

Annexure-A: The Four Dichotomous Dimensions of the MBTI

Energy orientation	
Extraversion (E)	Introversion (I)
1.energy is directed mainly toward the outer world of people and objects 2.energised by interaction and action 3.concrete, experiential learning style 4.tend to be sociable and expressive (not “loud” and “talkative”)	1.energy is directed mainly toward the inner world of experiences and ideas 2.energised by inner world and ideas 3.reflective, observational learning style 4.tend to be private and contained (not “shy” and “inhibited”)
Taking in information (perceiving)	
Sensing (S)	Intuition (N)
1.information is taken in by observing reality through the senses 2. <i>“facts speak for themselves”</i> 3.tend to be concrete, practical, specific and observant 4.tend to build carefully to conclusions, and to trust experience 5.oriented to present reality	1.information is taken in by seeing patterns, relationships and connections between facts 2. <i>“facts illustrate principles”</i> 3.tend to be imaginative and creative, and to focus on broad patterns and meaning 4.tend to move quickly to conclusions, and to trust intuition and inspiration 5.oriented to future possibility
Making decisions (judging)	
Thinking (T)	Feeling (F)
1.decision–making is based on objective, logical analysis 2.fairness means that everyone is treated equally 3.tend to critique and analyse 4.strive for objective truth .(not “cold–hearted”)	1.decision–making is based on personal, subjective values 2.fairness means that everyone is treated as an individual 3.tend to empathise and honour 4.strive for harmony and understanding (not “emotional” or “irrational”)
Dealing with the external world	
Judging (J)	Perceiving (P)
1.prefer the decisiveness and closure that result from dealing with the world using one of the Judging processes (Thinking or Feeling) 2.tend to be scheduled and systematic 3.like to have things decided 4.feel stressed by last–minute pressures (not “judgemental”)	1.prefer the flexibility and spontaneity that result from dealing with the world using one of the Perceiving processes (Sensing or Intuition) 2.tend to be spontaneous and flexible 3.like to have things open to change 4eel energised by last–minute pressures (not “perceptive”)

Source: Myers, McCaulley at al. (1998); Myers (1999) in Leonie Tickle,2009

Annexure B: Personality Characteristics of Each Type Preference

Sensing Types		Intuitive Types	
<p>ISTJ Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of- fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions</p>	<p>ISFJ Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive ,concerned with how other people feel.</p>	<p>INFJ Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.</p>	<p>INTJ Usually have original minds and great drive for their own ideas and purposes. In ields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important</p>
<p>ISTP Cool onlookers—quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.</p>	<p>ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done, because they enjoy the present moment and do not want to spoil it by undue haste or exertion.</p>	<p>INFP Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.</p>	<p>INTP Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful</p>
<p>ESTP Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.</p>	<p>ESFP Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by the enjoyment. Like sports and making things happen. Know what’s going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practically ability with people as well as with things</p>	<p>ENFP Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.</p>	<p>ENTP Quick, ingenious, good at many things. Simulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want</p>
<p>ESTJ Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others’ feelings and points of view</p>	<p>ESFJ Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people’s lives</p>	<p>ENFJ Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person’s feelings. Can present a proposal or lead a group discussion with ease and fact. Sociable, popular, sympathetic. Responsive to praise and criticism.</p>	<p>ENTJ Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.</p>

Source: Angela Alexander,2004

Annexure C: Gardner's Eight Intelligences

Intelligences	Description
Linguistic	A capacity to use word efficiently either orally or writing. This intelligence relies on the figure representation of words and is articulated through reading, writing, listening, and speaking
Logical-Mathematical	A capacity to use number effectively, develops equations and proofs, make calculations, solve abstract problems and reasoned well. Skilled analyzing, inducing, deducing, estimating, predicting, organizing, sequencing, questioning, and experimenting.
Spatial	A capability to identify and manipulate large-scale and fine-grained spatial images. This intelligence involves spatial relations and visual images and sensitivity to color, line, shape, form, space
Musical	A capacity to produce, remember, transform , perceive express and make meaning of different patterns of sound. Express emotion and feelings through music. sensitive to rhythms, melodies, lyrics, pitch, timing, and timbre
Naturalist	A capacity to identify and distinguish among different types of plants, animals, and weather formations that are found in the natural world. worry about natural phenomena and responsive to the interrelationships among living things and interact efficiently with nature and animal to recognize their behavior and requirements
Bodily-Kinesthetic	A capability to apply one's own body to make products or solve problems. This intelligence includes particular physical skills such as sense of time ,coordination, balance, dexterity, strength, flexibility, and speed,
Interpersonal	A capacity to identify and make distinctions in the moods, desires, Motivations, intentions and feelings of other people's. Communicate and interact with others, work in a team and display leadership skills.
Intrapersonal	A capacity to know and comprehend his or her own moods, desires, Motivations, temperament, intentions and the ability for self-discipline, self-understanding, and self-esteem. Self-knowledge and the talent to work adaptively on the basis of that knowledge.

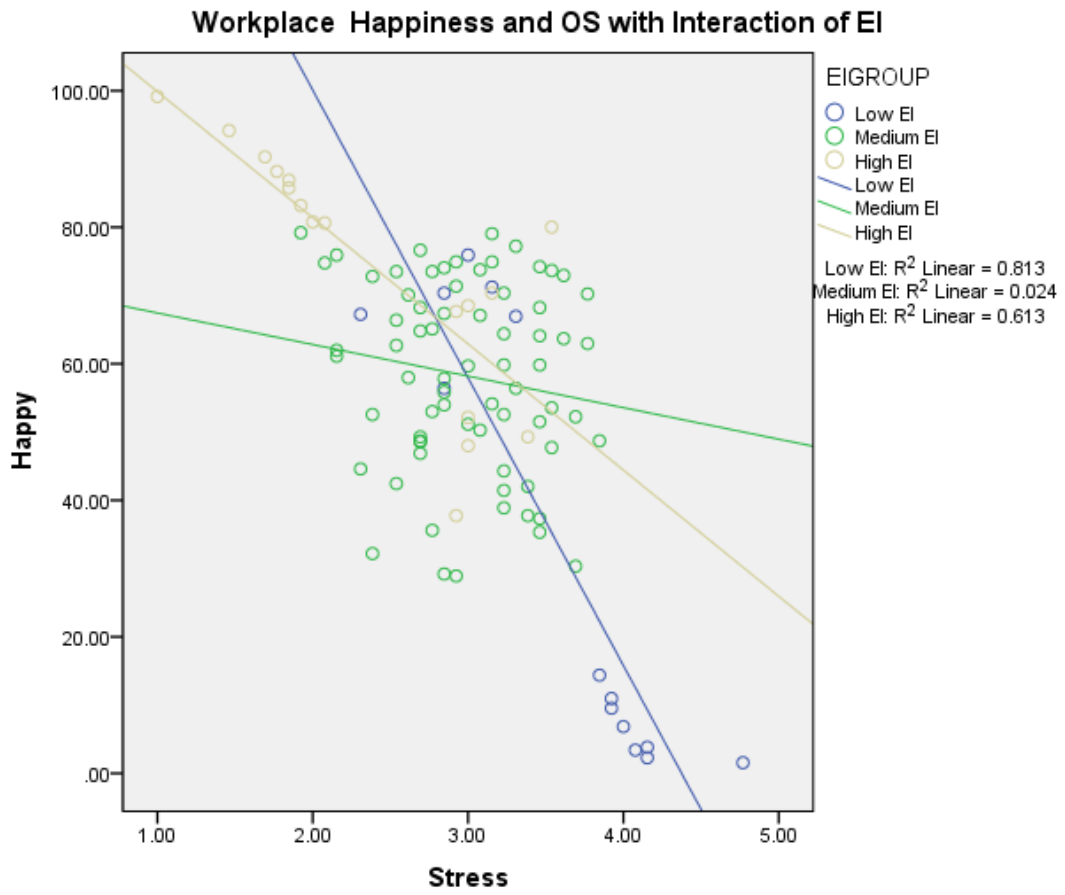
Source: Joseph Walsh, The Psychological Person; The Multiple Dimensions of Person and Environment

Annexure D: Potential sources of occupational Stress

Probable sources of occupational Stress	
Individual stress (Perception of the problems, results and self, etc.)	The external environment (the economic and the technological condition)
	The organisational structure and culture (management style and type of hierarchical structure , etc)
	The relationship at work (The quality of relationship with the colleague, heads and , with the subordinats, etc.)
	Personal factors (motivation, personality, skills and intelligence, etc.)
	Characteristics of the job position(difficulty in labour ,etc)
	The domestic social situation (debt, illnesss and death of someone close, ect.)

Sources: Cole, G.A. (2000 ,in Dr,Stefan Ivanko, 2013)

Annexure –E-1: Regression Chart



Annexure ---- E-2: Regression Chart

Workplace Happiness & OS with Interaction of EI

