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Hautala, T. M (2005): Kehityskeskustelut – alaisten persoonallisuuden vaikutus kokemuksiin keskusteluista. *Liiketaloudellinen Aikakauskirja* (Finnish Journal of Business Economics), Vol 3, pp. 397- 410.

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#### Abstract

*In this study the connection of subordinates' personality with development discussions is examined on the basis of their evaluations. Personality is studied on the basis of the Myers-Briggs Type Indicator (MBTI) and is focused on its definition of cognitive style. The responses of subordinates to superiors with the same cognitive style (ST, realistic-thinking) were compared. The results showed that the subordinates' responses regarding the progress of the development discussions varied depending on the personality of the subordinates. The evaluations of the NTs (intuitive-thinking) differed most from the rest of the cognitive style responses.*