

APPENDIX - II

DEPARTMENT OF PSYCHOLOGY  
MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA  
BARODA

Sir/Madam,

I am a Ph.D. student, working under the guidance of Dr. C.N. Daftuar, Head of the Department of Psychology, M.S. University, Baroda.

For the research purpose, I would request you to respond to the Questionnaire enclosed herewith. Kindly, READ THE INSTRUCTIONS CAREFULLY AND THEN PROCEED. Please DO NOT write your NAME anywhere. Individual anonymity is guaranteed. Your responses will be kept completely confidential. The individuality of your responses will be appreciated, so please do not consult anyone for your response.

Thanking you in anticipation.

Yours truly,

(SHRUTI NIGAM)

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RESPONDENT'S PRELIMINARY INFORMATION

AGE \_\_\_\_\_ SEX \_\_\_\_\_ DESIGNATION \_\_\_\_\_  
NO. OF YEARS IN THE PRESENT CAPACITY \_\_\_\_\_  
IN THE PRESENT ORGANIZATION \_\_\_\_\_

## I.C.S.

### INSTRUCTIONS

Put yourself in the situation given below and check how relevant they are with you. There is no right or wrong answer. Please rate the items according to the key given below.

It the statement is extremely true with you write	:	5
If the statement is partially true with you write	:	4
If the statement is neither true nor false with you then write	:	3
If the statement is partially false with you write	:	2
If the statement is extremely false with you write	:	1

Please write 5, 4, 3, 2 or 1 as may be applicable to you in the space provided on the left hand side of each statement.

- 1. Frequent challenges in jobs or in personal lives could be very disturbing.
- 2. The departmental rivalries may affect personal wellbeing.
- 3. The difficulty in communicating with superiors may make a person feel incompetent.
- 4. If a person does not get recognition in the organization, he may get upset.
- 5. In a group, if a person's views are always rejected he might feel alienated.
- 6. If a person does not get respect and appreciation in the organization, he might feel disgusted.
- 7. Lack of financial rewards might lead to reduction in work motivation.
- 8. Ambiguity in the policies and procedures of the organization may mentally upset individual's working.
- 9. Changes are normally painful to people.
- 10. A feeling of insecurity may surround people if there are sudden changes in rules and regulations of the organization.
- 11. Sudden changes thoroughly upset the routined people.
- 12. Low adaptability of a person in the organizational situation may affect his working adversely.

- 13. People may feel lost and confused if they are not able to communicate freely in the organization.
- 14. It is irritating to work with careless people.
- 15. A feeling of dislike towards the job may arise if group members ignore a person.
- 16. Disclosure of group secrets might lead to anxiety and tension among group members.
- 17. Criticism may affect people adversely.
- 18. Sarcastic comments made by a colleague may spoil mental peace.
- 19. The presence of aggressive people might affect one's working adversely.
- 20. If a person is not trusted, he might get upset.
- 21. Overloading of work may make a person feel sick.
- 22. People who take jobs more than they can do, often put themselves in fatigue.
- 23. If a person is unable to express disagreement with his superior, over any matter, he might feel guilty of doing injustice to the organization.
- 24. It becomes disturbing if someone's working is obstructed by others.
- 25. If a person's poor performance adversely affect the groups' functioning, he is likely to suffer with a sense of guilt.
- 26. Unhealthy Organizational System gives a feeling of unpleasantness.
- 27. Superiors might feel disturbed if the subordinates do not do their jobs sincerely.
- 28. If the co-workers are not cooperative, feeling of frustration arises.
- 29. Superior might get upset, if his orders are not carried properly.
- 30. If a superior can not influence his subordinate to become a good employee he (superior) might feel uncomfortable.

- 31. It is difficult to maintain mental peace when one's job-security is threatened.
- 32. When enough resources from the organization are not obtained, a feeling of helplessness arises.
- 33. A feeling of incompetency may arise if there is continuous lack of sufficient resources.
- 34. Due to unavailability of resources, loss of interest in work may take place.
- 35. Often the contradictory instructions from superior may put the subordinate in confusion.
- 36. Long waiting may upset a time conscious person.
- 37. If the value system of the employee and the organization do not coincide then the employee is likely to suffer from mental agony.
- 38. If a person sees no opportunity to reach to the top in the organization, he will feel frustrated.

Some statements are given below which describe how a person feels when he is in a conflict situation.

Please encircle 'YES' for the symptoms which are applicable to you and 'NO' for the symptoms which are not applicable to you.

When I am in a conflict situation and feel tense I face the following symptoms:

1. I am worried	YES	NO
2. I feel apprehensive	YES	NO
3. I start anticipating the worst	YES	NO
4. I feel irritated	YES	NO
5. It becomes difficult for me to relax	YES	NO
6. I move to tears easily	YES	NO
7. I start trembling	YES	NO
8. I feel restless	YES	NO
9. I have difficulty in getting sound sleep	YES	NO
10. My mind gets preoccupied	YES	NO
11. I get nightmares, thinking of the consequences	YES	NO
12. There is difficulty in concentrating	YES	NO
13. My memory deteriorates	YES	NO
14. I lose appetite	YES	NO
15. I am surrounded by pessimistic thoughts of the future	YES	NO
16. I can not exercise my brain (I feel numbness in the brain)	YES	NO
17. I feel alienated	YES	NO
18. The whole world seems to be stranger	YES	NO
19. I feel dissatisfied with myself	YES	NO
20. I lose confidence	YES	NO
21. I lose interest in life	YES	NO
22. I feel dejected	YES	NO
23. I prefer to be alone	YES	NO
24. I am afraid to think of that situation	YES	NO
25. My voice becomes unsteady	YES	NO
26. I start palpitating	YES	NO
27. My pulse rate become faster	YES	NO
28. I start sighing	YES	NO
29. My mouth dries up	YES	NO
30. I start sweating	YES	NO
31. I get headaches	YES	NO
32. There is blurring of my vision	YES	NO
33. I feel weak	YES	NO
34. Life become hopeless	YES	NO
35. My stomach aches	YES	NO

O.C.C.I.: (FORM B)

Think of disagreements you have encountered in a particular task situation with your immediate supervisor. Then indicate below how frequently you engage in each of the described behaviours. For each item select the number and encircle that number that represents the behaviour you are MOST LIKELY to exhibit. There are no right or wrong answers. Please respond to all items on the scale. The alternative responses (1-7) are:

	1	2	3	4	5	6	7
	Always	Very Often	Often	Sometimes	Seldom	Very Seldom	Never
1. I blend my ideas with my supervisor to create new alternatives for resolving a disagreement.	1	2	3	4	5	6	7
2. I shy away from topics which are sources of disputes with my supervisor.	1	2	3	4	5	6	7
3. I make my opinion known in a disagreement with my supervisor.	1	2	3	4	5	6	7
4. I suggest solutions which combine a variety of viewpoints.	1	2	3	4	5	6	7
5. I steer clear of disagreeable situations.	1	2	3	4	5	6	7
6. I give in a little on my ideas when my supervisor also gives in.	1	2	3	4	5	6	7
7. I avoid my supervisor when I suspect that he or she wants to discuss a disagreement.	1	2	3	4	5	6	7
8. I integrate arguments into a new solution from the issues raised in a dispute with my supervisor.	1	2	3	4	5	6	7
9. I will go 50-50 to reach a settlement with my supervisor.	1	2	3	4	5	6	7
10. I raise my voice when I'm trying to get my supervisor to accept my position.	1	2	3	4	5	6	7
11. I offer creative solutions in discussions of disagreements.	1	2	3	4	5	6	7
12. I keep quiet about my views in order to avoid disagreements.	1	2	3	4	5	6	7

13.	I give in if my supervisor will meet me halfway.	1	2	3	4	5	6	7
14.	I downplay the importance of a disagreement.	1	2	3	4	5	6	7
15.	I reduce disagreements by making them seem insignificant.	1	2	3	4	5	6	7
16.	I meet my supervisor at a mid-point in our differences.	1	2	3	4	5	6	7
17.	I assert my opinion forcefully.	1	2	3	4	5	6	7
18.	I dominate arguments until my supervisor understands my position.	1	2	3	4	5	6	7
19.	I suggest we work together to create solutions to disagreements.	1	2	3	4	5	6	7
20.	I try to use my supervisor's ideas to generate solutions to problems.	1	2	3	4	5	6	7
21.	I offer trade offs to reach solutions in a disagreement.	1	2	3	4	5	6	7
22.	I argue insistently for my stance.	1	2	3	4	5	6	7
23.	I withdraw when my supervisor confronts me about a controversial issue.	1	2	3	4	5	6	7
24.	I side-step disagreements when they arise.	1	2	3	4	5	6	7
25.	I try to smooth over disagreements by making them appear unimportant.	1	2	3	4	5	6	7
26.	I insist my position be accepted during a disagreement with my supervisor.	1	2	3	4	5	6	7
27.	I make our difference seem less serious.	1	2	3	4	5	6	7
28.	I hold my tongue rather than argue with my superiors.	1	2	3	4	5	6	7
29.	I ease conflict by claiming our differences are trivial.	1	2	3	4	5	6	7
30.	I stand firm on my views during disagreement with superior.	1	2	3	4	5	6	7

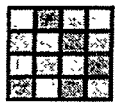
## PART II (continued). Which Word in Each Pair Appeals to You More?

Think what the words mean, not how they look or how they sound.

### WORK ACROSS

65. (A) reserved (B) talkative	66. (A) make (B) create	67. (A) peacemaker (B) judge	68. (A) scheduled (B) unplanned
69. (A) calm (B) lively	70. (A) sensible (B) fascinating	71. (A) soft (B) hard	72. (A) systematic (B) spontaneous
73. (A) speak (B) write	74. (A) production (B) design	75. (A) forgive (B) tolerate	76. (A) systematic (B) casual
77. (A) sociable (B) detached	78. (A) concrete (B) abstract	79. (A) who (B) what	80. (A) impulse (B) decision
81. (A) party (B) theater	82. (A) build (B) invent	83. (A) uncritical (B) critical	84. (A) punctual (B) leisurely
	85. (A) foundation (B) spire	86. (A) wary (B) trustful	87. (A) changing (B) permanent
	88. (A) theory (B) experience	89. (A) agree (B) discuss	90. (A) orderly (B) easygoing
	91. (A) sign (B) symbol		92. (A) quick (B) careful
	93. (A) accept (B) change		
	94. (A) known (B) unknown		





## Myers-Briggs Type Indicator®

### Form G — Self-Scorable Question Booklet

Katharine C. Briggs  
Isabel Briggs Myers

#### Directions

There are no "right" or "wrong" answers to these questions. Your answers will help show how you like to look at things and how you like to go about deciding things. Knowing your own preferences and learning about other people's can help you understand where your special strengths are, what kinds of work you might enjoy, and how people with different preferences can relate to each other and be valuable to society.

Read each question carefully and mark your answer on the separate answer booklet. *Make no marks on this question booklet.* Do not think too long about any question. If you cannot decide how to answer a question, skip it and return to it later.

When reading the questions, be sure to follow the question numbers and work ACROSS the page from left to right. When you mark your answers on the separate answer booklet, you will also work across the page.

There are two parts to this question booklet. Part I is above the shaded line; the instructions for this part are at the top of the page. Part II is below the shaded line; the instructions for this part are at the bottom of the page. Be sure to read and follow the separate directions for each part.

Read the directions on the front of the answer booklet. After reading each question, mark your answer by making an "X" in the appropriate box.

When you finish answering all the questions, read the directions at the bottom of your answer booklet for how to score your MBTI®. Be sure to turn in your question booklet when you have finished with it.



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WORK ACROSS →

1	A	2	A	3	A	4	A
	B		B		B		B
5	A	6	A	7	A	8	A
	B		B		B		B
9	A	10	A	11	A	12	A
	B		B		B		B
13	A	14	A	15	A	16	A
	B		B		B		B
17	A	18	A	19	A	20	A
	B		B		B		B
21	A	22	A	23	A	24	A
	B		B		B		B
25	A	26	A	27	A	28	A
	B		B		B		B
29	A	30	A	31	A	32	A
	B		B		B		B
33	A	34	A	35	A	36	A
	B		B		B		B
37	A	38	A	39	A	40	A
	B		B		B		B
41	A	42	A	43	A	44	A
	B		B		B		B
45	A	46	A	47	A	48	A
	B		B		B		B
49	A	50	A	51	A	52	A
	B		B		B		B
53	A	54	A	55	A	56	A
	B		B		B		B
57	A	58	A	59	A	60	A
	B		B		B		B
61	A	62	A	63	A	64	A
	B		B		B		B
65	A	66	A	67	A	68	A
	B		B		B		B
69	A	70	A	71	A	72	A
	B		B		B		B
73	A	74	A	75	A	76	A
	B		B		B		B
77	A	78	A	79	A	80	A
	B		B		B		B
81	A	82	A	83	A	84	A
	B		B		B		B
		85	A	86	A	87	A
			B		B		B
		88	A	89	A	90	A
			B		B		B
		91	A			92	A
			B				B
		93	A				
			B				
		94	A				
			B				



# Myers-Briggs Type Indicator®

## Form G — Self-Scorable Answer Booklet

### Directions

Mark your answers by making an "X" in the appropriate box. If you make a mistake, simply blacken in the box where the error is—**do not erase**. The numbers go ACROSS the page, just like the questions in the question booklet.

When you have answered every question, open this booklet and follow the directions for scoring.

Name: \_\_\_\_\_

Date: \_\_\_\_\_ Sex: M ☐ F ☐ Age: \_\_\_\_\_

Occupation: \_\_\_\_\_

Years of schooling: \_\_\_\_\_

Group: \_\_\_\_\_



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