

**THE RELATIONSHIP BETWEEN THE COGNITIVE PROCESS PROFILE (CPP)  
AND THE MYERS-BRIGGS TYPE INVENTORY (MBTI)**

by

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**DECLARATION**

I, the undersigned, hereby declare that this dissertation, entitled, “The Relationship between the Cognitive Process Profile (CPP) and the Myers-Briggs Type Inventory”, is my own work and all sources that I have used or quoted have been indicated or acknowledged by means of completed references.

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**DATE**

## **SUMMARY**

### **THE RELATIONSHIP BETWEEN THE COGNITIVE PROCESS PROFILE (CPP) AND THE MYERS-BRIGGS TYPE INVENTORY (MBTI)**

**By**

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**SUPERVISOR :** PROF M DE BEER  
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Personality, psychological type and cognitive ability are frequently implied to be underlying causes of differences in reasoning processes, decision-making processes and general success in a job. However, there is a trend towards utilising cognitive and personality measures interchangeably in the context of selection and development, particularly as it pertains to selection based on cognitive ability and cognitive style.

The general aim of this research was therefore to investigate the relationship between psychological type, as measured by the Myers-Briggs Type Inventory (MBTI), and cognitive abilities and styles as measured by the Cognitive Process Profile (CPP).

Cognitive ability is discussed under the cognitive psychology paradigm. A clarification of concepts associated with cognitive psychology is provided, and the CPP model is introduced as an integrative model encompassing aspects of cognitive ability and cognitive style.

Psychological type is discussed under the analytical psychology paradigm, with a focus on personality structure, dynamics and development. This is then integrated into an overview of Jung's theory of personality types and the development of the MBTI.

An empirical investigation, utilising Pairwise comparisons and Chi-square statistics was conducted. The results were then integrated to enable a better understanding of the relationship between cognition and personality. Based on this, it was concluded that there is insufficient evidence to suggest that a relationship exists between cognitive styles (as defined by the CPP) and personality (as defined by the MBTI). There were however, sufficient statistically significant findings to suggest that there is some relationship between cognitive processes / competencies and personality.

### **KEY TERMS**

Cognition, Cognitive Psychology, Cognitive Processes, Cognitive Process Profile (CPP), Cognitive Ability, Intelligence, Problem Solving, Reasoning, Cognitive Style, Stratified Systems Theory, Learning potential, Personality, Personality Psychology, Jung, Type theory, Myers Briggs Type Indicator (MBTI).

## TABLE OF CONTENTS

<b>ACKNOWLEDGEMENTS</b>	ii
<b>DECLARATION</b>	iii
<b>SUMMARY</b>	iv
<b>KEY TERMS</b>	v
<b>LIST OF FIGURES</b>	xiv
<b>LIST OF TABLES</b>	xv
<b>LIST OF APPENDICES</b>	xvii

<b>CHAPTER 1 : INTRODUCTION</b>		<b>PAGE</b>
1.1	<b>BACKGROUND TO THE RESEARCH</b>	1
1.2	<b>PROBLEM STATEMENT</b>	2
1.3	<b>AIM OF RESEARCH</b>	4
1.3.1	<b>Primary aims</b>	4
1.3.2	<b>Secondary aims</b>	5
1.4	<b>PARADIGM PERSPECTIVE OF THE RESEARCH</b>	5
1.4.1	<b>Relevant paradigms</b>	5
1.4.2	<b>Theoretical models</b>	7
1.5	<b>RESEARCH DESIGN</b>	7
1.5.1	<b>Research variables</b>	7
1.5.2	<b>Type of research</b>	8
1.5.3	<b>Reliability and Validity</b>	8
1.6	<b>RESEARCH METHODOLOGY</b>	9

1.6.1	<b>Literature review</b>	9
1.6.2	<b>Steps followed in the Quantitative study</b>	9
1.7	<b>OVERVIEW OF CHAPTERS</b>	11
1.8	<b>CHAPTER SUMMARY</b>	12

## **CHAPTER 2 : COGNITION**

2.1	<b>INTRODUCTION</b>	13
2.2	<b>SPECIFIC HISTORICAL ROOTS OF COGNITIVE PSYCHOLOGY</b>	15
2.2.1	<b>The Differential / IQ approach</b>	16
2.2.2	<b>The Information processing approach</b>	20
2.2.3	<b>The Contextualist approach</b>	21
2.2.4	<b>The Developmental approach</b>	22
2.2.5	<b>The Psycho-physiological or Neuro-scientific approach</b>	24
2.2.6	<b>Historical roots overview</b>	25
2.3	<b>CONCEPTS ASSOCIATED WITH COGNITIVE PSYCHOLOGY</b>	26
2.3.1	<b>Cognitive Psychology</b>	28
2.3.2	<b>Cognitive Science</b>	28
2.3.3	<b>Cognition</b>	28
2.3.4	<b>Cognitive Ability</b>	29

2.3.5	<b>Intelligence</b>	29
2.3.6	<b>Problem Solving</b>	30
2.3.7	<b>Reasoning</b>	32
2.3.8	<b>Cognitive Styles</b>	32
2.3.9	<b>Integration</b>	33
2.4	<b>THE COGNITIVE PROCESS PROFILE</b>	34
2.4.1	<b>Cognitive processes</b>	35
2.4.2	<b>Levels of Work</b>	37
2.4.3	<b>Cognitive styles</b>	38
2.4.4	<b>Validity and reliability studies</b>	40
2.4.5	<b>Normative data</b>	41
2.4.6	<b>Administration of the CPP</b>	41
2.4.7	<b>Justification</b>	42
2.5	<b>CHAPTER SUMMARY</b>	42

### **CHAPTER 3 : PERSONALITY**

3.1	<b>INTRODUCTION</b>	43
3.2	<b>HISTORICAL OVERVIEW OF PERSONALITY PSYCHOLOGY</b>	43
3.3	<b>DEFINITIONS OF PERSONALITY</b>	45
3.4	<b>ANALYTICAL PSYCHOLOGY</b>	46



3.5	<b>JUNG'S THEORY OF TYPE</b>	47
3.5.1	<b>The structure of personality</b>	47
3.5.2	<b>The dynamics of personality</b>	48
3.5.3	<b>The development of personality</b>	49
3.6	<b>ATTITUDES AND FUNCTIONS OF CONSCIOUSNESS</b>	50
3.6.1	<b>The attitudes of consciousness</b>	50
3.6.2	<b>The functions of consciousness</b>	51
3.7	<b>EXTENSIONS OF JUNG'S THEORY</b>	54
3.7.1	<b>The four bipolar preferences</b>	56
3.7.1.1	<i>Extraversion attitude or Introversion attitude</i>	56
3.7.1.2	<i>Sensing perception or Intuitive perception</i>	57
3.7.1.3	<i>Thinking judgment or Feeling judgment</i>	58
3.7.1.4	<i>Judgment or Perception</i>	59
3.7.2	<b>The sixteen personality types</b>	59
3.7.3	<b>The dynamics of psychological type</b>	60
3.7.3.1	<i>Dominant function</i>	60
3.7.3.2	<i>Auxiliary function</i>	61
3.7.3.3	<i>Inferior and tertiary functions</i>	61
3.7.3.4	<i>Lack of balancing auxiliary</i>	62
3.7.3.5	<i>Importance of opposites and balance</i>	62

3.7.4	<b>Personality type development</b>	63
3.7.5	<b>Validity and reliability studies</b>	64
3.7.6	<b>Normative data</b>	65
3.7.7	<b>Administration of the MBTI</b>	66
3.7.8	<b>Justification</b>	66
3.8	<b>CHAPTER SUMMARY</b>	67
 <b>CHAPTER 4 : INTEGRATION OF PERSONALITY AND COGNITION</b>		
4.1	<b>INTRODUCTION</b>	68
4.2	<b>THE PERSONALITY-COGNITION INTERFACE</b>	70
4.3	<b>COGNITIVE STYLE AS A KEY BRIDGING CONCEPT</b>	71
4.4	<b>THEORIES OF COGNITIVE STYLE</b>	74
4.4.1	<b>The Cognition – Centered approach</b>	75
4.4.2	<b>The Personality centered approach</b>	77
4.4.3	<b>The Activity centered approach</b>	77
4.4.4	<b>Curry’s Onion model</b>	77
4.4.5	<b>The theory of Mental Self Government</b>	78
4.5	<b>COGNITIVE STYLE AND THE MBTI</b>	78
4.6	<b>COGNITIVE STYLE VERSUS COGNITIVE ABILITY</b>	81
4.7	<b>PAST RESEARCH ON THE RELATIONSHIP BETWEEN COGNITION AND PERSONALITY</b>	82
4.8	<b>CHAPTER SUMMARY</b>	88

## **CHAPTER 5 : EMPIRICAL STUDY**

5.1	<b>INTRODUCTION</b>	89
5.2	<b>DESCRIPTION OF THE SAMPLE</b>	90
5.3	<b>MEASURING INSTRUMENTS</b>	96
5.4	<b>DATA GATHERING</b>	96
5.4.1	<b>Process</b>	96
5.4.2	<b>Methods to ensure reliability and validity</b>	97
5.5	<b>DATA PROCESSING</b>	99
5.5.1	<b>Identification of extraneous variables</b>	99
5.5.2	<b>Main methodology</b>	101
5.5.3	<b>Multiple dependent variables</b>	101
5.5.4	<b>The multivariate test</b>	101
5.5.5	<b>Pairwise comparisons</b>	101
5.5.6	<b>The Chi –Square Statistic</b>	102
5.6	<b>STATISTICAL POWER</b>	102
5.7	<b>HYPOTHESIS</b>	105
5.8	<b>CHAPTER SUMMARY</b>	105

## **CHAPTER 6 : RESULTS**

6.1	<b>INTRODUCTION</b>	106
6.2	<b>DESCRIPTIVE STATISTICS OF THE INDEPENDENT VARIABLE (PERSONALITY)</b>	107

6.3	<b>DESCRIPTIVE STATISTICS OF THE DEPENDENT VARIABLE (COGNITION)</b>	118
6.4	<b>PAIRWISE COMPARISONS</b>	123
6.4.1	<b>One symbol groups and Introversion/Extraversion</b>	123
6.4.2	<b>One symbol groups and Intuition/Sensing</b>	127
6.4.3	<b>One symbol groups and Thinking/Feeling</b>	130
6.4.4	<b>One symbol groups and Judging/Perceiving</b>	131
6.4.5	<b>Two symbol groups on CPP factors</b>	134
6.4.6	<b>Three symbol groups on CPP factors</b>	136
6.4.7	<b>Four symbol groups on CPP factors</b>	137
6.4.8	<b>Summary of findings</b>	140
6.5	<b>CHI-SQUARE TESTS (MBTI GROUPS AND COGNITIVE STYLE)</b>	143
6.5.1	<b>Summary of findings</b>	156
6.6	<b>CHAPTER SUMMARY</b>	163
<b>CHAPTER 7 : CONCLUSIONS, LIMITATIONS AND RECOMMENDATIONS</b>		
7.1	<b>INTRODUCTION</b>	164
7.2	<b>CONCLUSIONS RELATING TO DEFINED AIMS</b>	164
7.2.1	<b>Conclusions relating to primary theoretical aims</b>	164
7.2.1.1	<i>Conceptualising Cognition</i>	164
7.2.1.2	<i>Conceptualising Personality</i>	165

7.2.1.3	<i>The relationship between cognition and personality</i>	166
7.2.2	<b>Conclusions relating to empirical aims</b>	167
7.2.2.1	<i>The relationship between cognitive style and personality</i>	167
7.2.2.2	<i>The relationship between cognitive processes and personality</i>	169
7.2.2.3	<i>The relationship between work-related processing aspects and personality</i>	171
7.2.2.4	<i>MBTI generalisations</i>	171
7.2.4	<b>Conclusions relating to the hypothesis</b>	172
7.3	<b>LIMITATIONS</b>	172
7.4	<b>RECOMMENDATIONS</b>	175
7.5	<b>CHAPTER SUMMARY</b>	176
	<b>REFERENCE LIST</b>	177

## LIST OF FIGURES

Figure 5.1	Age distribution	92
Figure 5.2	Ethnic Distribution	93
Figure 5.3	Educational Levels	94

## LIST OF TABLES

Table 2.1	Concepts associated with Cognitive Psychology	27
Table 4.1	Styles in the cognition centered paradigm	76
Table 5.1	Age distribution	91
Table 5.2	Ethnic distribution	92
Table 5.3	Gender demographics	93
Table 5.4	Educational levels	94
Table 5.5	Language by ethnic group	95
Table 5.6	Culture groups	95
Table 6.1	One symbol MBTI preference	107
Table 6.2	One symbol MBTI preference per gender	108
Table 6.3	Descriptive statistics : Introversion/Extraversion	110
Table 6.4	Descriptive statistics: Intuition/Sensing	111
Table 6.5	Descriptive statistics: Thinking/Feeling	112
Table 6.6	Descriptive statistics: Judging/Perceiving	113
Table 6.7	Descriptive statistics: Two symbol MBTI preference	114
Table 6.8	Descriptive statistics: Three symbol MBTI preference	114
Table 6.9	Descriptive statistics: Three symbol MBTI preference (small groups eliminated)	115
Table 6.10	Descriptive statistics: Four symbol MBTI preference	115
Table 6.11	Descriptive statistics: Four symbol MBTI preference (large groups)	116

Table 6.12	MBTI Profiles in a call centre environment	117
Table 6.13	Descriptive statistics : CPP Processing dimensions	118
Table 6.14	Descriptive statistics : CPP Current and potential	120
Table 6.15	Descriptive statistics : CPP Styles	121
Table 6.16	Descriptive statistics : Introversion/Extraversion and Style	143
Table 6.17	Chi-Square : Introversion/Extraversion and Style	144
Table 6.18	Descriptive statistics : Intuition/Sensing and Style	145
Table 6.19	Chi-Square : Intuition/Sensing and Style	146
Table 6.20	Descriptive statistics : Thinking/Feeling and Style	147
Table 6.21	Chi-Square : Thinking/Feeling and Style	148
Table 6.22	Descriptive statistics : Judging/Perceiving and Style	149
Table 6.23	Chi-Square : Judging/Perceiving and Style	150
Table 6.24	Descriptive statistics : Two symbol groups and Style	150
Table 6.25	Chi-Square : Two symbol groups and Style	152
Table 6.26	Descriptive statistics : Three symbol groups and Style	153
Table 6.27	Chi-Square : Three symbol groups and Style	154
Table 6.28	Descriptive statistics : Four symbol groups and Style	155
Table 6.29	Chi-Square : Four symbol groups and Style	156



## LIST OF APPENDICES

Appendix A	The sixteen personality types	191
Appendix B	The effects of biographical variables on the MBTI factors	194
Appendix C	The effects of biographical variables on the CPP factors	196
Appendix D	One symbol groups and Introversion/Extraversion	198
Appendix E	One symbol groups and Intuition/Sensing	200
Appendix F	One symbol groups and Thinking/Feeling	202
Appendix G	One symbol groups and Judging/Perceiving	204
Appendix H	Two symbol groups on CPP factors	206
Appendix I	Three symbol groups on CPP factors	217
Appendix J	Four symbol groups on CPP factors	222