

A Comparison of Myers Briggs Type Indicator of Personality and Enneagram Personality Theory

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Abstract. This study focus on comparing the similarities and differences between the Myers Briggs Type Indicator (MBTI) theory and the enneagram theory, as well as their differences on the scale. This allows for a better understanding of the differences between the two theories in the dimensions of personality types, leading to a better understanding of oneself and others. From what we understand, both MBTI theory and enneagram theory have different classifications of personality types, which allow people to understand themselves and others more fully. However, compared with the enneagram theory, the MBTI theory is more popular and has more general application. The MBTI scale is also more comprehensive and has higher structural validity and overall reliability than the enneagram theory. Although the enneagram theory of the nine personality types is more commonly used in talent management, it is not as widely used as the MBTI. Through this research, we will be able to more fully understand the similarities and differences between the two theories.

Keywords: Enneagram personality, personality assessment, management education, Myers Briggs Type Indicator.

1. Introduction

The Myers-Briggs Type Indicator (MBTI) personality theory and Enneagram are undoubtedly among contemporary research's most prominent and extensively studied subjects. Scholars have identified that both of these theories consist of personality-type assessments based on well-established and comprehensive theoretical models [1]. However, there is still a lack of understanding and awareness regarding the correlation and differences between these two theories.

The research topic of this essay focuses on comparing the relationship between the MBTI and Enneagram theory through comprehensive references to relevant literature and books and in-depth organisation of both theories. After outlining the fundamentals, scale models, and popular preference tendencies of the two theories, similarities and differences are drawn, and their performance in terms of scale differences and comprehensiveness is also compared. Finally, the scope of application of the two theories is further explored. This article particularly focuses on combining different literature to understand both theories better. It could be found that although both MBTI and Type Nine personality theories are able to reveal people's personality traits, their research perspectives and methodologies are different.

MBTI theory is based on the psychological ideas of Jung, which emphasises people's cognitive, emotional, and behavioural preferences. By classifying people's personality types into 16 different combinations, MBTI attempts to describe people's ways of thinking, character traits, and behavioural tendencies. It is widely accepted and used because its scale model is relatively simple and easy to apply and interpret. In contrast, the Enneagram theory, proposed by Don Richard Riso and Russ Hudson, analyses people's intrinsic traits in terms of perception, thinking, and emotion [2]. This theory classifies people into nine personality types, each of which represents unique thinking patterns, emotional tendencies, and behavioural habits. The scale model of Enneagram theory is relatively complex and requires in-depth psychological analysis and exploration of the individual, making it more challenging to apply [2, 3].

Moreover, there are some differences between the two theories in terms of popular preference tendencies. MBTI focuses more on interpersonal relationships, cooperation, and communication and facilitates the effectiveness of teamwork through understanding individual preferences. Enneagram

Theory, on the other hand, places more emphasis on intra-individual growth and self-development by recognising and dealing with one's own weaknesses in order to achieve a more holistic approach to personal development.

Overall, the MBTI and enneagram Theory offer different perspectives and approaches to exploring people's personality traits, with the MBTI focusing on interpersonal interactions and teamwork, while Enneagram Theory focuses on an individual's inner exploration and development [4-6]. By comparing these two theories, people can have a more comprehensive understanding of the personality differences of different groups of people and provide useful guidance for individual growth and team management.

2. Method

The academic databases of SSRN, CNKI, and Research Gate were used to conduct an extensive literature search. Keywords were entered as follows: "MBTI," "enneagram personality," "personality assessment," "management education," and "Myers Briggs Type Indicator." Studies were included if they: (1) refers to MBTI Theory or Enneagram Personality Theory; (2) published after 2000; (3) related to the elements of MBTI theory or Enneagram Personality.

3. Literature Review

3.1. Introduction of MBTI

MBTI is a self-reported, self-selective personality assessment test that measures and describes people's patterns of mental activity and personality types in the areas of information acquisition, decision-making, approach to life, and so on. MBTI personality theory is based on the famous psychologist Jung's classification of psychological types, which was later studied and developed by American psychologists Katharine Cook Briggs and Isabel Briggs Myers. Katherine Cook Briggs and her psychologist daughter Isabel Briggs Myers researched and developed the MBTI personality theory based on their work on the psychological type theory of the renowned Swiss psychoanalyst Jung and on their longstanding observations and research on the differences in the personalities of sub-humans. After more than 50 years of research and development, the MBTI has become the most famous and authoritative personality test in the world today [4, 7].

MBTI classifies people into 16 different personality types with eight letters: extrovert (E), introvert (I), sensing (S), intuition (N), thinking (T), feeling (F), judgment (J), and perceiving (P). Extrovert and introvert types correspond to the direction of attention (energy source), feeling and intuition types correspond to cognitive styles (ways of collecting information), thinking and feeling correspond to judgment styles (How to make a decision), and judgment and perceiving correspond to lifestyles (How to deal with the outside world) [1].

The MBTI divides people into sixteen different personalities through those eight different dimensions and the 16 different personality types they correspond to, each of which corresponds to the module to which the personality belongs: (1) Extraverted Thinking Type. ESTJs and ENTJs are individuals who tend to be analytical, objective and fair, good at organisation, good judgment, logical analysis, and reasoning, valuing facts but not emotional life or socialising. ESTJs are keen to work in business, industry, production, and construction, especially in management, organisation, and executive types of occupations. ENTJs are good at problem-solving and are more inclined to work as experts or managers; (2) Inward Thinking. ISTPs and INTPs are good at thinking to analyse and understand rather than manage. Although this type of person gives the feeling of silence, low profile, cold, in close will be the other side, easy to be shy, especially in the social embodiment. ISTPs are very talented in the mechanical field, while most INTPs have a strong interest in experimental types of work; (3) Extraverted Emotional Type. ESFJs and ENFJs are good at interpersonal communication and adaptability, also show the ability to express emotions and idealism accurately, are serious about work, loyal to the company, one thing is not suitable, and are too sensitive to others' praise and

criticism. ESFJs are very suitable for educating young children; ENFJ: Strong interest in the field of psychotherapy; (4) Introspective Emotional Type. ISFPs and INFPs value emotional life and rich in emotions but not easily exposed, have a strong sense of responsibility, respect for the wishes of others, know how to use thinking judgment to obtain the approval of others, but do not allow their own emotional needs to be interfered with by others. People of this type are more capable in art, literature, and psychology; (5) Extraverted Sensory Type. ESTPs and ESPPs usually are realistic, adaptable, generous, know how to enjoy life, enthusiastic, detail-oriented, good at growing through experience, but conservative, like to maintain the status quo, receptive; (6) Inward-looking feeling type: ISTJs and ISFJs are hard-working, enduring, loyal, patient, know how to make use of all kinds of effective factual information, able to quickly adapt to the rules. They are suitable for accounting and nursing jobs; (7) Extraverted Intuitive: ENTP and ENFP: sensitive, individual and independent, innovative, impulsive, easy to put too much energy into one thing to the detriment of other things to complete the degree. Versatile, enthusiastic, opinionated, insightful, and infectious. They are very suitable for scientists, marketing experts, teachers, artists, and salespeople of a kind of career; (8) Introverted Intuitive. INTJs and INFJs often show more stubbornness than other personality types, with a strong sense of personal subjectivity and the ability to face problems head-on and solve them skillfully, creatively, and full of inspiration. They are innovative and full of inspiration. They have a strong sense of insight and drive. Individuals with this personality type have talents and abilities in engineering, writing, and psychology [1].

In Jung's theory, all people have roughly the same mental apparatus to feel what is happening inside and outside of themselves [8, 9]. The differences between people lie in the way each person uses this mental apparatus in a way that is unique to that person. This scale consists of four mental functions, namely, sensation, intention, thinking, and feeling, all of which are present in every individual. Individuals differ in their preferences for the use of the functions, and people are further distinguished by whether they habitually attach more importance to external objective events or internal subjective events (whether their attitudes towards reality are characterised by an extraversion or introversion) [10].

People usually develop two functions, one rational (judgemental) and the other irrational (perceptual). One of them becomes the primary function in most situations, while the other is an auxiliary function, and they are completely under the control of consciousness. The primary and secondary functions correspond to two inferior functions, respectively, and because of their low degree of differentiation, they remain relatively unconscious, are accidental and spontaneous, and have the characteristics of the original [4, 5]. Unconscious attitudes are usually compensatory for conscious attitudes, but if conscious attitudes are extremely exaggerated, unconscious attitudes lose their original compensatory nature and manifest themselves in open opposition to conscious attitudes, becoming destructive.

3.2. Introduction of Enneagram Personality

Enneagram personality is one of the most popular courses in recent years, which well-known universities have highly respected. Many business management companies learn enneagram personality and use it to train employees, build teams, and improve executive power [11, 12].

However, the Enneagram personality test needs more rigorous scientific research for its application to some extent, although it is applicable in many settings. The classification of personality types is not derived from data but rather from projecting of people's ideas about situations. Although the theoretical basis is strong, it has yet to be scientifically developed and tested, so it does not prove that the test is equal or misused.

The Enneagram personality measure provides deep insight into personal cultivation and self-improvement. It shows people's inner values and focus of attention and is not affected by superficial changes in external behavior [13]. Enneagram allows people to understand their personality and accept their negative side. It also allows people to understand other people's different personality types so that they know how to communicate and get along with different people.

The current division of the Enneagram is different from the old division, with the main type, the second type, and even the third type. It shows that human beings' emotional patterns and socialization are full of uncertainty and random probability, and the model unity of enneagram personality can also represent the progress and in-depth analysis of human psychological research, so new opinions are constantly published [13]. The origin of the Enneagram is unknown, but its origins may date back to 2500 BC or earlier. Oscar Ichazo, the founder of the Erica Academy, popularized the Enneagram [2]. He put the nine desires of human beings into the theory of Enneagram personality and used this theory as teaching material for human psychological training. Many well-known psychologists and psychiatrists have studied the Enneagram with Ichazo.

Cron was the original proponent of the nine personality types theory. He classified people into nine personality types according to their level of activity, regularity, range of interest, intensity of response, mental qualities, level of distraction, and range/persistence of concentration: (1) Type 1. Perfectionism, attention to work efficiency, conscientiousness, a sense of justice, completely independent, planned, "after handling all events and work, self-statistics into a perfect internal supervision system." (2) Type 2. Help for reason, dedication, focus on the internal needs of others and external awareness, have a high sense of achievement in interpersonal communication, the fundamental reason is low self-worth, need to get praise and attention from others, rely on absorbing positive feedback from the outside to enrich and stabilize the self; (3) Type 3. Planning a career and pursuing career goals have extremely high requirements for whether the work is prosperous, stable, and can obtain a lot of benefits; (4) Type 4. Self-first, rely on the integrity of the value of self, have a rich spiritual world, love fantasy, innovative thinking, focus on their inner feelings, so easy to emotional, the fourth main wing of the people tend to Jungian eight dimensions of introverted emotion development is much higher than all other eight dimensional tendencies; (5) Type 5. They are keen to use introverted thinking in the Jungian eight dimensions to deal with problems. Rational thinking is the capital of their existence. Eager to fill the knowledge, good at using flexible brain mobility to solve all problems. The ability of interpersonal relations and social communication is relatively low; (6) Type 6. With the trait of implicit resistance, they will be extremely loyal to the authority within his acceptance. When they are enveloped by the authority environment of rejection or even resistance, they will violate the authority's requirements, such as deliberately delaying the prescribed time and secretly refusing the authority's requirements on him. Need to get others to affirm their abilities; (7) Type 7. High mood, active thinking, a wide range of interests, like to pursue sensory stimulation and mental stimulation, and Jungian eight dimensions of extraverted sensation and extraverted intuition in the mirror. Through all this activity, the brain's dopamine secretion is stimulated in order to escape feelings of internal instability and anxiety. Loathe conformism and like to pursue new things; (8) Type 8. Leader-like role, does not care about whether to win the love of others, only cares about whether to be respected and recognized, has a rich sense of justice, enjoys being the leading figure of the team, loves to be a hero-like role. Nevertheless, it also makes them angry and violent, expecting everyone to do what they want; (9) Type 9. Pacifism, the social model is usually inclusive, harmonious, conciliatory, subjective, following the golden mean, happy-go-lucky, relaxed sense is strong, but it is easy to hesitate and avoid [2, 13].

3.3. A Comparison of MBTI and Enneagram Personality

MBTI theory and Enneagram personality theory delineate the personality types of people and give rational explanations in terms of their behavioural preferences.

MBTI theory and Jung's theory references are more detailed in their delineation of human personality, and each function used by each personality type is sorted and analysed, subdivided into primary functions, auxiliary functions, and corresponding unconscious functions. Jung's experience, drawn from extensive research and observation, led to the development of the ordering of the functions of each personality type. Myers continued to add observational experience and theoretical experiments in subsequent expansions, making MBTI theory more scientific. The earliest English version of the MBTI Personality Type Inventory was developed by American psychologists Myers

and others in 1942, and after a series of refinements, the most current version was published in 1998 [14]. In the latest version, Myers et al. demonstrated good validity scale correlation validity of the MBTI scale in a sample of 2859 adults. Similarly, factor analyses showed good construct validity. Since then, the revised versions in each language have measured good reliability and validity, retaining the high discriminant power and good structural validity of the original version. The questions in the current North American version of the MBTI scale are forced-choice. It is scored using item response theory to determine dimensional preferences as well as clarity of preferences. After the test, the tester instructs the participant to follow the required self-assessment, resulting in a personality type report.

Scores on the MBTI represent an individual's clarity about his or her personality type, not the full extent of possession or intensity of expression of a particular personality trait. Interpretation of the significance of individual scores is usually based on the frequency of occurrence of various personality types and the percentage of occurrences of each of the 16 personality types, and comparisons with the base population are used to identify situations in which specific groups appear to be over- or under-selected for certain personality types relative to the base group [15]. However, despite its popularity and a significant portion of its long history, the Myers Briggs Type Indicator is divorced from social psychology and personality psychology. MBTI theory vacillates on rigorous theoretical criteria because of its lack of congruence with known facts and data, its lack of testability, and its internal contradictions [4].

The measurement of Enneagram is divided into two methods: written and face-to-face tests. Written tests are mainly based on the existing scale tests in China, and the 144-question test developed by Rizzo's team and the 108-question test developed by some other scholars are more commonly used. As the exploration perspective of Enneagram is the subconscious domain, the scientific scale design is difficult, and the reliability and validity of the scale test could be higher. The interview test is based on the written test, and the interviewer of Enneagram conducts targeted questions based on the results of the questionnaire test, especially for those who score more evenly. The interviewer for the interview test for personality type nine must be professionally trained, and professionals generally use psychoanalysis and projection techniques in psychology to expose the candidate to the dominant type. And not only pay attention to the appearance but also continue to ask about the motivation behind the behaviour, tracing back to the "core values" in order to avoid judging the wrong dominant type, affecting the application of the effect [3].

The Enneagram personality theory lacks the scientific basis needed for a personality test, making the theoretical knowledge less credible. At the same time, unlike MBTI, the scope of its application mainly lies in the workplace personality test, and its application in life is not high, and there is no opportunity for young people to discover and love it and spread it through the Internet, so the public will not widely know it. It should be noted that the validity and reliability of the written test are limited because the differentiation of the enneagram is mainly based on internal mechanisms such as "core values" [3].

It can be learned from the two scales that the MBTI personality type scale has been monitored and revised by many parties and has eliminated the language barrier, which basically applies to people in all countries and regions. It is more comprehensive and scientific than enneagram theory regarding structural validity and reliability. At the same time, the MBTI scale has been tested by many samples, and because of its quite high identification ability, it is popular and widely used in many countries and regions, which also further proves the comprehensiveness of the MBTI scale [3].

In comparison to the MBTI, Enneagram is used more in human resource management rather than being active in the general public as a personality type test that applies to everyone. Because of its early origins and time span, enneagram can be relatively crude today, being more of a direct classification of people's tendencies in various dimensions rather than a classification of personality types through the ranking of people's different tendency scores in each dimension, as is the case with the MBTI scale. At the same time, it has not been scientifically revised, and the various versions of the scale vary and do not directly reflect its validity and reliability. At the same time, it has not been

revised by many scholars to suit speakers of different languages, which makes it easy to misinterpret due to translation problems, which also shows the incompleteness of the scale [3, 12].

However, both personality theories, MBTI and enneagram personality, still need more scientific testing. The test questions provided in a limited number of cultures are not applicable to other cultures and languages, and what the test represents in other cultures can be different from what it means. This makes these two personality tests very limited, and the results of the tests can vary in different cultural and linguistic contexts.

4. Implications

The MBTI theory, combined with the enneagram theory, allows people to perceive themselves and others from various perspectives. It is of great help to clinical psychology and counseling psychology: the combination of these two theories can enable psychologists to establish the thinking mode and behavior mode of patients quickly and also establish a preliminary model of the inner world of patients, which provides great help for the subsequent evaluation. Two important theories for the study of human personality, the MBTI and Type 9, not only explain the way humans behave from different perspectives but also differ dramatically in terms of their future impact. In a complex and changing world, future human development will require a deeper understanding of human cognition and the ability to collaborate. A deeper understanding of human cognition can provide a more holistic perspective on these challenges. Moreover, understanding the MBTI types of others can help people better understand their behaviours and ways of thinking, thus enhancing individuals' communication and cooperation.

In contrast, the study of the nine personality types theory emphasises the differences between individuals. Everyone has their own unique personality traits and behavioural styles, and the Nine Personality Types theory can help us gain a deeper understanding of these differences. By understanding the strengths and weaknesses of different personality types, we can better complement each other and form stronger teams and partnerships. For example, a person who is detail-orientated and accurate may work well with someone who is more focused on the bigger picture and innovation, complementing each other's strengths and achieving better results. Such knowledge can facilitate us to better collaborate and cooperate with others and create better and more harmonious interpersonal relationships. In a highly interconnected world, people's ability to cooperate and coordinate becomes increasingly important.

5. Conclusion

Each MBTI and Enneagram theories offers a unique perspective and approach to studying personality traits. MBTI focuses on an individual's interpersonal and teamwork skills and helps us to understand a person's behavioural traits and preferences in social situations. The Enneagram Theory, on the other hand, focuses more on the exploration and development of the individual's inner being, and explains people's personality traits by delving deeper into the individual's internal motivations and psychological mechanisms.

By comparing these two theories, people can have a more comprehensive understanding of the personality differences of different people, which can provide useful guidance in both teamwork and individual growth. In terms of teamwork, MBTI can help us understand the differences in the distribution of responsibilities and communication styles of different individuals in cooperation, so as to make better coordination and decision-making. Enneagram Theory can help us better understand individuals' inner needs and motivations to provide more targeted support and motivation in teamwork.

In terms of individual growth, MBTI can help individuals understand their career preferences and development direction, so that they can better plan their careers. Enneagram Theory can help individuals better understand their inner drives and potential psychological disturbances so that they

can better explore and grow themselves. In summary, MBTI and enneagram theory provide different but complementary perspectives and approaches to investigating personality traits. By using both theories in combination, researchers and educators can gain a more comprehensive understanding of the needs and differences of individuals and teams and provide useful guidance for individual and team growth.

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