

# THE MYERS-BRIGGS TYPE INDICATOR AND ORGANIZATIONAL DEVELOPMENT

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## **Abstract**

*Securing a high level of psychological well-being for employees within an organization has been a great concern for researchers and human resources specialists. They argue that employee relations issues are crucial for the sake of maintaining healthier employee relations and for the organization's survival. The Myers-Briggs Type Indicator (MBTI) profile, a psychometric questionnaire designed to measure individuals' psychological preferences and how they perceive the world, is widely utilized to assess how employees make decisions in a workplace. More specifically, it is used to examine how individuals approach conflicting situations, handle stressful conditions, and resolve conflict. The optimal goal of such well-being is organizational development. The aim of this paper is to address how the Myers-Briggs Type Indicator assessments relate to organizational development. Based on the relevant published literature, the main themes are deduced using the content analysis method. Probable findings are: (a) employee relation issues are becoming more complicated with today's latest organizational concepts; (b) organizational development relies on a strong base of unity and harmony among staff and managers. The paper concludes with some relevant recommendations, especially with respect to shifting paradigms of training programs in the global workplace.*

**Key words:** Organizational behavior, Myers-Briggs Type Indicator, MBTI, Psychological assessments.