"The Influence of Jungian Personality types on Problem Solving Ability: A Meta-Analysis"

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Abstract:

Significant individual difference is found in personality types and abilities to solve problems, which may be properly studied with the help of Jungian personality theory and the Myers-Briggs Type Indicator (MBTI). According to Jung's theory, there are many sorts of personalities that are characterized by preferences in how people view the world and make judgments. Four dichotomies are identified by these preferences: Sensing (S) vs. Intuition (N), Thinking (T) vs. Feeling (F), Judging (J) vs. Perceiving (P), and Extraversion (E) vs. Introversion (I).

The personality types identified by the MBTI, which is based on Jung's theory, offer a framework for comprehending these variances in personality. Each kind has an impact on problem-solving techniques and learning styles. Sensing types (S) may favour practical, detail-oriented approaches to problem-solving, whereas intuitive types (N) may favour abstract approaches. Studies have demonstrated a relationship between personality types and problem-solving ability; this suggests that people's approach and levels of confidence in solving problems differ based on their personality type. Recognizing these variations can improve team dynamics and individualized instruction, enabling more efficient problem-solving techniques.

Keywords: *Personality, Personality types, Problems, Problem solving ability, Jung's theory, MBTI.*

Introduction

A problem occurs when someone isn't able to accomplish the goal that was set. According to Betsch et al. (2011), problem-solving is the process of using cognitive processes to eliminate obstacles that stand between the desired condition and the present one. We are often faced with new problems in our everyday lives, and there are countless ways to tackle them. As a result, problem-solving necessitates the capacity to recognize different options and decide which is preferable in novel circumstances. Therefore, the ability to deal with novel situations, adjust to changes in circumstances, and respond gracefully to novel problems is crucial. (Kipman, 2020)

A person's "personality" is an orderly and dynamic set of attributes that specifically shape their motivations, behaviours, and ways of thinking in different contexts. In order to help children lead a more prepared and regulated life in the future, it is critical to understand their personality type and problem-solving skills in this cutthroat society. The goal of education is to build a brave, courageous, and integrated personality rather than to produce only an educated and knowledgeable man. The term "personality type" describes how various kinds of persons are classified psychologically. Differentiating personality types from personality traits is important since attributes can vary in intensity or degree. Education cultivates the person in a way similar to how a flower spreads its scent across its surroundings.

The way that problems are recognized is significantly impacted by personal viewpoints. Primarily, the Jungian Personality Framework (JPF), the first tool, is founded on the groundbreaking research of renowned Swiss psychiatrist and psychoanalyst Carl Jung. No matter what specific area of human endeavour Jung was familiar with—art, history, literature, psychology, etc.—the same fundamental disparities in perspective kept coming up. They served as a symbol of the underlying distinctions between people's perspectives on any given circumstance, body of information, or activity.

Jung received a lot of assistance from Katharine Briggs and her daughter Isabel Briggs Myers for this study. They saw that many participants in the war effort were given assignments that were inappropriate for their skill levels during World War II (Kroeger, 2002). This led them to develop a psychological tool that would apply Jung's theory of personality characteristics to explain differences in terms that were both trustworthy and scientifically rigorous. The outcome of this endeavour is the Myers-Briggs Type Indicator tool, which aims to identify personal preferences and subsequently encourage the more constructive utilization of individual differences (Kroeger, 2002). Four distinct preference pairings exist (Kroeger, 2002). The first concerns where you derive your energy: internally (Introverted) or externally (Extroverted). The second discusses two methods of gathering information: sensing, which is literal and sequential, and intuition, which is more comprehensive. The third pertains to the process of making decisions: subjectively and personally (Feeling) or objectively and impersonally (Thinking). The last pair asks about your daily life

management style: are you more of a flexible and spontaneous person (Perceiving) or a definite and planned person (Judging).

Researches have revealed the relation between problem-solving strategies and personality types (e.g., Heppner, Neal, & Larson, 1984; Hopper & Kirschenbaum, 1985; Myers, 1980). Jung's (1971) psychological type theory has served as a foundation for many of these studies, especially those that deal with the MBTI (Myers & McCaulley, 1985). These investigations suggest that it's important to consider how each person solves problems and makes decisions (Stice, 1987). It is important to pay attention to both the problem-solving process and the specific techniques associated with important personality types. That is to say, in order to capitalize on these current areas of interest, individuals and organizations must have a plan for solving problems as well as certain methods that work for different kinds of individual types.

Review of Related Literature:

•   Levy and Hunter (1982) Their research most likely established a link between personality types and problem-solving techniques by finding substantial correlations between Jungian personality types and problem-solving behaviours in Witkin's embedded figures difficulties and Dunker's box problem. Individual variations in personality impact problem-solving techniques; specific patterns or inclinations in problem-solving behaviours relating to distinct Jungian personality types have been discovered. In Witkin's embedded figures issues and Dunker's box problem, the study probably found strong connections between Jungian personality types and problem-solving behaviours, suggesting a connection between personality traits and problem-solving techniques.

•   McCaulley (1987) It draws attention to Jung's notion of introversion and extraversion, which goes beyond the stereotypes of shyness and gregariousness. According to Jung's theory, introverts give priority to the problem's conceptual framework while addressing problems, whereas extraverts place greater emphasis on the circumstances and the opinions of others. In situations involving collaborative   problem-solving,   this   difference   is   essential. The sensing-intuition preference is discussed as being important in education because it affects how people view and approach activities involving problem-solving. While intuitive types begin with the big picture and work their way down to minutiae, sensing types prefer to proceed from precise details to general notions. In order to properly accommodate a variety of learning styles, instructors must have a thorough understanding of different preferences.

•   Huitt (1992) The paper emphasizes the importance of considering individual differences, particularly personality types and cognitive styles measured by the Myers-Briggs Type Indicator (MBTI), in problem solving and decision making

- Kaplan & Owings (2017) The study emphasizes individual variations in problem-solving methods and suggests strategies to accommodate these differences by tying a problem-solving model to Jung's notion of personality types. Different cognitive styles and personality features are taken into consideration in order to enhance the efficacy of problem-solving, and specific approaches are found to complement these individual variances.

- Kipman et al. (2022) The influence of personality disorders such schizotypal, histrionic, dependent, and depressive features on problem-solving ability is highlighted in this study, which explores the association between personality traits and complex problem-solving (CPS) skills.It highlights the interaction between personality traits and CPS abilities by emphasizing that people who possess extra attributes like resilience, action orientation, and passion for creativity are more likely to tackle difficult problems effectively.

Personality types based on Karl Jung's theory of personality:

1. Extroversion versus Introversion
2. Sensing versus intuiting
3. Thinking versus feeling

the extroversion and introversion are attitude or orientation and other two are functions. People **attitude** can be extrovert or introvert, both of these deal the world in their own referred way in which they are comfortable. These way of dealing the world is called **function**.

 Katharine Briggs and her daughter **Isabel Briggs Myers** added a fourth dimension called Judging and Perceiving (based on their approach to process the information they receive and make decisions), all these four components are known as **Myers Briggs type indicator (MBTI).**

Making the theory of psychological types described by Jung understandable and useful in people's lives is the stated goal of the MBTI. It claims that the behaviour, although appearing to vary randomly, is actually quite ordered and constant. The fundamental differences in how people choose to employ their perception and judgment account for the disparities in behaviour

(E)	**Extraversion**	or	**Introversion**	(I)	The focus or direction or orientation of our behaviour outward or inward.	'**Attitude**' or orientation
(S)	**Sensing**	or	**iNtution**	(N)	How we gather information	**Function** or **perceiving**
(T)	**Thinking**	or	**Feeling**	(F)	How we decide.	**Function** or **Judging**

(J)	**Judging**	or	**Perceiving**	(P)	How we react to the world do prefer to make decisions or keep open to options ('functions' do we favour)	Myers Briggs added dimension equating to Jung's 'Irrational' and 'Rational'

Source: https://www.egyankosh.ac.in/handle/123456789/23521

Extroversion: these people are interested in what is happening in their surrounding. They are open and oftenly talkative, use to compare their own opinion with others. They are good at taking initiatives and actions. They are good at making friends easily and adapting to new group. They say confidently what they think and easily breaks relation which they don't like

Vs

Introversion: these types of people are interested in their own thoughts and feeling. They are often reserved quiet and thoughtful, having few friends and have difficulties in making new friends and contact. They like concentration and quietness and works well when alone.

Sensing: they see and sense everything, live in present, quickly adapt to any situation, feel pleasure based on physical sensation, are practical, active, realistic and confident.

Vs

Intitutive: they do not only see and hear but integrate complex and large amount of information, live in past or in future, worry about future, don't like routine work and interested in everything new and unusual, not very practical and low self-confidence.

Thinking: they are not interested in people and their feeling but in systems, structures and patterns. They apply logical analysis to everything are somewhat cold and unemotional, evaluate things by intellect and do not like to settle down arguments or quarrels.

Vs

Feeling: they are interested in people and their feeling, easily pass their moods to others, are loving and passionate, evaluate things by ethics and good or bad, can manipulate using emotion and give compliments to please other people.

Perceiving: they act impulsively to any situation, starts many work at a time without finishing them properly, like freedom, can change decision accordingly, their work productivity depends on their mood and often start working on things without any preparation.

Vs

Judging: they act very cautiously don't want to leave questions unanswered, they plan everything before starting to work and tend to finish it, decisions taken are relatively permanent, have relatively stable workability, follows rules and discipline easily.

Personality types and their problem-solving abilities:

Lawrence, McCaulley, and Myers, all these researchers have examined the relationship between an individual's approach to problem solving and decision making and Karl Jung's theory of preferences. William G. Huitt's paper, "Problem-solving and Decision Making: Consideration of Individual Differences Using the Myers-Briggs Type Indicator," provides an overview of their findings.

1.Introversion type: Introverted people like to consider things thoroughly and make their views clear before speaking when solving problems. They are more prone to be focused with how well they comprehend key ideas and concepts. Gathering information and processing it in a quiet place where they can think things through on their own makes introverts more at ease. Listening abilities and the capacity to take a step back and thoroughly evaluate the situation before drawing conclusions are traits that introverts typically bring to the table.

2.Extroversion type: Extraverts like discussing problems with others in order to find solutions. They interpret listeners' verbal and nonverbal responses. Even in situations when the listener made no effort at all, Extraverts typically perceive the experience as highly beneficial and useful in helping them come to a resolution.

3.Sensing type: Sensing people are more prone to focus on actuality, specifics, and facts. They also have a tendency to choose tried-and-true standard solutions. Sensors often use a fact-based and evidence-based approach to problem solutions. They consider it a waste of time to spend too much time developing a solution or thinking through potential alternatives; instead, they want to move toward real, actionable outcomes. The following are some techniques to help Sensors avoid getting stuck in problem (Kroeger, 2002): Determine a clear, concise explanation for the change.

- Make a concise, memorable statement.
- Create an action plan. Search for precedents.
- Run it by Sensors informally to identify any practical barriers.

4.Intituting type: Until all possible options have been explored and many strategies have been devised to tackle every facet of the issue, the iNtuitive will refrain from taking on a challenge. Setting problems in a framework that helps put the larger picture into perspective helps them be solved most effectively. they are more likely to pay attention to the significance of the facts, the connections between the facts, and the potential outcomes of the events that might be inferred from the information. They view solving problems as a model where components may be manipulated and strategically analysed, with each action's cause and effect being carefully considered. They will

have a disposition to create novel, creative solutions as opposed to relying on what has already been effective.

5. Thinking type: When solving problems, those who prefer to think analytically and logically will typically employ these methods. Additionally, they probably respect objectivity and use an impersonal approach when arriving to decisions. They seek answers that make logic in light of the relevant data, models, and/or tenets.

6. Feeling type: Those who have a predilection for feelings are more inclined to consider values and emotions into account while solving problems. They are not very restrictive in decision making and think about how those actions could effect other individuals.

7.Judging type: The Judger's tendency for problem-solving makes it possible to reach a conclusion in a comparatively quick and efficient manner. But this might result in situations where not every feasible alternative has been found and assessed, and as a result, the quality of the solution could not be as high as it could have been if further research had been done.

8. **Perceiving type**: Individuals that possess a perceiving preference are more likely to value adaptability and flexibility. They will be particularly concerned that several approaches are taken into account and unforeseen circumstances are taken into consideration in the problem solving. Even after a course of action has been determined, perceivers have the ability to further exacerbate an existing problem and create new possible solutions. As such, this has advantages as well as disadvantages. In fact, perceivers may stop themselves in the middle of a solution and attempt different approaches, which prevents them from being implemented or taking action. A perfect world would have a enough number of Judgers to prevent the Perceivers from overworking solutions and an adequate number of Perceivers to prevent the Judgers from reaching hasty decisions (Kroeger, 2002).

Barriers to effective problem solving:

Bounded Rationality: Limited by human cognitive capabilities and the structure of the environment.

Satisficing: Settling for a solution that is "good enough" rather than optimal.

Groupthink: Desire for consensus in groups that can stifle individual creativity and responsibility.

Groupshift: Tendency of group members to adopt more extreme positions during discussions.

Confirmation Bias: Seeking information that confirms pre-existing beliefs or hypotheses.

Insufficiency of Hypotheses: Jumping to conclusions without thorough analysis.

Fixation: Inability to see the problem from a new perspective.

Greatest barrier to problem solving is **Group Thinking**. In any organisation where individuals in a group with similar personality type are present leads to situation of 'Groupthink 'where all give the solution to a problem in similar way. Groupthink is a psychological phenomenon when bad decisions are made as a result of group cohesion and conformity. Strong group cohesiveness, solitary settings, directive leadership, and high stress environments are the crucial elements that fosters groupthink. A government agency that strictly follows established protocols while disregarding creative solutions, head of the organisation making unilateral decision without consulting team are a few examples of situations where groupthink may occur.

In order to overcome these barrier Problem-solving teams are highly urged to bring together people from each of the four Jungian quadrants—Sensing, iNtuition, Thinking, and Feeling. The **"Z Model "** developed by Isabel Brigg Myers, comprises the following steps (Kroeger, 2002):

Gather the facts: for gathering information selecting Sensing (S) type will be best to look at the details of the problem at hand;

Brainstorm possibilities: selecting iNtuition (N) type will best to develop possible causes and solutions to the problem;

Analyze objectively: selecting Thinking (T) type to consider the cause and effect of each potential solution to the problem; and

Weigh the impact: selecting Feeling (F) type to consider how people involved in the problem will be affected by the solutions provided.

For more better problem-solving approach grouping of personality types can be done such as sensing -thinking (ST)into one group and all iNtuitive- Feeling into another group and ask to uncover every detail of larger problem associated with a difficult topic or in an organisation and family etc. For the methods to be successful, the people and/or organizations involved must be open to not just completing a quick psychological tool or test (like the Myers-Briggs personality test), but also expressing some level of conviction in the framework (Barabba & Ian, 2014). To get insightful knowledge about the system under review as well as themselves, the participants must be prepared to collaborate for at least half time in a day in personality-type groups. Unfortunately, ineffective systems are likely to persist unless people and organizations are ready to invest time in them (Barabba & Ian, 2014).
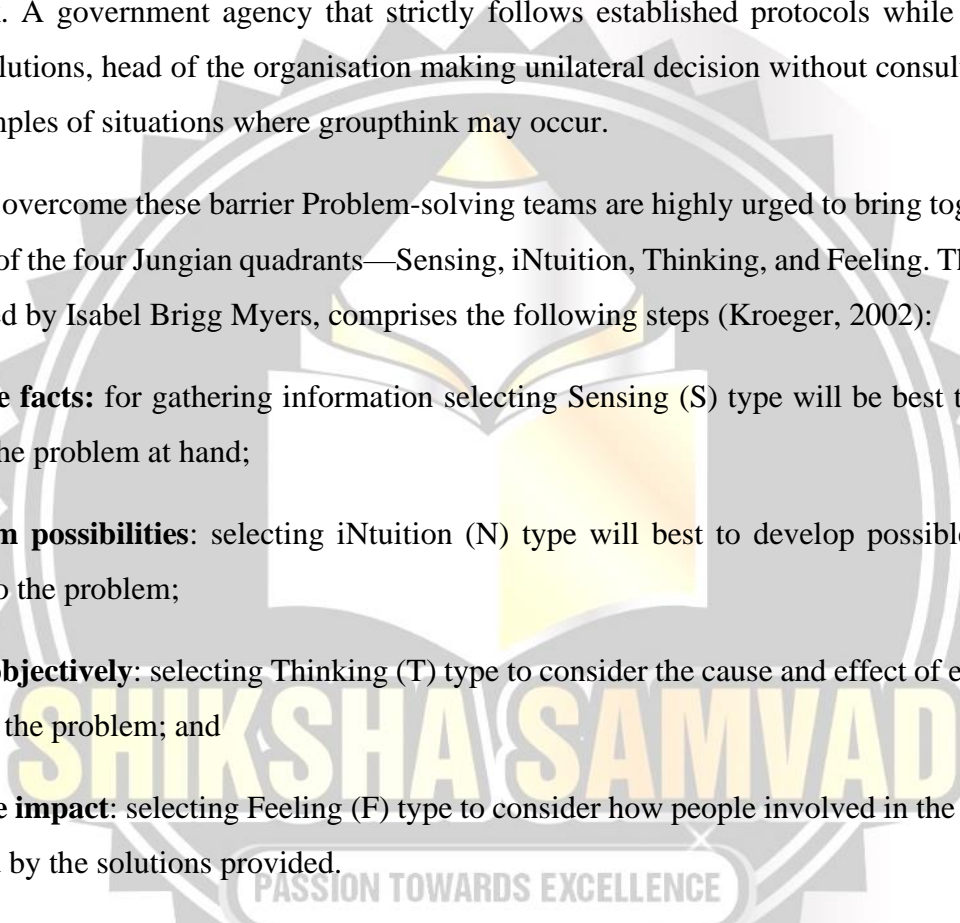
This method of recognizing and utilizing personality types in solving problems is sound as it takes into account many viewpoints in the process of formulating the problem statement and organizing possible solutions. Its scope and depth will address the problem at hand in a more responsible manner and provide a lot more thorough configuration of workable answers. This further emphasizes how difficult it might be for a single individual (with a single personality type perspective) to take on a complicated, multifaceted subject.

McCaulley (1987) provides an example of how personality type might impact problem solving by describing the personality characteristics of two of the 16 MBTI types, ISTJ and ENFP, in terms of problem-solving abilities: When it comes to problem solving, an ISTJ will want to have a clear understanding of the problem in question (I), attack it by gathering information (S), and draw conclusions using a systematic, impersonal (T), logical process. On the other hand, ENFPs will consider a wide range of options (N) and seek the environment for input to help them define the problem (E). It will be fun to brainstorm (NP). It is likely that the problem's human component (F) will receive more attention than its technical ones (T). The ENFP approach is likely to appear illogical or disorganized to the ISTJ.

Conclusion

There is a significant relation between personality types and ability to solve problems that draws from the Myers-Briggs Type Indicator (MBTI) as well as Jung's theory of personality. According to Jung, the conscious and unconscious minds have an impact on personality, leading to a variety of patterns that influence how people approach challenges.

Popular tools like the MBTI, which was inspired by Carl Jung's theory, divide personalities into 16 different types, each with distinctive characteristics that affect how people approach problem-solving. People who have a negative problem orientation, for instance, might view problems as threats and have doubts about their capacity to address them, which can reduce their efficacy in solving problems. On the other hand, identifying one's personality type may emphasize intrinsic abilities in problem-solving, enabling people to better utilize their inclinations and approach towards situations.

Students may improve their capacity to handle challenges by identifying and using the particular problem-solving techniques linked to their personality types.

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