



Archetypes & Assumptions: Maximizing Personality Assessments for Faculty Professional Development

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Objectives

1. Identify the most common personality assessments being integrated into academic assessment departments within higher education.
2. Apply strategies for successfully using personality assessments towards one brief and authentic case scenario.
3. Prioritize steps towards troubleshooting the challenges faced when using personality assessments.
4. Create one accountability plan to use in the coming academic year within your academic assessment department to maximize any personality test using our methodology.



What are archetypes?

"The original pattern or model of which all things of the same type are representations or copies:

PROTOTYPE

Also: a perfect example."

This Sorting Quiz Will Tell You Which Hogwarts House You Truly Belong In

There's nothing hidden in your head this sorting quiz can't see.



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It is, perhaps, the most important question that a young (or not so young) millennial can ask — "What is my Hogwarts house?"



What's Your Hogwarts House Percentage?

You Are 31% Gryffindor, 24% Ravenclaw, 23% Hufflepuff, and 22% Slytherin!



Just like Hermione Granger, you were ultimately placed in Gryffindor, but the Sorting Hat seriously considered putting you in Ravenclaw. You are a natural born leader, often taking control of the reins from others whose recklessness or dedication to facts and knowledge clouds their judgment. You are intelligent, but acknowledge that there are more important things in life, and therefore aim to use your intelligence and determination to fight for what you believe to be right.

Your slight compatibility with Hufflepuff house suggests a deep love and appreciation for those close to you, which you may keep hidden for fear of being hurt.

WHO ARE YOU?

HARRY POTTER MBTI CHART



INTROVERTED | SENSING | THINKING | JUDGING
DEFINED BY THEIR HONOR AND DUTY, TAKE ANY TASK SERIOUSLY AND GIVE IT MORE THAN THEIR BEST. SOMEWHAT RESERVED AND PREFER TO WORK ALONE, BUT CAN MAKE GREAT TEAM MEMBERS IF THE NEED ARISES. DEEPLY VALUE TRADITIONS AND LOYALTY AND OFTEN PUT DUTY BEFORE PLEASURE.



INTROVERTED | SENSING | FEELING | JUDGING
TRADITIONAL, LOYAL, KIND AND DESSERTANT OF OTHERS. VALUE STABILITY AND CULTURAL NORMS AND ARE OFTEN CONSISTENT WITH WORK. KNOWN FOR THEIR KINDNESS AND WILLINGNESS TO GO TO ANY LENGTHS TO HELP THOSE IN NEED. STRIVE TO CREATE AN ORDERLY ENVIRONMENT.



INTROVERTED | INTUITIVE | FEELING | JUDGING
SEEK MEANING AND CONNECTION IN IDEAS, RELATIONSHIPS, AND THE MATERIAL WORLD. WANT TO UNDERSTAND WHAT MOTIVATES PEOPLE AND ARE INSIGHTFUL ABOUT OTHERS. ORGANIZED AND DEVISIVE IN IMPLEMENTING THEIR IDEAS. PRIVATE, INTUITIVE, AND COMPLEX BY NATURE.



INTROVERTED | INTUITIVE | THINKING | JUDGING
NATURAL LEADERS THAT STRIVE FOR PERFECTION. OBJECTIVE, INDEPENDENT, CONCEPTUAL, AND ADAPTABLE. QUICKLY SEE PATTERNS IN EXTERNAL EVENTS AND DEVELOP LONG-RANGE EXPLANATORY PERSPECTIVES. SCEPTICAL AND INDEPENDENT, TEND TO HAVE AN AURA OF DEFINITE SELF-CONFIDENCE.



INTROVERTED | SENSING | THINKING | PERCEIVING
HERE'S INDEPENDENT, ADVENTUROUS, DON'T LIKE MUCH ATTENTION, MORE INTERESTED IN THEIR OWN PURSUITS RATHER THAN OTHERS. DO NOT BELIEVE IN RULES AS THEY PROHIBIT THEIR ABILITY TO DO THEIR OWN THING. ORGANIZE FACTS USING LOGICAL PRINCIPLES AND VALUE EFFICIENCY.



INTROVERTED | SENSING | FEELING | PERCEIVING
QUIET FRIENDLY, SENSITIVE AND KIND, LOYAL AND COMMITTED TO THE PEOPLE AND VALUES THAT THEY CARE ABOUT. DISLIKE DISAGREEMENTS AND CONFLICTS AND DO NOT FORCE THEIR OPINIONS ON OTHERS. LIKE TO HAVE THEIR OWN SPACE AND OFTEN TAKE MATTERS TOO PERSONALLY.



INTROVERTED | INTUITIVE | FEELING | PERCEIVING
IDEALISTIC, LOYAL TO THEIR VALUES AND TO THE PEOPLE WHO ARE IMPORTANT TO THEM. CURIOUS, QUICK TO SEE POSSIBILITIES, CAN BE CATALYSTS FOR IMPLEMENTING IDEAS. SEEK TO UNDERSTAND PEOPLE AND HELP THEM FULFILL THEIR POTENTIAL. ADAPTABLE, FLEXIBLE, AND ACCEPTING.



INTROVERTED | INTUITIVE | THINKING | PERCEIVING
A NATURAL BORN THINKER, RESERVED, THEORETICAL, ANALYTICAL AND LOGICAL. OFTEN COME UP WITH SYSTEMS WITH WHICH TO SOLVE PROBLEMS. QUICK TO CORRECT OTHERS, INTERESTED MORE IN IDEAS THAN IN SOCIAL INTERACTION. HAVE A STRONG ABILITY TO STAY ON TASK.

Common Personality Assessments

- ▶ **Myers-Briggs Type Indicator (MBTI)**
- ▶ **Strengths Finder 2.0 (Gallup)**
- ▶ **Values in Action Inventory (VIA)**
- ▶ True Colors
- ▶ The Hogan Personality Inventory (HPI)
- ▶ DISC Test
- ▶ NEO-PI-R
- ▶ Eysenck Personality Questionnaire (EPQ)
- ▶ Minnesota Multiphasic Personality Inventory
- ▶ 16 Personality Factor Questionnaire (16PF)

Myers-Briggs Type Indicator (MBTI)

- ▶ **Background** – Developed by Catharine Cook Briggs and Isabel Briggs Myers based on Carl Jung's Theories.
- ▶ **Purpose** – To identify an individual's preferences in four spectrums:
 - ▶ Extraversion/Introversion, Sensing/Intuition, Thinking/Feeling, and Judging/Perceiving
- ▶ **Components**
 - ▶ 16 personality types based on preferences along those spectrums
- ▶ **Applications**
 - ▶ Career counseling, team building, personal development, relationship counseling, and education

Strengths Finder 2.0



- ▶ **Background** – Based on the work of psychologist Donald Clifton, the assessment focuses on what individuals are naturally good at instead of their weaknesses
- ▶ **Purpose** – To identify an individual's top strengths
- ▶ **Components**
 - ▶ 34 talent themes in four domains – executing, influencing, relationship building, and strategic thinking
- ▶ **Applications**
 - ▶ Professional development, team building, and leadership training

PF	DF	DW	JH
Gallup Top 5			
Focus	Relator	Woo	Achiever
Consistency	Strategic	Positivity	Futuristic
Analytical	Connectedness	Maximizer	Input
Restorative	Command	Context	Strategic
Significance	Input	Strategic	Learner
MBTI-Archetype			
INTJ	INTJ	ENTJ	ENTJ
VIA Character Top 5			
Fairness	Honesty	Spirituality	Honesty
Honesty	Kindness	Kindness	Love of Learning
Judgement	Love	Humor	Perspective
Prudence	Love of Learning	Appreciation of Beauty	Social Intelligence
Kindness	Gratitude	& Excellence	Creativity
		Perspective	



Think Pair Share

How have you
utilized these archetypes
in your professional /
personal life?

What do you think are
some best practices for
using these assessments?



Successful Practices

Pre-Assessment

Clear Objectives

- Define what will be achieved by using these assessments

Expert Guidance

- Consider hiring expert / certified facilitators or consultants who are trained in administering, interpreting, and leveraging these assessments

Preparation

- Inform participants of the purpose and benefits of these assessments.
- Ensure participants understand the assessment is for self-awareness and not for labeling

During Assessment

- ▶ Time and Space
 - ▶ Provide an environment and time frame conducive to taking the assessment, so that participants are not distracted and will not rush through questions



Post-Assessment



Debriefing

Arrange for group or individual debriefing where participants can discuss and interpret their results with experts



Action Plans

Ensure participants create actionable plans based on their results



Ongoing Support

Offer resources or workshops where participants can continue to explore how to apply their strengths or personality traits



Feedback Loop

Collect feedback to understand the impact and effectiveness of the professional development workshop



Maximizing Benefits

▶ **Integration**

- ▶ Integrate findings into other professional development activities and / or performance reviews

▶ **Peer Sharing**

- ▶ Encourage sharing of insights among peers to foster better team dynamics

▶ **Long-term Tracking**

- ▶ Revisit the assessment results periodically to track development and adjust action plans

▶ **Involve Leadership**

- ▶ Ensure results are utilized in organizational planning and development

Pitfalls to Avoid

▶ **Stereotyping**

- ▶ Do not use results to label or stereotype individuals. For example, don't assume an introvert can't be a good leader

▶ **Overemphasis**

- ▶ Results may be insightful but are not a complete picture of an individual's capabilities or potential

▶ **Cost Constraints**

- ▶ These assessments may be expensive. Make sure the investment aligns with the organization's objectives and budget

Next Steps



1. Create one accountability plan
2. Develop a shared understanding
3. Intentionally invest in one assessment at a time
4. Adopt a culture-wide approach across the organization.
5. Link these to how the organization encourages professional development.

PF	DF	DW	JH
Gallup Top 5			
Focus	Relator	Woo	Achiever
Consistency	Strategic	Positivity	Futuristic
Analytical	Connectedness	Maximizer	Input
Restorative	Command	Context	Strategic
Significance	Input	Strategic	Learner
MBTI-Archetype			
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Fairness	Honesty	Spirituality	Honesty
Honesty	Kindness	Kindness	Love of Learning
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Prudence	Love of Learning	Appreciation of Beauty	Social Intelligence
Kindness	Gratitude	& Excellence	Creativity
		Perspective	



Questions?

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