



## Psychology Essay

In the era of technological advancement, the need to understand various personalities has become a necessity especially in the hiring process. One of the most popular personality test employed by different organizations is the Myer Briggs Type Indicator (MBTI). The MBTI test is a personality inventory employed in educational, vocational or psychotherapy settings to make an evaluation of personality types in people above 14 years old. One of the purposes of the MBTI test is to indicate distinct psychological preferences regarding the perception that people hold on the world around them and besides the influence it has on the person and the surrounding (Furnham, 2017). Additionally, the test serves the purpose of aiding young adults in understanding their communication, learning as well as styles of social interaction.

The MBTI test is expected to have extremely high reliability as the type of people do not change but tend to continue adopting to their set of personality and character. The preciseness of the outcomes reflects how reliable the test is. The test results are expected to be consistent when the test gets repeated severally; this should be the case when it is the same individual repeating the test. For instance, to measure stable things over time like personality traits, the reliability of the tests is derived from the consistency that the psychological analysis gives when the results are analyzed. Reliability may be measured using the test-retest method. The test may be deemed reliable when the same result is obtained repeatedly; this is because when testing personality there is



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usually no change in the construct or the quality being measured. However, the MBTI test has been found to give inconsistent results as its reliability cannot be sufficiently verified. Performance of this test usually gives varying results for the same individual under different occasions (Myerr-Briggs, 2019). Nevertheless, there are various ways of improving the reliability of the MBTI test to increase its usefulness in the world today. Taking a short time between MBTI tests increases the reliability of the latter.

Typically, the MBTI test is expected to measure certain constructs. Therefore, it is expected that the test measures exactly what it purports to measure without having to compromise it. In some cases, the results of a test may be consistent showing reliability but lack validity since they may have measured different constructs from what they were intending. However, the MBTI test has poor validity; it does not measure the constructs that it purports to measure. Compared to other measurement tests of personality dimensions, the MBTI test fails the validity test and thus may be used on other grounds apart from validity. When the test is conducted in a different culture from the one in which it was created, the test has proved to retain its validity. According to surveys conducted by the Myers- Briggs Company, the personality test concepts still make sense and thus valuable to different cultures and therefore are appropriate and applicable to those cultures (Myerr-Briggs, 2019). However, the distribution of the sixteen personalities differs across cultures with the patterns of distribution similar.

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However, the validity of the MBTI test may be improved in some ways which include making improvements on the test, increasing the number of controlled variables.

Through this validity, the person is deemed to behave in a certain manner with the rest since consistence of the personality may challenge the behavior since it remains unchanged.

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