

The Relationship of Personality to Gender and Age

Gender

Gender Differences in MBTI® Step 1 instrument Type

Table 12 below shows, for men and women, the number of people of each type dichotomy and the number, which would be expected by chance. For example, there are 274 male Extraverts in the group, rather less than the 294 which would be expected by chance given the total number of men and women in the sample and the total number of Extraverts and Introverts. A chi-squared test was carried out on these results; the results of this analysis are shown in the bottom row of the table.

Table 12: Gender Differences in MBTI Type Dichotomies

Gender		E	I	S	N	T	F	J	P
Male	No. of people	274	215	237	252	400	89	307	182
	No. expected	294	195	236	253	371	118	313	176
Female	No. of people	141	60	95	106	124	77	135	66
	No. expected	121	80	97	104	152	49	129	72
Significance ¹		**		NS		***		NS	

The results show that:

- There is a highly significant interaction between gender and Thinking – Feeling, with men significantly more likely to be Thinking types than women. 82% of men have a preference for Thinking, compared with 62% of women. Note that the group as a whole has a tendency towards Thinking.
- There is a significant interaction between gender and Extraversion – Introversion, with women significantly more likely to be Extraverts than men. 70% of women have a preference for Extraversion, compared with 56% of men.
- Sensing – Intuition and Judging – Perceiving show no significant interaction with gender.

Gender Differences on the 16PF® questionnaire

Table 13 overleaf shows the mean score for males and females on each of the 16PF scales, the difference between the means, the difference in Stens and the statistical significance of this difference (based on an independent-samples T-test).

¹ Based on a chi-square test

Table 13: 16PF Differences between Men and Women

Factor	Male Mean	Female Mean	Mean Diff²	Sten Diff³	Sig⁴
A (Warmth)	13.55	16.10	-2.55	-1.02	***
B (Reasoning)	13.00	12.08	0.92	0.73	***
C (Emotional stability)	15.58	14.31	1.27	0.52	***
E (Dominance)	15.35	14.95	0.39	0.10	NS
F (Liveliness)	12.10	13.40	-1.30	-0.61	**
G (Rule-consciousness)	11.21	10.41	0.81	0.31	*
H (Social boldness)	11.51	12.69	-1.18	-0.24	*
I (Sensitivity)	10.02	15.89	-5.87	-1.79	***
L (Vigilance)	9.32	8.70	0.62	0.27	NS
M (Abstractness)	6.75	6.49	0.26	0.10	NS
N (Privateness)	10.52	8.95	1.57	0.48	**
O (Apprehension)	9.52	12.47	-2.95	-1.00	***
Q1 (Openness to change)	19.39	20.21	-0.82	-0.33	NS
Q2 (Self-reliance)	7.46	6.40	1.06	0.35	*
Q3 (Perfectionism)	10.25	10.63	-0.38	-0.07	NS
Q4 (Tension)	11.04	11.55	-0.51	-0.26	NS
IM (Impression Management)	10.87	10.96	-0.09	-0.05	NS
Global Extraversion	6.14	6.87	-0.73	-0.73	***
Global Anxiety	4.19	4.84	-0.65	-0.65	***
Global Tough-mindedness	5.56	4.37	1.18	1.18	***
Global Independence	6.25	6.24	0.01	0.01	NS
Global Self-control	6.24	4.97	0.21	0.21	NS

Looking at scales with a difference of at least one sten, men tend to be higher on Global Tough-mindedness.

Women tend to be more:

- Sensitive (I)
- Warm (A)
- Apprehensive (O)

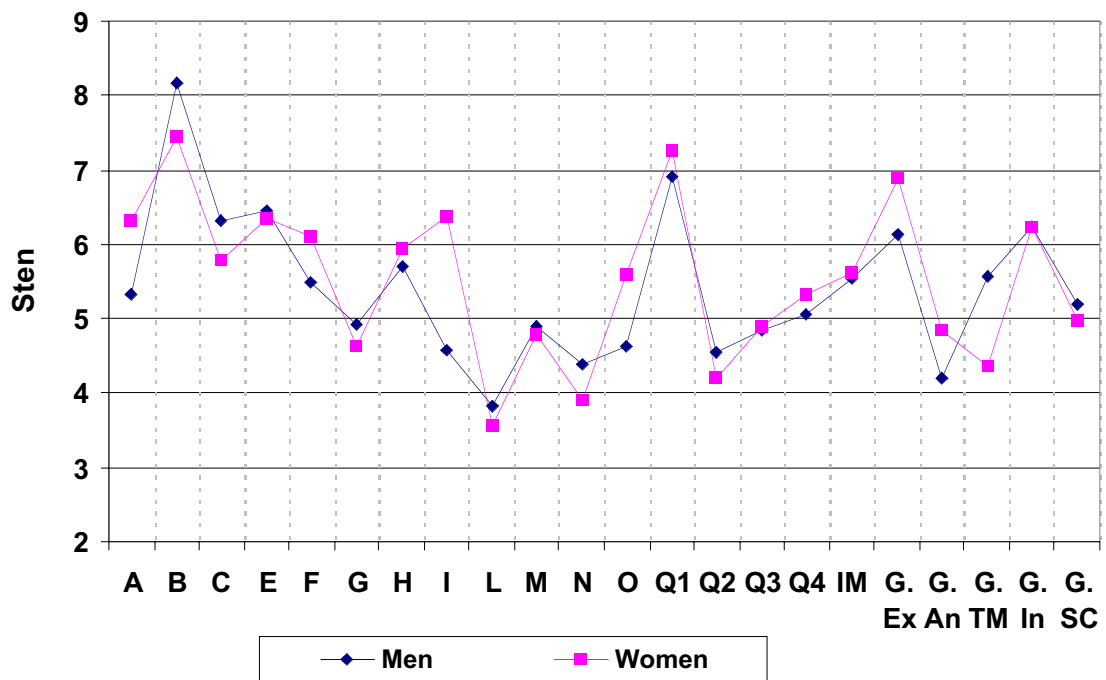
These differences are illustrated graphically in figure 9 overleaf. Note that the differences between men and women within this group are in general smaller than the differences between this group and the general population.

² Raw score difference between men and women. Negative values indicate a higher score for women

³ Sten difference between men and women.

⁴ Based on an independent-samples T-test. *** - sig at 0.1% level; ** sig at 1% level; * sig at 5% level.

Figure 9: Mean Sten Scores of Men and Women on the 16PF scales



Age

Age differences on the MBTI

Table 14 below shows the differences in average age between E and I, S and N, T and F and J and P.

Table 14: Age differences on the MBTI

	Age			
	Mean	Mean Diff ⁵	SD Diff ⁶	Sig ⁷
Extraversion	42.46	-1.77	0.23	**
Introversion	44.23			
Sensing	43.66	0.96	0.12	NS
Intuition	42.70			
Thinking	43.47	1.09	0.14	NS
Feeling	42.38			
Judging	43.57	1.06	0.14	NS
Perceiving	42.52			

Only Extraversion – Introversion shows any significant relationship with age, with Introverts on average slightly older. This difference is however small in absolute terms, at less than 2 years.

⁵ Raw score difference between poles of the type dichotomy.

⁶ Difference between poles of the type dichotomy as a proportion of the SD of age. (i.e. as a Z-score)

⁷ Based on an independent-samples T-test. *** - sig at 0.1% level; ** sig at 1% level; * sig at 5% level.

Age Differences on the 16PF

Age in years was correlated with 16PF raw scores. The results showed that older people tended to be more:

- Self-reliant (Q2) ($r=0.18$, significant at the 0.1% level)

And younger people tended to be more:

- Lively (F) ($r=-0.17$, significant at the 0.1% level)
- Warm (A) ($r=-0.16$, significant at the 0.1% level)
- Globally Extravert ($r=0.16$, significant at the 0.1% level)
- Sensitive (I) ($r=-0.12$, significant at the 5% level)

Please note:

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