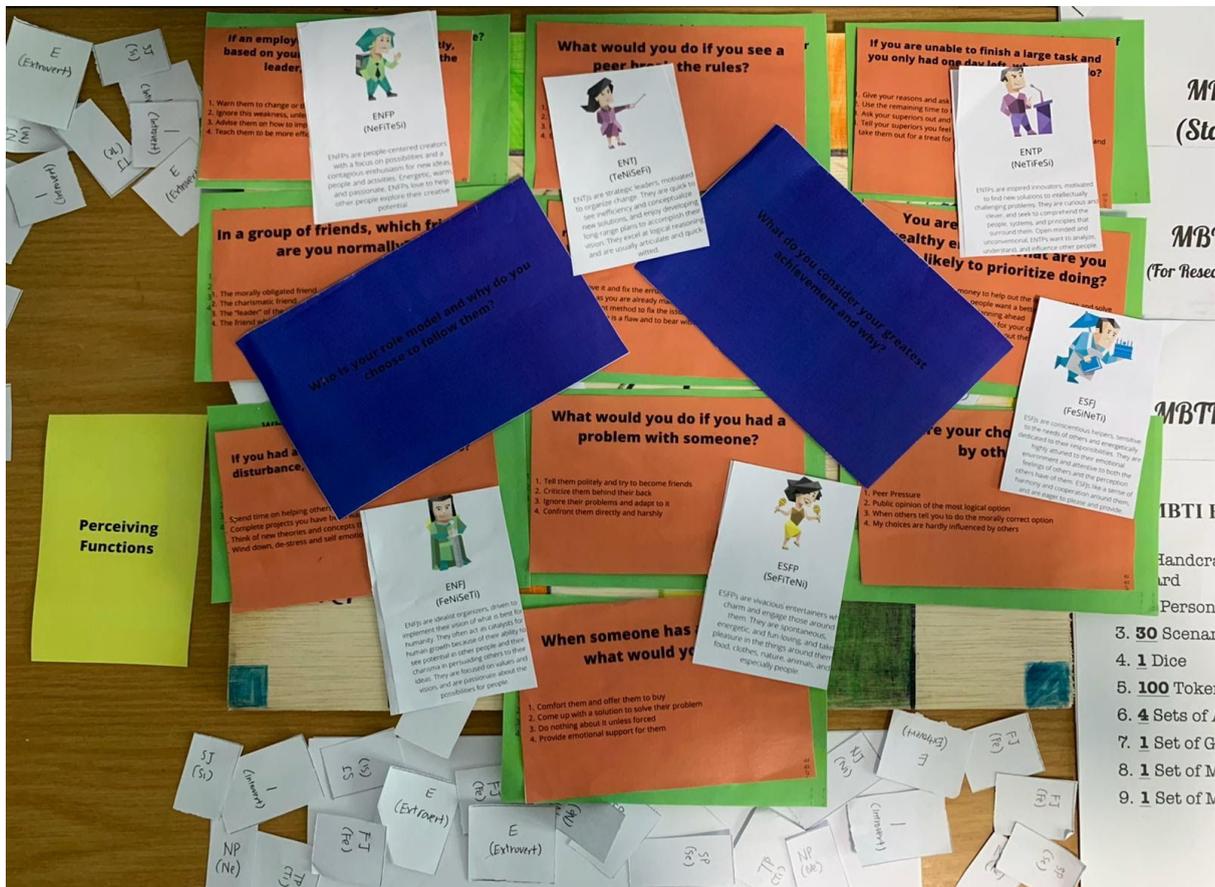
**Fi (introverted feeling)**

Fi is a judging function where the individual makes decisions based on their own personal value system. Thus people with a dominant Introverted Feeling function will normally be making decisions based on emotions rather than objective facts and data. Many times, people with Fi do not recognize or understand their own personal values until someone accidentally steps all over them. Introverted Feelers are the most sensitive of all types. They can react emotionally for no obvious reason. It takes some effort to drill down and uncover these personal values that are so easily insulted.

**Fe (extroverted feeling)**

People whose dominant function is Extroverted Feeling, focus their decision making on the external world (outside the mind) and the primary focus is on people and human kind. They are all about connecting with other people. When people with dominant Fe go to make a decision, the first decision criteria they use is values rather than objective facts. For extroverted feeling these values are more cultural values and values relating to humankind as a whole, rather than personal values which is what introverted feeling (Fi) is about. Thus people with dominant Fe will first consider the impact a decision may have on the greater good, and the people around them. They do this instinctively. Because people are so important to those with dominant Fe, they will actually organize their lives so that they can connect with more people. Relationships and connecting with friends, neighbors, coworkers

## 4.4 PERSONALITY CARDS



(shown in the image are 2 corner cards and 6 of the 16 personality cards)

## 5 CONCLUSION

While doing this project, the COVID crisis hit Singapore and we had to work on our project remotely, which was a new challenge for us as it is less efficient to work on our project remotely than to work together in person. However, we worked through this crisis, did what we could remotely, and finished our final product after we were allowed to return to school. We also learnt how to make a physical final product as we had never done something similar before. We also had to analyse the interactions between people and incorporate it into the final product. Through this, we learned how to analyse typical human behaviour to come up with something new and innovative. Ultimately, we were satisfied that we could offer our target audience Psychology From A New Perspective.

*~Psychology From A New Perspective: MBTI*

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