Review

MBTI Personality Types and Their Impact on the Effectiveness of Employment Services and Career Guidance for Modern College Students

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Abstract: MBTI is a widely used psychological tool, which categorizes individual personality preferences based on four dichotomies. It is applied across diverse fields like career counseling and personal development it fosters collaboration and guiding individuals toward fulfilling career paths. There is growing need to understand how diverse MBTI personality types influence career related decisions and the overall success of employment services. The objectives of the study are to explore the relationship between MBTI personality types and college students' career choices, the efficacy of needs on career decision-making, and examine associated challenges and ethics. This research systematically analyzes studies published between 2015 and 2023, focusing on the impact of MBTI personality types on career outcomes. It highlights the diverse influence of MBTI personality types on college students, impacting their cross-cultural adjustment, occupational competence, coping skills, mental well-being and turnover intention. These insights contribute valuable knowledge to enhance personalized career guidance and employment services, facilitating better alignment with individual preferences for improved professional success and satisfaction.

Keywords: MBTI, personality typed, career guidance, college students, systematic review

1. Introduction

This research examines college students' complicated approach to career choice in light of their MBTI (Myers-Briggs Type Indicator) personality types. Four themes have been found within the context of this study, each of which elucidates a different part of this critical confluence of character and professional advancement. First and foremost, this research is concerned with the relationship between different personality types and the selection of a professional path. It seeks to understand the complex interplay between students' MBTI personality types and the major decisions they make in regards to their education and future careers. This study investigates the central role played by one's innate personality traits and preferences in determining one's choice of major, internship and future career path. Second, the study will evaluate the "Effectiveness of MBTI-Based Guidance Services," which builds on the work done in the first theme. It evaluates how much of an effect integrating MBTI evaluations into career services and advising has on college students. To what extent can individuals' career results, levels of happiness and general preparedness for the competitive job market be improved by receiving guidance that is specific to their MBTI personality type is the question at the heart of this research. Third, "Psychological Needs and Career Guidance," delves into the complex relationship between those two topics. It digs into how students' job choices and, by extension, their total success in the professional domain is influenced by the interplay between their MBTI personality types and the satisfaction of their psychological needs, which include autonomy, competence and relatedness. In contrast, the fourth theme, "Challenges and Ethical

Considerations," looks into the potential challenges and ethical quandaries involved with using MBTI evaluations in employment services and career counselling in the tertiary setting. In doing so, it examines the use of MBTI via a critical lens, highlighting potential biases, the risk of perpetuating stereotypes and concerns regarding the protection of individual privacy.

2. Background

Higher education and the job market are experiencing great changes with whole some focus on people's personality alongside other aspects and therefore the career choices made by college students play a pivotal role in shaping their future success and satisfaction. Transitioning from academia to the professional world is often complex, influenced by various factors that extend beyond academic performance and technical skills. One crucial aspect is the individual differences in personality types, as measured by the widely used Myers-Briggs Type Indicator (MBTI) (Guduru, 2022). Institutions need to build students' personality for employment readiness through soft-skills training.

The MBTI personality is based on Carl Jung's theory of psychological types and categorizes individuals into sixteen distinct personality types, each characterized by unique preferences in perception and decision-making. Understanding how these personality types intersect with the process of career choices is essential for providing tailored guidance to students navigating the complexities of choosing majors, internships and future career paths.

Francis and Village (2022) emphasized the significance of personality traits in influencing career choices, highlighting the need for a more comprehensive approach to career guidance that considers individual differences and traits. However, there remains a gap in understanding how specific MBTI personality types impact the process of making decisions and subsequent career outcomes of college students.

3. Literature Review

This section critically assesses the findings of previous studies, identifying gaps and inconsistencies in the literatures to provide a foundation for the current study's exploration of the relationship between MBTI personality types and career choices among college students.

3.1. Personality and career choices

The relationship between personality and career choices has been a subject of scholarly inquiry for decades. Researchers such as (Kang, 2020; Ibragimovich, 2020) have consistently emphasized the influence of personality traits on vocational preferences and career satisfaction. Fekry, Dafoulas and Ismail (2019) highlighted connections between personality traits, such as extraversion, conscientiousness, openness and agreeableness and specific vocational interests.

3.2. The Myers-Briggs Type Indicator (MBTI)

The MBTI is based on Jungian psychological theory and classifies individuals into sixteen distinct personality types where each is characterized by unique preferences in perception and decision-making. It is widely used in organizational settings for team building and leadership development for the improvement of performance and job satisfaction. Its applicability to college students in enhancing their future outcome through a comprehensive study is therefore important.

2.3. Career guidance and counseling

Current career guidance services are aimed to offer supports to individual and shed light on the approaches needed to achieve their intended objectives while alleviating their struggles. The current career guidance in colleges mostly rely on traditional methods such

as interest inventories and aptitude tests (Lee, 2019). Baek and Cheong (2022) highlighted the limitations of these approaches, pointing to the need for more personalized and dynamic strategies. The literature suggests that incorporating personality assessments into career counseling may provide a more holistic understanding of individuals' career preferences and the choices they make.

3.4. Psychological needs and career satisfaction

Psychological needs are diverse and depends on individuals. It includes autonomy, competence, and relatedness. They have been identified as crucial factors influencing overall life satisfaction of people (Mori et al., 2020). Usahanunth (2020) in his study on the occupation health and safety students reported intersection between psychological needs and career choices and their contributions to the fulfillment in career satisfaction.

3.5. Challenges and ethical considerations

The use of personality assessments, including the MBTI in employment and career counseling settings has raised ethical concerns and criticisms. Some of these criticisms includes potential biases, perpetuation of stereotypes and privacy concerns associated with the use of MBTI in career counseling Kim & An, 2020). Understanding these challenges is crucial for developing ethical guidelines and ensuring responsible application in the context of the current study.

3.6 Research gap

Although previous studies have sought to understand the impact of personality types in career choices decisions, most of the studies did not look specifically in MBIT especially how it influences college students when choosing their careers.

The existing studies has highlighted the potential challenges and ethical considerations associated with using MBTI evaluations in employment services and career counseling, but information on how to mitigate these challenges is still limited (Kim et al., 2023). This study provides insights for implementation of guidance services based on MBIT is mindful of potential biases, stereotypes and individual privacy concerns. Through systematic review of the existing literature, the study bridges the existing gaps by providing practical insights that can inform both academic and professionals seeking knowledge on this topic.

4. Research paradigm

This research is guided by positivist research paradigm which is based on the belief that the relationship between MBTI personality types and career choices can be objectively studied and understood through rigorous examination of existing literature (Elourajini & Aïmeur, 2022). The positivist approach helps to identify patterns, relationships and trends that contribute to a more comprehensive understanding of MBTI contributions to career choices among the college students.

4.1. Study design

This study is based on systematic literature review to gather, evaluate and synthesize existing research. The chosen approach is informed by the preferred reporting items for systematic reviews and meta-analyses (PRISMA) guidelines which ensure transparency and methodological rigor in the review process (Kim et al, 2023). PRISMA provides a systematic framework for conducting high quality systematic reviews that will guide in gaining insights about the objectives of the study (Mori et al., 2020).

4.2. Search strategy

The search strategy focusses on identifying relevant studies published between 2015 and 2023 that investigate the impact of MBTI personality types on the effectiveness of employment services and career guidance for modern college students. The key concepts include MBTI personality types, employment services, career guidance and college students. Synonyms and related were identified to broaden the search, such as MBTI and variations like career counseling. The search strings were constructed using Boolean operators to combine these concepts effectively (Lee, 2019). The selected database included PubMed, PsycINFO and Google Scholar for their comprehensive coverage of scholarly literature in psychology, education and related fields.

SPIDER search tool assists in constructing well defined search queries by focusing on sample, phenomenon of interest, design, evaluation, and research type (Zhang, 2023). This tool enhances the systematic identification of studies that align with the research focus.

4.3. Study selection

Study selection refers to the process of choosing relevant studies from a pool of potential sources based on predefined criteria. The inclusion and exclusion criteria ensured that the selected studies contribute directly to the research questions and provide robust empirical evidence (Kang, 2020).

4.4. Inclusion criteria

Inclusion criteria specifies data is included in the research study is selected and it is aimed at ensuring recency, relevance and empirical focus of study selected (Ibragimovich, 2020). This included studies published between 2015 and the present ensuring the review reflects the most current insights into the relationship between MBTI personality types and career choices published in reputable sources in English. Only empirical studies were considered, including both observational and experimental designs.

4.5. Exclusion criteria

Studies that do not meet the predefined criteria, including those lacking a direct focus on the relationship between MBTI and career choices, those not focused college students non-English and those not peer reviewed were removed.

4.6. Implementation of inclusion and exclusion criteria

The initial search using predefined keywords yielded a total of 875 records, supplemented by an additional 5 retrieved through hand searching references. The screening process involved a review of titles and abstracts, considering criteria such as study sample, age, setting, study design and relevant journals.

4.6.1. Stage one of screening

During the first stage of screening, 712 studies were excluded based on the following criteria:

Incomplete texts (n=407)
Studies not focused on issues related to the research question (n=213)
Those not peer reviewed (n=108)

4.6.2. Second stage of screening

The second stage involved a comprehensive assessment of full-text articles, resulting in 168 articles being evaluated for eligibility. Out of these, 153 articles were excluded for reasons such as;

Studies not focused on college students (n=52)
Insufficient data (n=39)

Non-English language (n=24)
Duplicate publications (n=38)
15 studies met the inclusion criteria and were included in the review.

4.7. Data extraction

Structured data extraction was employed to capture key information from each se-
lected study. This includes details such as authors, publication year, research objectives,
methodology, participant demographics and main findings. This ensured standardized
extraction process, enhancing the reliability of the review (Guduru, 2022).

4.8. Quality assessment

The selected studies were assessed to evaluate its methodological rigor and relevance.
This included study design, adequate sample size, adequate sample size, statistical anal-
ysis, validity and reliability, peer reviewed, piloted, Details of eligibility criteria (Table 1).

Table 1. Quality assessment table.

Reference	Study design	Adequate sample size	Adequate sample size	Statistical analysis	Validity and reliability	Peer reviewed	Piloted,	Details of eligibility criteria.
(Sönmezöz, Uğur & Diri, 2020)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Zhao et al (2020)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
(Mushtaq, Ashraf & Sabahat, (2020)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Basto (2021)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Song, Choi & Hyun (2021)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Nisha et al,(2022)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Choong,& Varathan, 2021	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ertemel, A.V. and Çaylak, G., 2021	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Ibragimovich , (2020)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Jingwen, (2019)	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
Murphy l et al, (2020)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Jirásek et al, (2021)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Lee, (2019)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Li, (2021)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Kwak et al, (2019).	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

4.9. Data Synthesis

Data synthesis involves a comprehensive thematic analysis of the selected studies. Themes were derived from recurring patterns, trends, and consensus regarding the impact of MBTI.

5. Results and Discussion

5.1. Discussion

5.1.1. Overview of MBTI personality types in the selected studies

The study focused on the available literature from 2015 to 2023 to gain a diverse perspective of recent and relevant MBTI personality types among college students. The most prevalent personality includes INFP, INT and ENFJ. A wide distribution of personality traits was also noted among the modern college students with none showing a clear dominance (Lee, 2019). INFPs influences their pursuit of creative professions while the strategic thinking of INTJs aligns with them taking leadership courses (Murphy et al., 2020).

5.1.2. Relationship between MBTI personality types and career choices

Personality types have significant influence on the career choices by student. According to Song et al., (2021), there is strong correlations between specific personality types and competency, occupational competency, coping competency, mental health and turnover intention among Korean cabin crew members. Such insights emphasize the practical relevance of considering personality assessments in career counseling. For instances extroverted personality types may show a stronger preference to management courses (Choong & Varathan 2021).

5.1.3. Efficacy of MBTI-Based guidance services

Different students exhibited different personality which he direct influence and the kind of guidance most appropriate teach. The efficacy of MBTI-based guidance services in enhancing career outcomes is evident through the study done by Mushtaq et al., (2020) who employed advanced clustering and gradient boosting techniques for predicting MBTI personality types. They emphasized potential of data-driven approaches in tailoring guidance services and need for adaptability of traditional counseling methods to digital platforms. Individuals who undergo MBTI-based counseling show immediate positive outcomes and sustained career satisfaction over time (Basto, 2021). Digital platforms can enhance accessibility and engagement in the counseling process.

5.1.4. Interaction between psychological needs and MBTI personality types

Psychological needs refer to fundamental human desires and motivations that drive behavior Each person has a unique configuration and prioritization of psychological needs based on their life experiences, values, and personal aspirations (Basto, 2021). The examination of the interaction between psychological needs and MBTI personality types demonstrated that individuals with specific personality types, such as those leaning towards introversion displayed distinct alignments with fundamental psychological needs like autonomy and relatedness (Basto, 2021). Understanding this interaction has practical implications for career counseling, enabling the design of tailored interventions that consider both the individual's unique personality preferences and their underlying psychological needs. critical life events and experiences can shift both psychological needs and personality traits and subsequent career outcome.

5.1.5. Challenges and Ethical concerns

There has been criticism which poses challenges on the applicability of personality traits on individuals. Several challenges were experienced during this research which in-

cludes among other; Differences in demographics, academic disciplines and cultural backgrounds among college students which may introduce heterogeneity that could impact the generalizability of the findings. The liability of MBTI as a personality assessment tool faced concerns among several researchers especially about the consistency of results over time. Critics argue that MBTI oversimplifies the complexity of human personality by categorizing individuals into distinct types (Furnham, 2022). The MBTI framework originated in Western cultures and its applicability across diverse cultural contexts has been questioned. Challenges arose when determine if the tool adequately capture cultural variations in personality expression and interpretation (Lee, 20219). Some studies suggest that the MBTI's predictive power for certain outcomes, such as job performance but limited in other aspects (Francis and Village (2022). Challenges also emerge when organizations rely heavily on MBTI results for personnel decisions without considering other factors contributing to individual success. Maintaining the confidentiality of MBTI results is essential to uphold ethical standards. When institutions misuse this information there is potential of leading to discrimination or bias in decision-making. Practitioners must possess a thorough understanding of the MBTI framework and its limitations to provide accurate and ethical guidance (Mori et al., 2020). Application without people knowledge results to unfair practices. Organizations must be transparent about how MBTI results will be utilized in employment decisions and the implications of their personality assessments on performance evaluations or career advancement.

5.2. Strengths of the research

Inclusion of studies with diverse methodologies with variety of approaches enhanced the comprehensiveness of the findings. The inclusion of studies conducted in various cultural contexts added depth to the analysis hence validity of the findings. The studies included variables associated with personalities like dream structure, coping competency, allowing for a deeper understanding of the relationship between MBTI personality types and various aspects of career outcomes.

5.3. Recommendations for future studies

To enhance the comparability of results across studies, future research should consider adopting standardized assessment protocols for MBTI personality types. Future researchers should conduct longitudinal investigations which would offer valuable insights into how MBTI personality types evolve over time and their lasting impact on career choices.

6. Conclusion

This research investigated the relationship between MBTI personality types and their impact on employment services for modern college students. The existing literature show diverse distributions of personality types, their influence on career choices, the efficacy of MBTI-based guidance services and the dynamic interaction between psychological needs and personality traits. There are some ethical considerations which highlight the need for exercising caution in the application of MBTI as its too much oversimplified overlooking some individuals. The study emphasizes the importance of responsible use, transparency and the continuous refinement of practices in leveraging MBTI for career guidance.

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