



***“What affects your happiness at work?”***

**Well-being and MBTI® Type in the Workplace: An International Study**

**Dr Martin Boulton & Dr Rich Thompson**

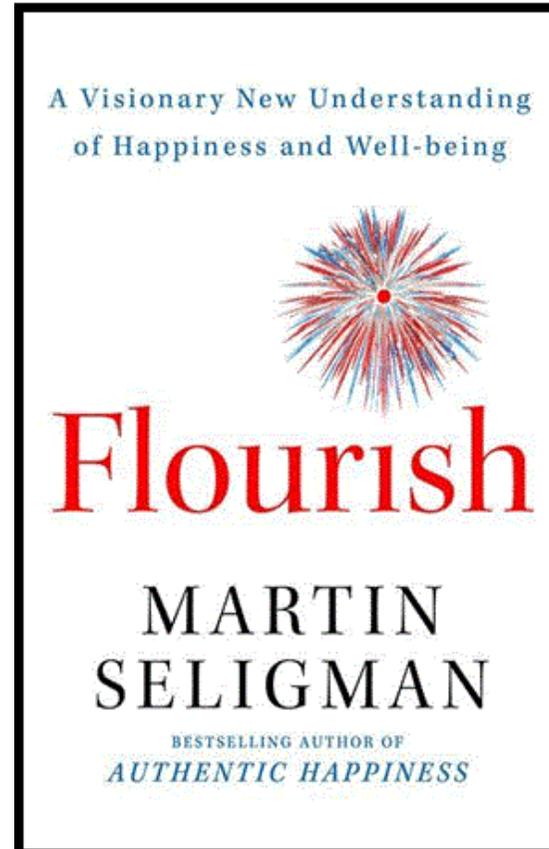


# Your experiences

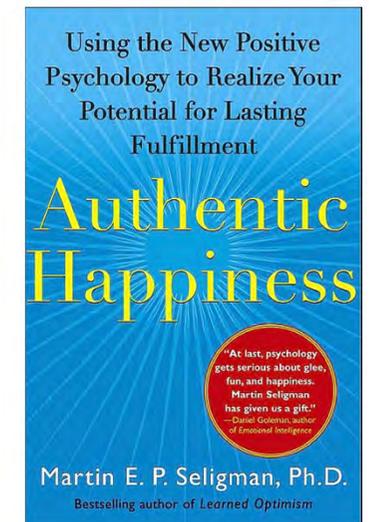
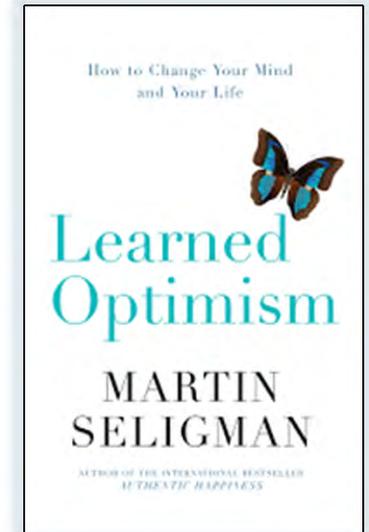
1. *Think of a recent situation you felt a positive emotion at work (joy, cheerful, happiness, amusement, awe).*
2. *Think of a time when you thoroughly enjoyed a work activity that used your strengths.*
3. *Think of person you have a positive relationship with at work.*
4. *Think of a role or activity you undertake at work that gives you a sense of purpose.*
5. *Think of something you do that gives you a sense of achievement at work.*



# Well-being defined and measured



Seligman, M. (2011) Flourish. A visionary new understanding of happiness and well-being.





# Well-being PERMA

**P**ositive Emotions

**E**ngagement

**R**elationships

**M**eaning

**A**ccomplishment



**Success in:**

- Relationships
- Health
- Work performance
- Satisfaction
- Creativity
- Collaboration
- Commitment
- Income

**= Flourishing**

Amabile, T. M., et al., (2005); Bryson, A., et al., (2014); Diener, E., & Tay, L. (2012); Khaw, D., & Kern, M. (2015); Lyubomirsky, S., et al., (2005); Seligman, M. (2011); Swart, J. & Rothmann, S. (2012) .



# Global Well-being & Type Research 2016 & 2017

## Key questions

1. Does the level of workplace well-being differ between countries/regions?
2. Does personality type influence well-being at work?
3. Does personality type influence the ways people enhance their well-being at work and outside work?
4. What are the most effective ways to enhance well-being at work?

# Sample and Data Collection

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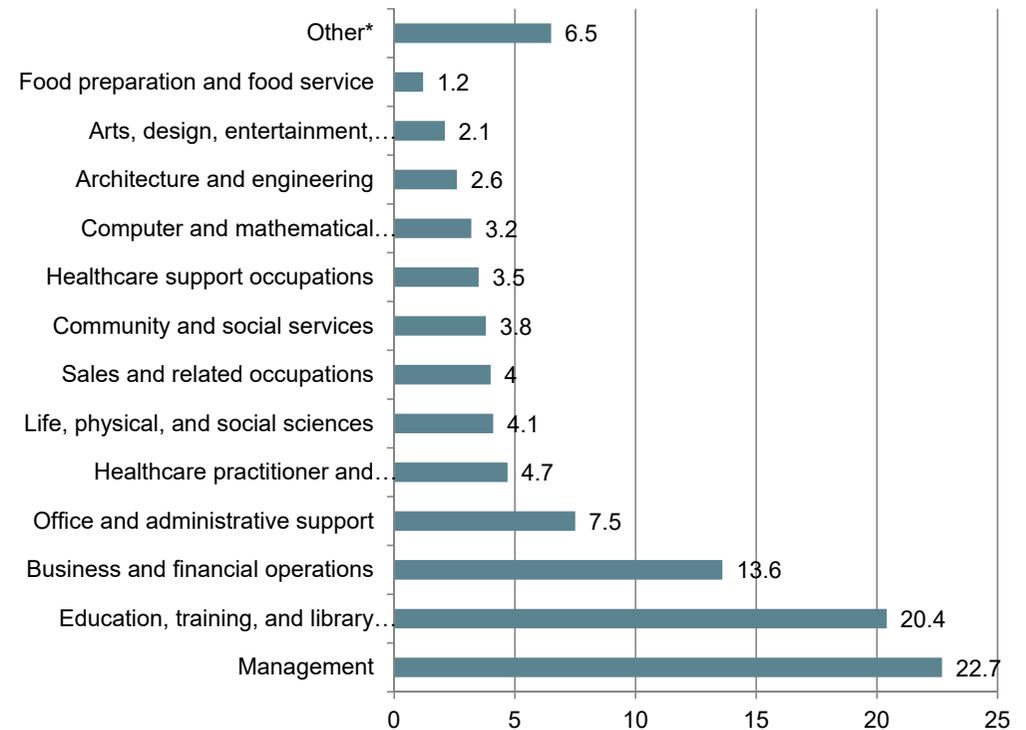
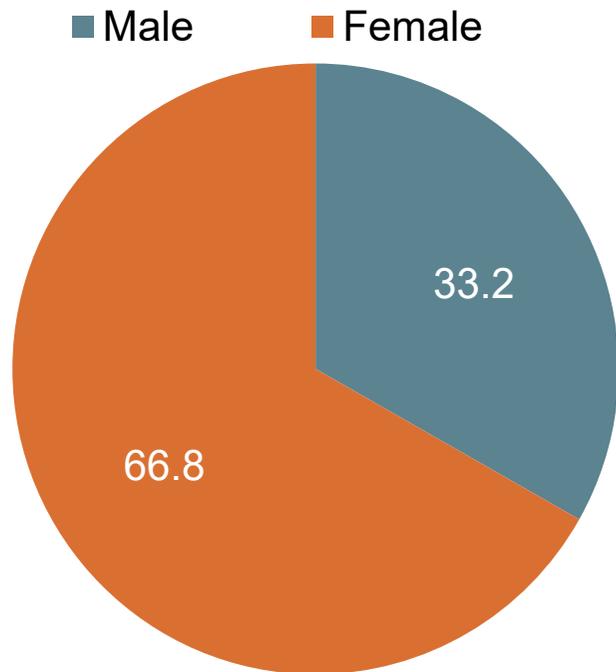
1. Online survey deployed June – early August 2017
2. CPP database, International Partners, Korean Distributor, and social media
3. Respondents responded to:
  - Demographic questions
  - MBTI® Best-fit type and Confidence
  - Well-being items
  - Well-being activities - General
    - Frequency and
    - Effectiveness
  - Well-being Activities – Work Related
    - Frequency
    - Effectiveness



# Global Regions



# Sample Characteristics – Gender and Occupation



Other Includes :

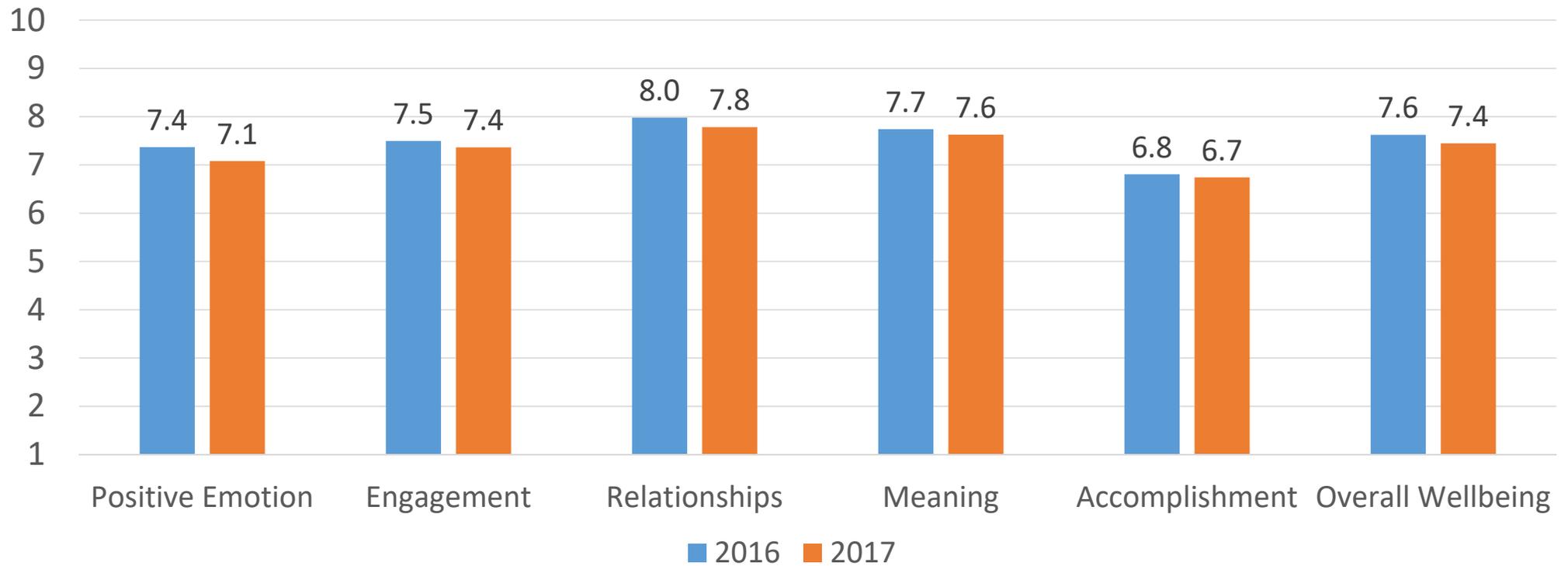
Legal; Production; Military specific; Transportation and materials moving,; Installation, maintenance, and repair; Protective services; Personal care and personal service; Farming, fishing, and forestry ;Construction and extraction , Building and grounds cleaning and maintenance occupations, each 1% or less of the overall

## 2017 Well-being Sample MBTI® Type Distribution

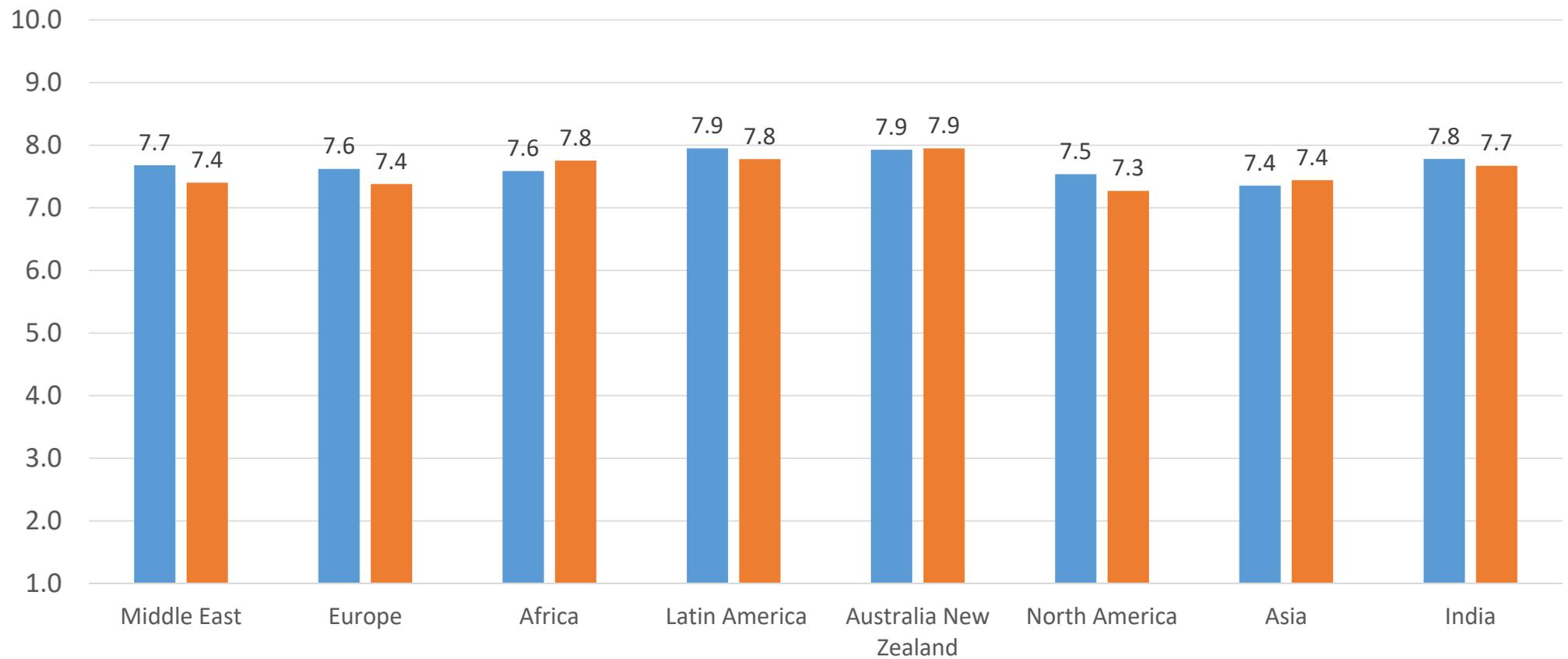
	<b>ISTJ</b>	<b>ISFJ</b>	<b>INFJ</b>	<b>INTJ</b>
Well Being Sample	11.2	5.5	8.2	9.7
Combined Global Representative Sample	15.1	9.5	2.1	2.4
Difference	-4.0	-3.9	6.0	7.3
	<b>ISTP</b>	<b>ISFP</b>	<b>INFP</b>	<b>INTP</b>
Well Being Sample	2.9	2.6	9.3	6.6
Combined Global Representative Sample	9.0	6.9	5.8	4.4
Difference	-6.0	-4.2	3.5	2.2
	<b>ESTP</b>	<b>ESFP</b>	<b>ENFP</b>	<b>ENTP</b>
Well Being Sample	2.7	2.3	9.9	5.9
Combined Global Representative Sample	5.8	6.5	8.0	4.0
Difference	-3.1	-4.2	1.8	1.9
	<b>ESTJ</b>	<b>ESFJ</b>	<b>ENFJ</b>	<b>ENTJ</b>
Well Being Sample	7.6	4.6	5.1	5.7
Combined Global Representative Sample	7.1	9.1	2.2	1.9
Difference	0.5	-4.5	2.9	3.8

# Well-being Trends (So Far)

## Well-being by Year



# Well-being Trends by Region



# PERMA Rank (Hi to Lo) By MBTI® Type and Year

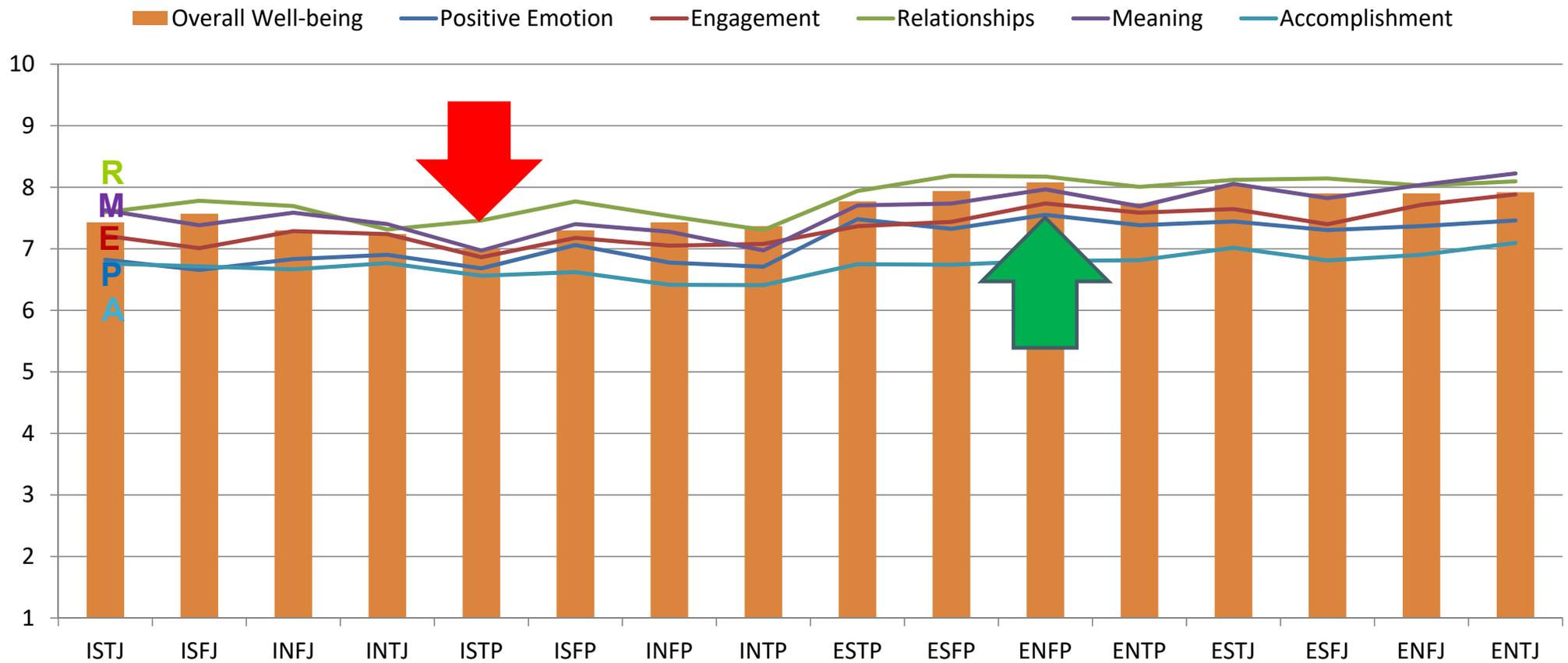
## 2016

ISTJ	ISFJ	INFJ	INTJ
Relationships	Relationships	Relationships	Relationships
Meaning	Meaning	Meaning	Meaning
Engagement	Engagement	Engagement	Engagement
Positive Emotion	Positive Emotion	Positive Emotion	Positive Emotion
Accomplishment	Accomplishment	Accomplishment	Accomplishment
ISTP	ISFP	INFP	INTP
Relationships	Relationships	Relationships	Relationships
Positive Emotion	Meaning	Meaning	Engagement
Meaning	Engagement	Engagement	Meaning
Engagement	Positive Emotion	Positive Emotion	Positive Emotion
Accomplishment	Accomplishment	Accomplishment	Accomplishment
ESTP	ESFP	ENFP	ENTP
Relationships	Relationships	Relationships	Relationships
Meaning	Meaning	Meaning	Positive Emotion
Positive Emotion	Positive Emotion	Engagement	Meaning
Engagement	Engagement	Positive Emotion	Engagement
Accomplishment	Accomplishment	Accomplishment	Accomplishment
ESTJ	ESFJ	ENFJ	ENTJ
Meaning	Relationships	Relationships	Relationships
Relationships	Meaning	Meaning	Meaning
Engagement	Positive Emotion	Engagement	Positive Emotion
Positive Emotion	Engagement	Positive Emotion	Engagement
Accomplishment	Accomplishment	Accomplishment	Accomplishment

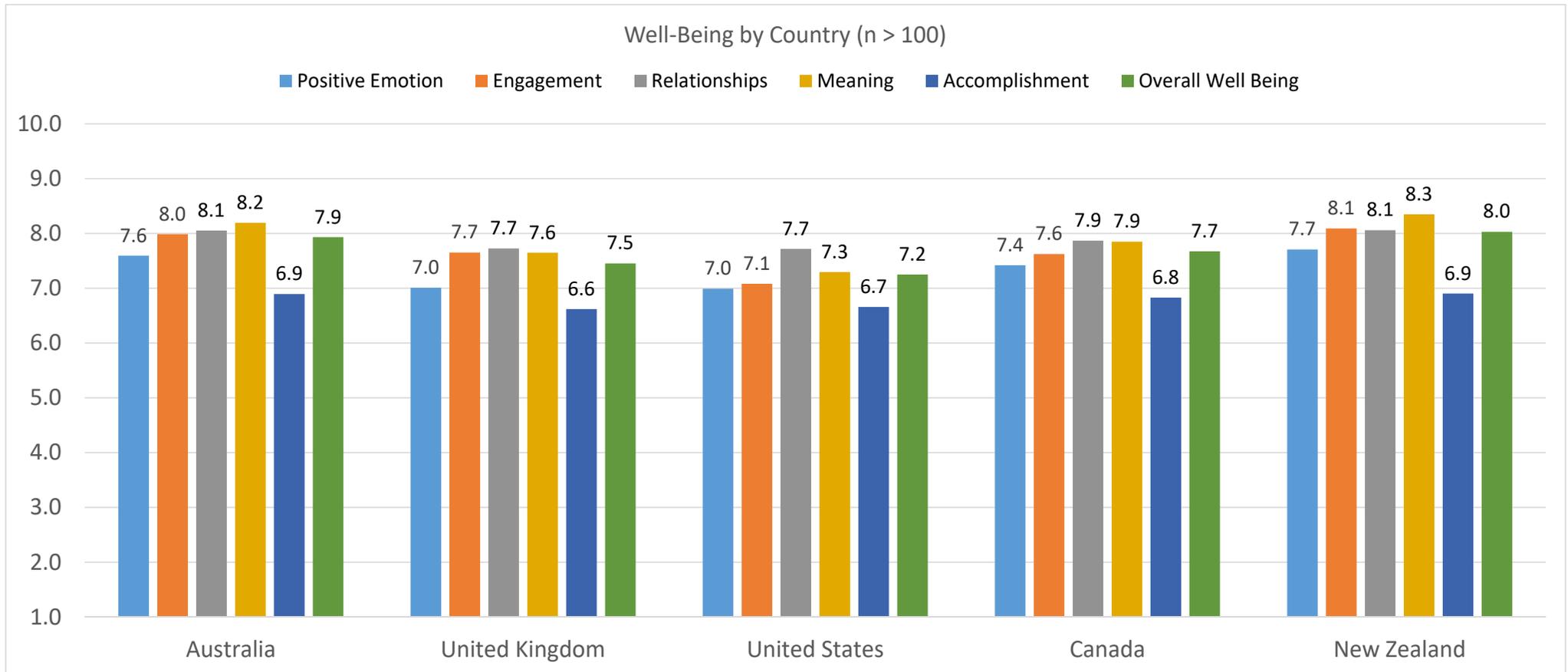
## 2017

ISTJ	ISFJ	INFJ	INTJ
Meaning	Relationships	Relationships	Meaning
Relationships	Meaning	Meaning	Relationships
Engagement	Engagement	Engagement	Engagement
Positive Emotion	Accomplishment	Positive Emotion	Positive Emotion
Accomplishment	Positive Emotion	Accomplishment	Accomplishment
ISTP	ISFP	INFP	INTP
Relationships	Relationships	Relationships	Relationships
Meaning	Meaning	Meaning	Engagement
Engagement	Engagement	Engagement	Meaning
Positive Emotion	Positive Emotion	Positive Emotion	Positive Emotion
Accomplishment	Accomplishment	Accomplishment	Accomplishment
ESTP	ESFP	ENFP	ENTP
Relationships	Relationships	Relationships	Relationships
Meaning	Meaning	Meaning	Meaning
Positive Emotion	Engagement	Engagement	Engagement
Engagement	Positive Emotion	Positive Emotion	Positive Emotion
Accomplishment	Accomplishment	Accomplishment	Accomplishment
ESTJ	ESFJ	ENFJ	ENTJ
Relationships	Relationships	Meaning	Meaning
Meaning	Meaning	Relationships	Relationships
Engagement	Engagement	Engagement	Engagement
Positive Emotion	Positive Emotion	Positive Emotion	Positive Emotion
Accomplishment	Accomplishment	Accomplishment	Accomplishment

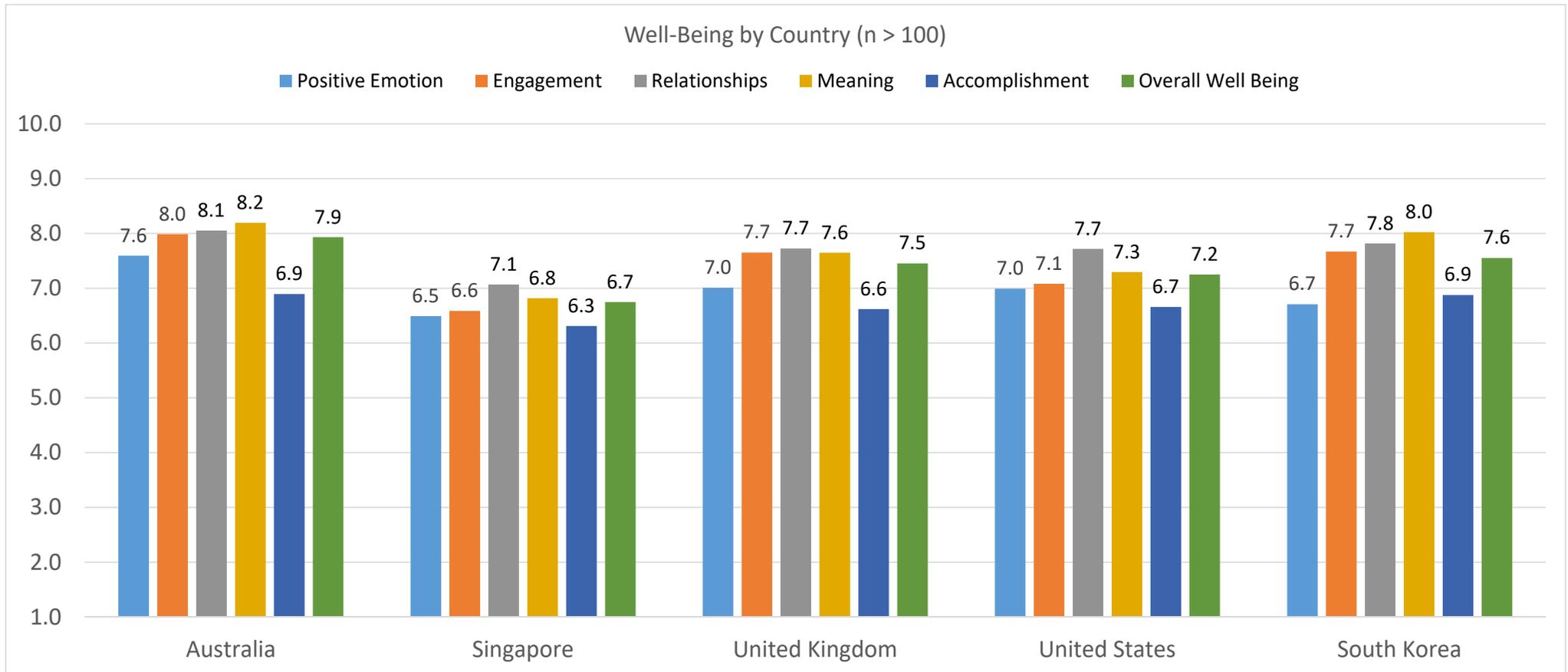
# Well-being by MBTI® Type



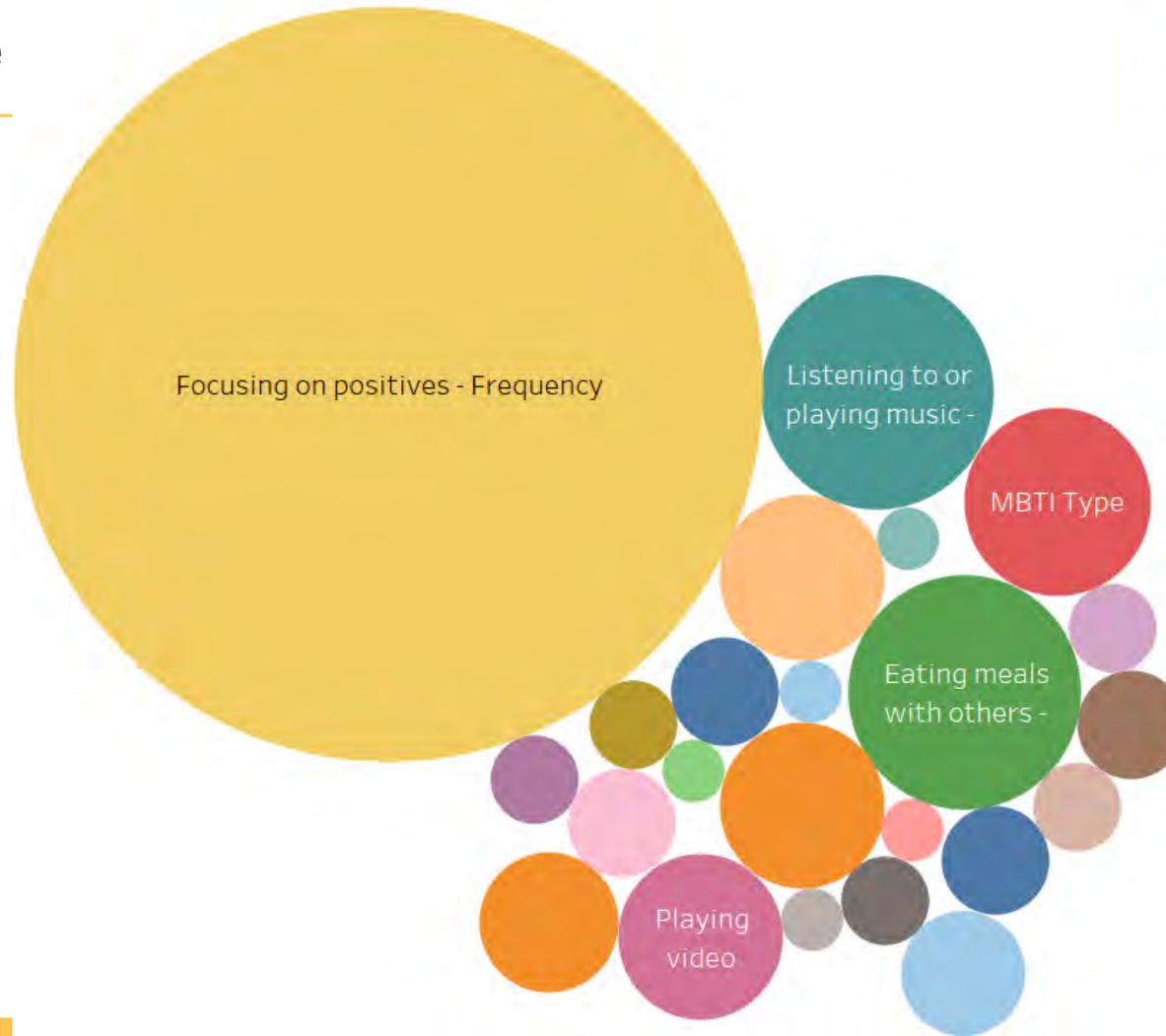
# Well-Being by Country



# Well-Being by Country



# Ways to impact Well-Being - Life



- Predictors of Well-Being - Life Items
- Adjusting my expectations - Effectiveness
  - Adjusting my expectations - Frequency
  - Considering other perspectives - Effectiveness
  - Considering other perspectives - Frequency
  - Eating meals with others - Frequency
  - Exercise - Effectiveness
  - Exercise - Frequency
  - Focusing on positives - Frequency
  - Listening to or playing music - Frequency
  - Massage - Frequency
  - MBTI Type
  - Mindfulness techniques - Frequency
  - Participating in online social activities - Frequency
  - Playing sports - Effectiveness
  - Playing video games - Frequency
  - Reading - Effectiveness
  - Reading - Frequency
  - Spending time with family/friends - Frequency
  - Using stress management techniques - Effectiveness
  - Using stress management techniques - Frequency
  - Watching sports - Frequency
  - Watching television/movies - Effectiveness
  - Watching television/movies - Frequency

# Most & Least Effective Ways to Enhance Well-being in Life

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## INDIVIDUAL STRATEGIES

### Most effective

1. Focusing on positives in a situation
2. Listening/playing music
3. Eating meals with others



### Least effective

22. Playing video games
23. Watching sports
24. Participating in online activities



# Impacting Well-Being at Work



## Predictors of Well-Being - Work Items

- Acknowledge recognition I receive for work - Frequency
- Align my work goals with my career goals - Effectiveness
- Align my work goals with my career goals - Frequency
- Discuss what interests me at work with a coworker - Effectiveness
- Discuss with others positive work experiences - Frequency
- Focus on a work task that makes me feel positive - Frequency
- Focus on work tasks that interest me - Effectiveness
- Focus on work tasks that interest me - Frequency
- Global Region
- MBTI Type
- Participate in social activities offered at work - Effectiveness
- Remind myself why my work matters - Effectiveness
- Remind myself why my work matters - Frequency
- Reward myself for achieving at work - Frequency
- Share with a coworker how my work is meaningful - Effectiveness
- Share with a coworker how my work is meaningful - Frequency
- Spend time with positive people at work - Frequency
- Take breaks at work when needed - Frequency
- Take meal breaks at work - Effectiveness
- Undertake challenging work that adds to my skills and knowledge - Effectiveness
- Undertake work where I learn something new - Effectiveness
- Use social media at work - Frequency
- When needed, accept help from coworkers - Frequency
- When needed, help coworkers - Frequency

# Most & Least Effective Ways to Enhance Well-being at Work

## ORGANISATIONAL STRATEGIES

### Most effective

1. Focus on work that interests me
2. Spend time with positive people
3. Focus on tasks that make me feel positive



### Least effective

24. Make a note of what I achieved
25. Use social media at work
26. Record what I enjoyed doing at work



## Questions & Ways to Flourish

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- ◆ Identify what works to support your well-being. Are you using these strategies consistently?
- ◆ What negatively affects your well-being? How can you minimize these?
- ◆ What is one thing you can do for the next six weeks that will make a difference to your well-being?
- ◆ What can you do to help the well-being of you family, friends and colleagues?
- ◆ What can your organisation do to support the well-being of staff, clients and the community?

**Download the white paper *Well-being and MBTI Personality Type in the Workplace (2016)***

**<https://www.cppasiapacific.com/research-white-papers.aspx>**



Questions?