A study on diversity of personality in a team and its effect on the team's performance

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ABSTRACT

Individuals differ in personality and social conduct. It is by and large acknowledged that some of this variety is because of contrasts in qualities and some to "condition"— that is, differences in individual's experience. This study investigated the relationships between Personality differences in a team and its effect on the direct overall performance of the whole team. Particularly, this study has considered the MBTI, extensively used by professionals in relationships, spirituality, careers, education, workplace, and organization etc for investigating personality types. The MBTI personality test was conducted on Students based in Management College in Pune. A total of 79 students falling in the range of 21 to 23 years of age completed the personality test.

Keywords: *Diversity, Personality, Team performance, MBTI Personality test, Personality traits.*

1. INTRODUCTION

The study contains the definition of personality along with the definition of MBTI test to determine personality. Overall, the study focuses on how personality diversity impacts the team performance. The choice of suitable MBTI for this study is explained+ in detail. The rationale behind this step is to get a clear picture of the main variable of this research. The study is carried out in

Symbiosis Institute of Management Studies, Kirkee all the respondents (n=79) of the MBTI personality Tests were students in 2nd Semester of MBA with Marketing as their major specialization.

The study is guided by the following main research questions- (1) What is the relationship between personality team performances in SIMS? (2) Does diverse personality in a group or a team leads to better performance?

Team-Two or more people working together are a team (Oxford, n.d.). For this study "teams" were the group of students working on a group presentation of 20 Marks. Each group consisted of 5 members, in total there were 16 Teams.

Performance- The action or process of carrying out or accomplishing an action, task, or function. (Oxford, n.d.) The team performance is measured by the score of the team for the assignment which is a group presentation on a Marketing concept.

The diversity of Personality in the team- By using MBTI personality test each of the team member's personality type will be assessed. If there is a high degree of Diversity i.e. if in a team of 5 Members if most have a different personality result, that team could be called a team with diverse personalities.

2. LITERATURE REVIEW

Personality is the dynamic organization within the individual of those psychophysical systems that determine his characteristics behavior and thought (Allport, 1961). It is a behavior which differentiates one person from another (Brooks, 2011) and provides acumen whether a person will do some specific job, in comparison to others (Sackett, 2002). "Personality" got from the Latin expression "Persona" which implies (1)

A cover worn by theatre on-screen characters to speak to their part and personality in the play;

(2) The authentic self, which incorporates one's inherent inspirations, feelings, propensities, and thoughts (Chan, 1996). (Allport, The Psychology of Participation, 1974) defined personality as "a dynamic organization within the individual of those psychological systems that determine his unique adjustments to his environment". (Robbins, 2001) saw personality as "the aggregate of manners by which an individual responds and communicates with others". Basically, personality can be characterized as a compound of human attributes and factors. For example, an employee thought to be "aspiring and savvy" by his predominant has a personality shaped by the compound of these two attributes.

3. MBTI

It is one type of personality profiling available that has been used world-wide to increase awareness of personality styles and preferences (McCaullet, 1998). It takes the form of a questionnaire that assesses preferences on four dimensions (ie Extraversion and Introversion, Sensing and iNtuition, Thinking and Feeling, and Judging and Perceiving). Members are furnished with a report demonstrating an inclination for practices embodied by one of the letters in every one of the four-letter sets. Every mix of four letters makes one of 16 distinctive mental composes. Created by Briggs and Myers from hypotheses created via Carl Jung in the 1900s, the utilization of MBTI by people and associations crosswise over segments has been approved and assessed. (Weigand, 2002)

4. METHOD

A questionnaire survey was adopted in this paper. A questionnaire consisting of 60 questions was used and administered to students of SIMS, Kirkee in Feb 2018. A total of 79 valid responses were obtained.

5. RESULTS

Table 1 Demographic Profile of Students Respondents-n=79

Male	43
Female	36
Subject Specialization	Marketing Minor-Finance
Semester	2nd

- The mean age of the participants was 22.3 years
- Table 2 shows The marks of the assignment (group presentation) ranged from 8-15 of individuals in groups.
- The average marks of the group ranged from 10-13.75.
- The diversity points of the group are given on the basis of a number of different personality types in the group.
- Personality Type is the result of the MBTI questionnaire which is a combination of 4 letters. There are 16 Personality types or 16 Four letter combinations.
- Personality Type Group categorization is made on two Factors 1) Roles- The Role layer determines our goals, interests and preferred activities. 2) Strategies-The Strategy layer shows our preferred ways of doing things and achieving goals. (https://www.16personalities.com/arti calls/our-theory, n.d.)

6. CONCLUSIONS AND RECOMMENDATIONS

- After observing and analyzing the results we conclude that there is a mixed pattern of personalities in the students.
- It is also observed that high diversity of the personality type is positively related to high marks or better performance

PERSONALITY TYPES	PERSONALITY GROUPS
INTJ	
INTP	
ENTJ	
ENTP	ANALYSTS
INFJ	
INFP	
ENFJ	
ENFP	DIPLOMATS
ISTJ	
ISFJ	
ESTJ	
ESFJ	SENTINELS
ISTP	
ISFP	
ESTP	
ESFP	EXPLORERS

SOURCE-https://www.16personalities.com/personality-types

Table 2

Group No.	Name	Marks	Average marks of group	Personality Type	Personality Type Group	Diversity Points
1	Aniket Gawas	14	13.2	INTJ	Analysts	4
	Chinmay Gode	15		ISFP	EXPLORERS	
	Shashwata Srivastava	10		ESFJ	Sentinels	
	Tanya Sarin	14		INFP	Diplomats	
	Aditya Kumar	13		ESTJ	Sentinels	
2	Jayant srivastav	10	10.2	INTJ	Analysts	1
	Mohit Jakhar	10		ENFJ	Diplomats	
	Milind Saxena	10		ENTJ	Analysts	
	Priya Tayal	12		INTP	Analysts	

	Manish Gautam	9		ENTP	Analysts	
3	aman goel	8	11.2	INFP	DIPLOMATS	2
	Bharat Yadav	14		ISFP	EXPLORERS	
	palak teotia	10		ENFP	DIPLOMATS	
	saksham Sharma	14		ISTP	EXPLORERS	
	Naina Batra	10		ENFJ	DIPLOMATS	
4	Arshbir Singh Sandhu	12	12.2	ISFP	EXPLORERS	3
	Ashutosh Chaudhary	12		INFP	DIPLOMATS	
	Jenishq Sawhney	12		ENFP	DIPLOMATS	
	Monika Malkotiya	11		ISTJ	SENTINELS	
	Shifali Singh Thakur	14		INFJ	DIPLOMATS	
5	Parmita Sar	13	12.4	ISTJ	SENTINELS	3
	Ruchi Dwivedi	14		INTJ	Analysts	
	Prachi Saraf	13		ISFJ	SENTINELS	
	Abhnav Pundir	12		ESFJ	SENTINELS	
	Rohit	10		INFP	Diplomats	
6	Ishrat Jahan	11	11	INTJ	Analysts	2

	Kishore	8		ENTJ	Analysts	
	Neha Singh	12		INFP	Diplomats	
	Pranav Matkar	13		ENFJ	Diplomats	
	Nikita Jadhav	11		ENFJ	Diplomats	
7	Aarzoo bakhshi	11	11.25	INFJ	Diplomats	2

	Aashna Mahanti	11		ENTJ	Analysts	
	Ishaan Malhotra	14		ENTJ	Analysts	
	Karan Arora	12		INFP	Diplomats	
	Meher Hora	8		ENFJ	Diplomats	
8	abhimanyu bhatia	12	13	ISTJ	Sentinels	4
	Natasha Veer	14		ESTP	EXPLORERS	
	Nishant Priyadarshi	14		INFJ	Diplomats	
	Saransh Sharma	14		ISFJ	Sentinels	
	sanchita banerji	13		INTP	Analysts	
9	Abhay Shukla	14	13.75	ISTJ	Sentinels	3
	Anand Yadav	14		ESTP	EXPLORERS	
	Teena Shukla	14		ISTJ	Sentinels	
	Rashika Chauhan	13		ENTJ	Analysts	
10	Alisha Chatterjee	14	13.2	INFJ	Diplomats	4
	Khandaker Ruhul Amin	14		ESTP	EXPLORERS	
	Pratik Kulkarni	14		INTP	Analysts	
	Mayuri Boshle	13		ESFJ	Sentinels	
	Arti	11		ESTJ	Sentinels	

11	Anjana Rathore	10	10.2	ISTJ	SENTINELS	1
	Anurag Tomar	8		ISFJ	SENTINELS	
	jobin	12		ESTP	EXPLORERS	
	Nupur raina	12		ESFJ	SENTINELS	
	Sandeep Singh	9		ESTJ	SENTINELS	
12	Aakash	12	11.8	ISTP	EXPLORERS	2
	Abhishek singh	11		ISTJ	SENTINELS	
	Ankit kotnala	11		ISFP	EXPLORERS	
	Jyoti maurya	12		ESFJ	SENTINELS	
	Rupali	13		ESFP	EXPLORERS	
13	Akash Yadav	14	13.4	ESTJ	Sentinels	4
	Akshay Kumar	15		ENFJ	Diplomats	
	Amanat Jaggi	13		ENTP	Analysts	
	Archana Murthy	13		ISTP	EXPLORERS	
	Param Shah	12		INTP	Analysts	
14	Abhishek Kannan	12	12.4	INFP	DIPLOMATS	3
	Monica Rawat	12		ESFP	EXPLORERS	
	Devender Kumar	11		INFJ	DIPLOMATS	
	Rohini Singh	14		ISFJ	SENTINELS	
	Sanjay Gora	13		ENFP	DIPLOMATS	
15	shrutika	11	11.2	ISTJ	SENTINELS	2
	neha vij	10		INFJ	DIPLOMATS	
	prince saini	10		ESTJ	SENTINELS	
	Vineet keshtwal	13		INFP	DIPLOMATS	
	vishakha raghav	12		ESFJ	SENTINELS	
16	ALICE LONGMAN	10	12.6	ISFJ	SENTINELS	3

SAKET	12		ISFP	EXPLORERS	
SHUBHAM NARANG	14		ESFP	EXPLORERS	
SRISHTI RAI	14		INFJ	DIPLOMATS	
NAVYA	13		ESTP	EXPLORERS	

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QUESTIONNAIRE

1. You find it difficult to introduce yourself to other people.
2. You often get so lost in thoughts that you ignore or forget your surroundings.
3. You try to respond to your e-mails as soon as possible and cannot stand a messy inbox.
4. You find it easy to stay relaxed even when there is some pressure.
5. You do not usually initiate conversations.
6. You rarely do something just out of sheer curiosity.
7. You feel superior to other people.
8. Being organized is more important to you than being adaptable.
9. You are usually highly motivated and energetic.
10. Winning a debate matters less to you than making sure no one gets upset.
11. You often feel as if you have to justify yourself to other people.
12. Your home and work environments are quite tidy.
13. You do not mind being at the centre of attention.
14. You consider yourself more practical than creative.
15. People can rarely upset you.
16. Your travel plans are usually well thought out.
17. It is often difficult for you to relate to other people's feelings.
18. Your mood can change very quickly.
19. In a discussion, truth should be more important than people's sensitivities.
20. You rarely worry about how your actions affect other people.
21. Your work style is closer to random energy spikes than to a methodical and organized approach.
22. You are often envious of others.
23. An interesting book or a video game is often better than a social event.
24. Being able to develop a plan and stick to it is the most important part of every project.
25. You rarely get carried away by fantasies and ideas.
26. You often find yourself lost in thought when you are walking in nature.
27. If someone does not respond to your e-mail quickly, you start worrying if you said something wrong.
28. As a parent, you would rather see your child grow up kind than smart.
29. You do not let other people influence your actions.
30. When you sleep, your dreams tend to focus on the real world and its events.

31. It does not take you much time to start getting involved in social activities at your new workplace.
32. You are more of a natural improviser than a careful planner.
33. Your emotions control you more than you control them.
34. You enjoy going to social events that involve dress-up or role-play activities.
35. You often spend time exploring unrealistic and impractical yet intriguing ideas.
36. You would rather improvise than spend time coming up with a detailed plan.
37. You are a relatively reserved and quiet person.
38. If you had a business, you would find it very difficult to fire loyal but underperforming employees.
39. You often contemplate the reasons for human existence.
40. Logic is usually more important than heart when it comes to making important decisions.
41. Keeping your options open is more important than having a to-do list.
42. If your friend is sad about something, you are more likely to offer emotional support than suggest ways to deal with the problem.
43. You rarely feel insecure
44. You have no difficulties coming up with a personal timetable and sticking to it.
45. Being right is more important than being cooperative when it comes to teamwork.
46. You think that everyone's views should be respected regardless of whether they are supported by facts or not.
47. You feel more energetic after spending time with a group of people.
48. You frequently misplace your things.
49. You see yourself as very emotionally stable.
50. Your mind is always buzzing with unexplored ideas and plans.
51. You would not call yourself a dreamer.
52. You usually find it difficult to relax when talking in front of many people.
53. Generally speaking, you rely more on your experience than your imagination.
54. You worry too much about what other people think.
55. If the room is full, you stay closer to the walls, avoiding the centre.
56. You have a tendency to procrastinate until there is not enough time to do everything.
57. You feel very anxious in stressful situations.

58. You believe that it is more rewarding to be liked by others than to be powerful.
59. You have always been interested in unconventional and ambiguous things, e.g. in books, art, or movies.
60. You often take initiative in social situations.