

Research Title

The Impact of MBTI on Team Success in the Workplace

Abstract

This study was conducted to determine the impact of the Myer-Briggs Type Indicator (MBTI) personality assessment on team success in the workplace. This was achieved through the collection of qualitative data by way of interviews from individual employees and teams about their perceptions of how their behavior has changed since taking the MBTI. The study aims to give insight into how teams function once they have taken a personality assessment and if they have improved self-awareness, reduced conflict, and prove better at accomplishing a given task. This data was analyzed through a coding process for common themes. All research was conducted at James Madison University through the Training and Development department. The purpose of this study is to determine how the MBTI improves success in the workplace for individuals and consequently for teams so that it can continue to be utilized in the future.