ANNEXURE I & II
ANNEXURE -1

Myers-Briggs Type Indicator Questionnaire
This questionnaire contains 124 Questions with each item as “a” and “b”. For each item, circle either “a” or “b.” If you feel like both a and b are true, decide which one is more like you, even if it is only slightly more true.

Dear Respondent,

As a part of Doctoral project this Questionnaire is applied to purely academic research purpose and as such the study will be strictly confidential. Before you start taking this test you are requested to fill the following details. Please do not write your Name and Designation.

Age:.........(Numeric’s only)

Education Qualification: PG.......UG......Diploma.........Non-Graduates.......

Upbringing: Rural ............ Urban........

Working at Senior Level .......... Working at Middle Level..........Working at Junior Level.........

Thanks and Regards

Ashish Kumar Singh

Research Scholar

JJTU Rajasthan

Jhunjunu

Note: The answer key is provided at the end. Just encircle the appropriate ones and do not calculate the results in boxes it’s for official use.

In case you feel some problem ask the person authorized with you for assistance.
1. I would rather
   a. Solve a new and complicated problem.
   b. Work on something I have done before.
2. I like to
   a. Work alone in quiet place.
   b. Be where the action is.
3. I want a boss who
   a. Establishes and applies criteria in decisions.
   b. Considers individual needs and makes exceptions.
4. When I work on a project, I
   a. Like to finish it and get some closure.
   b. Often leave it open for possible changes.
5. When making a decision, the most important considerations are
   a. Rational thoughts, ideas and data.
   b. People’s feelings and values.
6. On a project, I tend to
   a. Think it over and over before deciding how to proceed.
   b. Start working on it right away, thinking about it as I go along.
7. When working on a project, I prefer to
   a. Maintain as much control as possible.
   b. Explore various options.
8. In my work, I prefer to
   a. Work on several projects at a time, and learn as much as possible about each one.
22. I am a
   a. Morning person.
   b. Have one project that is challenging and keeps me busy.
9. I often
   a. Make lists and plans whenever I start something and may have to seriously alter my plans.
   b. Avoid plans and just let things progress as I work on them.
10. When discussing a problem with colleagues, it is easy for me to
    a. See “the big picture.”
    b. Grasp the specifics of the situation.
11. When the phone rings in my office or at home, I usually
    a. Consider it an interruption.
    b. Don’t mind answering it.
12. Which word describes you better?
    a. Analytical
    b. Empathetic
13. When I am working on an assignment, I tend to
    a. Work steadily and consistently.
    b. Work in bursts of energy with “down time” in between.
14. When I listen to someone talk on a subject, I usually try to
    a. Relate it to my own experience and see if it fits.
    b. Assess and analyze the message.
15. When I come up with new ideas, I generally
    a. “Got for it.”
    b. Like to contemplate the ideas some more.
16. When working on a project, I prefer to
    a. Narrow the scope so it is clearly defined.
    b. Broaden the scope to include related aspects.
17. When I read something, I usually
    a. Confine my thoughts to what is written there.
    b. Read between the lines and relate the words to other ideas.
18. When I have to make a decision in a hurry, I often
    a. Feel uncomfortable and wish I had more information
    b. Am able to do so with available data.
19. In a meeting, I tend to
    a. Continue formulating my ideas as I talk about them.
    b. Only speak out after I have carefully thought the issue through.
20. At work, I prefer spending a great deal of time on issues of
    a. Ideas.
    b. People.
21. In meetings, I am most often annoyed with people who
    a. Come up with many sketchy ideas.
    b. Lengthen meetings with many practical suggestions.
23. What is your style in preparing for a meeting?
a. I am willing to go in and be responsive.
b. I like to be fully prepared and usually sketch an outline of the meeting.

24. In a meeting, I would prefer for people to
a. Display a fuller range of emotions.
b. Be more task-oriented.

25. I would rather work for an organization where
a. My job was intellectually stimulating.
b. I was committed to its goals and mission.

26. On weekends, I tend to
a. Plan what I will do.
b. Just see what happens and decide as I go along.

27. I am more
a. Outgoing.
b. Contemplative.

28. I would rather work for a boss who is
a. Full of new ideas.
b. Practical.

29. Do you prefer
a. Knowing well in advance what you are expected to do
b. Being free to do the things on the spur of the moment.

30. Do you prefer
a. Examining details of the actual
b. Imagining the nonexistent

31. Do you prefer
a. Using your ability to analyze situations
b. Experiencing emotional situations, discussions, motives

32. Do you prefer
a. Talking freely for an extended period and thinking yourself at after time
b. Talking for a while and then thinking to yourself about the subject.

33. Do you prefer
a. Using data, analysis and reason to make decisions
b. Using commonsense and conviction to make decisions

34. Do you prefer
a. Communicating freely your inner thinking and feelings
b. Communicating little of your inner thinking and feelings

35. Do you prefer
a. Verifiable conclusions
b. Convictions

36. Do you prefer
a. Being called factual and accurate. Being called imaginative or intuitive

37. Do you prefer
a. Predictability and knowing in advance
b. Change and keeping options open

38. Do you prefer
a. The concentrate or real
b. The abstract or theoretical

39. Do you prefer
a. Keeping appointments and notes about commitments in notebooks or in appointment books as much as possible
b. Using appointment books and notebooks as minimally as possible although you may use them

40. Do you prefer
a. Discussing a new unconsidered issue at length in a group.
b. Puzzling out issues in your mind, and then sharing the results with another person.

41. Which is more satisfying
a. To discuss an issue thoroughly
b. To arrive at agreement on an issue

42. Do you prefer
a. Many friends with brief contact
b. A few friends with more lengthly contact.

43. Which is more of a compliment
a. There is a very logical person
b. There is a very sentimental person

44. Do you go by
a. Facts
b. Principles

45. Are you inclined more to be
a. Fair minded
b. Sympathetic

46. When the common phone rings do you
a. Hasten to get to it first
b. Hope someone else will answer

47. Are you likely to trust your
48. Do you tend to look
   a. The orderly
   b. Whatever turns up

49. Which seems the greater error
   a. To be passionate
   b. To be too objective

50. In writings do you prefer
   a. The more literal
   b. The more figurative

51. You are almost never late for your appointments
   a. Yes        b. No

52. You enjoy having a wide circle of acquaintances
   a. Yes        b. No

53. You are more interested in a general idea than in the details of its realization
   a. Yes        b. No

54. Strict observance of the established rules is likely to prevent a good outcome
   a. Yes        b. No

55. It's difficult to get you excited
   a. Yes        b. No

56. It is in your nature to assume responsibility
   a. Yes        b. No

57. You often think about humankind and its destiny
   a. Yes        b. No

58. Objective criticism is always useful in any activity
   a. Yes        b. No

59. You trust reason rather than feelings
   a. Yes        b. No

60. You spend your leisure time actively socializing with a group of people, attending parties, shopping, etc.
   a. Yes        b. No

61. You usually plan your actions in advance
   a. Yes        b. No

62. Your actions are frequently influenced by emotions
   a. Yes        b. No

63. You are a person somewhat reserved and distant in communication
   a. Yes        b. No

64. You know how to put every minute of your time to good purpose
   a. Yes        b. No

65. You readily help people while asking nothing in return
   a. Yes        b. No

66. You value justice higher than mercy
   a. Yes        b. No

67. You tend to sympathize with other people
   a. Yes        b. No

68. The more people with whom you speak, the better you feel
   a. Yes        b. No

69. You like to keep a check on how things are progressing
   a. Yes        b. No

70. You enjoy being at the center of events in which other people are directly involved
   a. Yes        b. No

71. You avoid being bound by obligations
   a. Yes        b. No

72. Deadlines seem to you to be of relative, rather than absolute, importance
   a. Yes        b. No

73. You prefer to isolate yourself from outside noises
   a. Yes        b. No

74. It's essential for you to try things with your own hands
   a. Yes        b. No
75. You do your best to complete a task on time
   a. Yes    b. No
76. You take pleasure in putting things in order
   a. Yes    b. No
77. You feel at ease in a crowd
   a. Yes    b. No
78. You easily understand new theoretical principles
   a. Yes    b. No
79. You try to stand firmly by your principles
   a. Yes    b. No
80. You prefer meeting in small groups to interaction with lots of people
   a. Yes    b. No
81. You easily perceive various ways in which events could develop
   a. Yes    b. No
82. You are consistent in your habits
   a. Yes    b. No
83. You willingly involve yourself in matters which engage your sympathies
   a. Yes    b. No
84. You get pleasure from solitary walks
   a. Yes    b. No
85. As a rule, current preoccupations worry you more than your future plans
   a. Yes    b. No
86. Your desk, workbench etc. is usually neat and orderly
   a. Yes    b. No
87. You are always looking for opportunities
   a. Yes    b. No
88. You feel more comfortable sticking to conventional ways
   a. Yes    b. No
89. When considering a situation you pay more attention to the current situation and less to a possible sequence of events
   a. Yes    b. No
90. I get annoyed if people insist on following procedures
   a. Yes    b. No
91. I get annoyed if people change things that are already working well
   a. Yes    b. No
92. I very much like thinking about what is in the unknown
   a. Yes    b. No
93. People irritate me when they make notes of every detail
   a. Yes    b. No
94. I feel very satisfied by challenging the status quo, to shake things up a bit
   a. Yes    b. No
95. I enjoy changing things to see what happens
   a. Yes    b. No
96. I feel satisfied when my explanations are correct
   a. Yes    b. No
97. I dislike having to compromise my values
   a. Yes    b. No
98. I enjoy seeing the tangible results of my efforts
   a. Yes    b. No
99. Getting life's day to day tasks done is what matters most
   a. Yes    b. No
100. I enjoy solving problems on my own
    a. Yes    b. No
101. I very much like checking that everyone has done what they were meant to do
    a. Yes    b. No
102. I tend to analyze things objectively and critically
    a. Yes    b. No
103. I am a private person
    a. Yes    b. No
104. I tend to be more down-to-earth than head-in-the-clouds
   a. Yes    b. No

105. I tend to make specific plans before taking action
   a. Yes    b. No

106. I am extremely passionate.
   a. Yes    b. No

107. I focus far more on possibilities than present reality
   a. Yes    b. No

108. I avoid unnecessary interaction.
   a. Yes    b. No

109. Would you say that you
   a. Like to be at the centre of attention
   b. Are content being on the sidelines

110. Do you prefer to
   a. Read step-by-step instructions
   b. Figure things out for yourself

111. Which do you admire more
   a. Practical solutions
   b. Creative ideas

112. Are you more likely to take
   a. Few things personally
   b. Many things personally

113. In a workplace environment you would more likely notice the absence of
   a. Clear lines of authority
   b. Teamwork

114. Would you say that you like to
   a. Assume responsibility
   b. Avoid responsibility

115. Where would you prefer to spend most of your time if you were on holiday
   a. Meeting people
   b. Reading and taking lonely walks

116. When confronted with a sudden question do you
   a. Usually respond first
   b. Wait for someone else to respond first

117. Are you more comfortable
   a. Checking off a "to do" list
   b. Ignoring a "to do" list even if you made one

118. Are you the kind of person who
   a. Is usually prompt and on time
   b. Is less aware of time and runs late

119. Are you more interested in
   a. Finishing projects
   b. Starting projects
   a. Yes    b. No

120. Do you usually
   a) Work first and play later
   b) Play first and work later
   a. Yes    b. No

121. Are you more satisfied
   a. With a public role
   b. Working "behind-the-scenes"
   a. Yes    b. No

122. Are you inclined to
   a. Forget to thank or congratulate people
   b. Always show your appreciation to people
   a. Yes    b. No

123. Do you tend to
   a. Tolerate noise and crowds
   b. Avoid crowds and seek quiet

124. Are you more likely to be motivated by
   a. Achievement
   b. Appreciation
### Answer Key: MBTI Type

**INPUT SCORES OF EACH TYPE IN BRACKETS TO KNOW THE PERSONALITY TYPE**

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Read each of the following statements and express your preference by marking (Y) against the column indicated for Always, Sometimes and Never.

<table>
<thead>
<tr>
<th>S.No</th>
<th>Statements</th>
<th>Always</th>
<th>Sometimes</th>
<th>Never</th>
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<tbody>
<tr>
<td>1</td>
<td>I like to learn when someone criticizes me.</td>
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<td>2</td>
<td>I simply express my disagreement with another person in case find the ideas being averse to me.</td>
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<td>3</td>
<td>I can deal conflict in a matured way.</td>
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<td>4</td>
<td>When someone trusts me I usually give attention to it.</td>
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<td>5</td>
<td>I confess my mistakes readily.</td>
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<td>6</td>
<td>I express my feelings when I just dislike a job/task.</td>
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<td>7</td>
<td>I believe that I accomplish the tasks I do well in a good spirit and timely.</td>
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<td>8</td>
<td>I don’t mind being supervised or observed as well.</td>
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<td>9</td>
<td>I maintain eye contact while talking to others.</td>
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<td>10</td>
<td>I don’t outburst or show off any indication of such feelings when I get disturbed at work.</td>
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<td>11</td>
<td>I give attention to my work rather than what is going around me.</td>
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<td>12</td>
<td>If someone asks me some assistance I seek permission of my immediate supervisor/boss before fixing it maintaining formal channel of communication at work.</td>
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<td>13</td>
<td>I always report to my immediate boss to seek advice what better can be done at work.</td>
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<td>14</td>
<td>I normally talk with people by reading their mood.</td>
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<td>15</td>
<td>If I see someone doing something that is not correct or unacceptable either implicit or explicit, I just don’t hesitate asking the person regarding it in order to stop it finally.</td>
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