

University of Vaasa
Department of Management and Organization



LEADEC TEAM

MBTI SERIES 5

MARIA HONKONEN & VESA ROUTAMAA:

Psychological types and organizational change. 1996.

Published in: Proceedings of the 4th International Type User's Conference:
Diversity, Change & Development, September 9-11, Sandton, South Africa, 1996.

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Abstract

The purpose of this paper was to analyze how different types meet change and use various ways to cope with change. The sample consisted of 73 bank officials of a local bank faced with considerable changes. Many positive and negative associations between preferences, pairs, temperaments or types and the meeting change were found. The phenomenon of change was considered in terms of self-knowledge, attitude to change, and the methods of dealing with change.