

# Is There a Correlation between Knowledge of Personality Types and How Well Different Personality Types Work Together over Time?

Loeb, Lauren

Leyrer, Taylor

This study was done in a seventh grade life science classroom to determine if there is a correlation between the knowledge of personality types and how well different personality types work together over time. The question is: Is there a correlation between knowledge of personality types and how well groups work over time? The hypothesis is: If the groups learn about, and incorporate, all the strengths from all four personality types that are present, then the group will be successful over time. The DISC on-line personality test was taken by approximately one-hundred seventh grade life science students. The students were given an anonymous number by their teacher, and researchers grouped them according to their personality scores (Dominance, Influence, Steadiness and Compliance) (123 test, 2014). Each group was surveyed before and after two different student challenges. The groups rated self-effort, group effort and effectiveness, as well as group use of materials and teamwork. After the first challenge, students were taught about their own personality as well as their group members' personalities. Finally, a three person interview was done to gather a portfolio of rich qualitative information on student learning and group growth over time. Our hypothesis was supported. There was no significant difference in group outcome when individual personality types were examined. It didn't matter what personality type the individual was, what mattered was that over time self-effort positively correlated with both group effectiveness ( $r=.344$ ) and group effort ( $r=.379$ ), both  $p<.0001$ . As self-effort increased, so did group effort and group effectiveness.