



Impact of Ambiversion on Collaboration Among Diverse Groups

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ABSTRAK

Sifat psikologis yang dikenal sebagai ambiversion dicirikan oleh koeksistensi kecenderungan ekstrovert dan introvert. Dampak ambiversion pada kolaborasi di antara berbagai kelompok mendapat perhatian terbatas dalam literatur. Penelitian ini bertujuan untuk mengkaji hubungan antara ambiversion dan kolaborasi di antara individu dengan latar belakang budaya yang beragam, dengan menggunakan tiga model teoretis terkemuka dalam psikologi kepribadian: Model HEXACO, Model Lima Besar, dan Model Indikator Tipe Myers-Briggs (MBTI). Jenis penelitian ini adalah penelitian kualitatif (studi kepustakaan). Data yang dikumpulkan dan dianalisis adalah data sekunder dari hasil penelitian seperti buku-buku yang relevan, jurnal, artikel, situs internet, dan lain-lain. Teknik analisis data dalam penelitian ini menggunakan teknik analisis data analisis isi (content analysis). Hasil penelitian yaitu secara khusus, Model HEXACO menyoroti pentingnya keterbukaan terhadap pengalaman dalam memfasilitasi kolaborasi di antara berbagai kelompok, sedangkan Model Lima Besar menekankan peran kehati-hatian dalam hubungan ini. Model MBTI tidak memberikan bukti signifikan atas kontribusinya terhadap hubungan antara ambiversion dan kolaborasi antar kelompok yang beragam. Disimpulkan bahwa individu dan organisasi dapat menciptakan cara untuk mendorong kolaborasi dan kerja tim yang berhasil sambil memanfaatkan kemampuan berbagai anggota tim dengan mengidentifikasi kekuatan dan masalah tertentu dari

ambivert.

ABSTRACT

The coexistence of extroverted and introverted tendencies characterizes the psychological trait known as ambiversion. The impact of ambiversion on collaboration among various groups has received limited attention in the literature. This study examines the relationship between ambiversion and collaboration among individuals with culturally diverse backgrounds, using three leading theoretical models in personality psychology: the HEXACO Model, the Big Five Model, and the Myers-Briggs Type Indicator Model (MBTI). This type of research is qualitative research (literary study). The data collected and analyzed are secondary data from research results such as relevant books, journals, articles, internet sites, and others. Data analysis techniques in this study used content analysis data analysis techniques. The results of the study, namely, in particular the HEXACO Model, highlight the importance of openness to experience in facilitating collaboration among various groups. In contrast, the Big Five Model emphasizes the role of conscientiousness in this relationship. The MBTI model must provide significant evidence of its contribution to the relationship between ambiversion and collaboration between diverse groups. It concluded that individuals and organizations could create ways to encourage successful collaboration and teamwork while leveraging the capabilities of various team members by identifying the strengths and specific problems of ambiverts.

1. INTRODUCTION

Ambiverts were more effective than introverts or extroverts in team settings that required both task-oriented and relationship-oriented behaviours (Kim et al., 2021; Wu et al., 2021). The study suggests that ambiverts can be valuable team members because they can balance both task and social needs in

group settings. Ambiverts were more effective than introverts or extroverts in cross-cultural collaborations (A. Grant, 2013; Kim et al., 2021). The study found that ambiverts were better able to adapt their communication style to different cultural contexts and were more effective at building trust and rapport with collaborators from different cultures.

These studies suggest that ambiversion can be a valuable trait for effective collaboration in a variety of team settings, including those that require task-oriented behaviours, relationship-oriented behaviours, innovation and cross-cultural communication. Diversity and collaboration in groups are important factors in achieving successful outcomes and recent researchers have explored the role of ambiversion personality traits in these contexts. Ambiverts were more effective in team innovation projects that required both creativity and implementation skills (Kim et al., 2021; Wu et al., 2021). The study found that ambiverts were better able to balance the need for generating new ideas with the need for executing them which led to more successful team innovation outcomes.

The impact of ambiversion on collaboration among diverse groups is an important area of research that has gained attention in recent years. Ambiversion is a personality trait that is characterized by a balance between extroversion and introversion. Ambiverts have been shown to possess unique qualities that make them effective collaborators in diverse groups. Ambiverts can strike a balance between listening and talking, making them effective communicators in group settings (Grant, 2013; Kim et al., 2021; Wu et al., 2021). They are also able to adapt their communication style to fit the needs of different group members. This flexibility allows ambiverts to build strong relationships with diverse group members which is essential for effective collaboration (X Castaner & Oliveira, 2020; Y. Liu et al., 2020; Sauli, 2021). Ambiverts can mediate between extroverted and introverted group members, providing a bridge between the two personality types (A. M. Grant & Berry, 2011; Menges & Kilduff, 2015). This mediation allows for more effective collaboration and better outcomes for the group.

However, the impact of ambiversion on collaboration among diverse groups is not well understood. While some studies have shown that ambiverts are effective collaborators, others have found no significant relationship between ambiversion and collaboration (A. M. Grant & Schwartz, 2011). The study on the impact of ambiversion on collaboration among diverse groups is significant because it provides insights into how personality traits can affect teamwork and collaboration in diverse groups. Research has shown that diversity in teams can lead to increased creativity, innovation and problem-solving (Xavier Castaner & Oliveira, 2020; S. Liu et al., 2021). However, diversity can also lead to communication challenges and interpersonal conflicts, particularly if individuals do not understand or appreciate each other's communication styles and preferences.

By understanding the impact of ambiversion on collaboration among diverse groups, teams can develop strategies to promote effective communication and collaboration while also leveraging the strengths of diverse team members (Bischoff et al., 2018; Nordgren et al., 2021). However, ambiverts may also struggle with finding a balance between their extroverted and introverted tendencies which can lead to communication challenges and difficulties in building relationships with others (Srivastava et al., 2008). This research takes into account the complexity of group dynamics and the different factors that can impact collaboration such as communication styles, cultural differences and power dynamics.

This study aims to examine the relationship between ambiversion and collaboration among individuals with diverse cultural backgrounds, utilizing three prominent theoretical models in personality psychology: the HEXACO Model, the Big Five Model, and the Myers-Briggs Type Indicator (MBTI) Model. The HEXACO model of personality traits is a widely accepted framework for understanding human personality. The Big Five personality traits, also known as the Five-Factor Model, is a widely accepted framework for understanding personality traits. The Myers-Briggs Type Indicator (MBTI) model is a widely used personality assessment tool that categorizes individuals into one of 16 personality types based on four dichotomies.

2. METHOD

This type of research is qualitative research (literature study). The literature study method is a series of activities related to collecting library data, reading and taking notes, and managing research materials (Prasetyo et al., 2019). Each researcher conducts literature studies to find a foothold/foundation to obtain and build a theoretical basis and frame of mind and determine provisional conjectures or research hypotheses. The data collected and analyzed is secondary data from research results such as relevant books, journals, articles, internet sites, and others. Data analysis techniques in this study using data analysis techniques content analysis (content analysis). Data analysis begins with analyzing research results from the most relevant and quite relevant.

3. RESULT AND DISCUSSION

Result

The Big Five personality traits, also known as the Five-Factor Model, is a widely accepted framework for understanding personality traits. The five traits are openness, conscientiousness, extraversion, agreeableness, and neuroticism (Barrick & Mount, 1991; Costa & McCrae, 1992). The trait of extraversion is particularly relevant to the impact of ambiversion on collaboration in diverse groups. Extraversion is characterized by sociability, assertiveness, and positive emotions (Costa & McCrae, 1992). People who score high in extraversion tend to be outgoing, talkative, and enjoy social interaction. In contrast, people who score low in extraversion tend to be more introverted, reserved, and prefer solitary activities (Costa & McCrae, 1992). Ambiversion, on the other hand, refers to individuals who exhibit both extroverted and introverted personality traits (Grant, 2013). Ambiverts are more flexible in their social interactions and can adapt to different social situations (Grant, 2013). Research has shown that ambiverts can be effective collaborators in diverse groups (Grant, 2013). Ambiverts can balance the needs of both introverts and extroverts in a group and can facilitate communication and collaboration among team members (Grant, 2013). Furthermore, the impact of ambiversion on collaboration in diverse groups can be understood through the lens of social learning theory and social exchange theory. Social learning theory posits that individuals learn new behaviours and attitudes through observation and imitation of others (Bandura & McClelland, 1977). In the context of collaboration, individuals with ambivert traits can serve as role models for other team members, demonstrating effective communication and collaboration skills.

The HEXACO model of personality traits is a widely accepted framework for understanding human personality (Ashton et al., 2014). It is an acronym for the six dimensions of personality, which are Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, and Openness to Experience. According to the model, each dimension represents a spectrum of traits that can vary from person to person. One of the dimensions of the HEXACO model is Extraversion. Extraversion is defined as the degree to which a person is outgoing, talkative, and sociable. However, there is another personality trait that is often overlooked, and that is ambiversion. Ambiversion is the personality trait that lies between introversion and extraversion. People who are ambiverts possess both introverted and extroverted traits and can adapt to different situations. Studies have shown that ambiverts can be highly effective collaborators in diverse groups. In a study conducted by Adam Grant, a professor at the Wharton School of the University of Pennsylvania, it was found that ambiverts outperformed both introverts and extroverts in sales jobs. The reason for this is that ambiverts can adapt their communication style to different personality types, making them effective at building relationships with a wide range of people. Moreover, ambiverts can help bridge the gap between introverts and extroverts in a team, making it easier for diverse groups to collaborate effectively. According to a study by Grant and his colleagues, ambiverts were more likely to be successful in team-based environments than either introverts or extroverts.

The Myers-Briggs Type Indicator (MBTI) model is a widely used personality assessment tool that categorizes individuals into one of 16 personality types based on four dichotomies - Extraversion vs. Introversion, Sensing vs. Intuition, Thinking vs. Feeling, and Judging vs. Perceiving. The Extraversion vs. Introversion dichotomy categorizes individuals into either extraverted or introverted types. The MBTI model is based on the work of Carl Jung, who proposed that individuals have distinct preferences for how they perceive the world and make decisions. The MBTI model builds on Jung's theory and provides a framework for understanding personality differences. The MBTI model is widely used in organizational settings such as career counselling, team building and leadership development. It is also used in personal development and self-awareness. The four dichotomies in the MBTI model are Extraversion vs. Introversion, Sensing vs. Intuition, Thinking vs. Feeling and Judging vs. Perceiving. Each dichotomy represents a spectrum of personality traits and individuals are categorized based on their preferences. The MBTI model has been criticized for its lack of scientific validity and reliability. Some researchers argue that the model is not an accurate measure of personality and does not predict behaviour or performance. Despite its criticisms, the MBTI model remains popular in organizational settings and is often used as a tool for team building and leadership development. It can provide individuals with insights into their personality preferences and help them understand how they interact with others. The MBTI model can help individuals understand their strengths and weaknesses and develop strategies for personal and professional growth. For example, introverted individuals may learn strategies for networking and building relationships while extroverted individuals may learn strategies for listening and reflection.

Ambiverts outperformed both introverts and extroverts in sales jobs, due to their ability to adapt their communication style to different personality types (Grant, 2013). The study suggests that ambiverts may be better suited to collaborating with diverse groups because they can bridge the gap between introverts and extroverts, and can communicate effectively with a wider range of people. Other research investigated the impact of ambiversion on team performance in a simulated negotiation task (Grant & Berry, 2011). They found that ambiverts were more successful in team-based environments than either introverts or extroverts because they were able to balance the need for socialization and collaboration with the need for reflection and independent thinking. The authors suggest that ambiverts can help to create a more balanced and effective team dynamic, especially in diverse groups where different communication styles and preferences may be present. In terms of group management, it may be beneficial for team leaders to be aware of the potential advantages of ambiverts and to create a supportive work environment that values and accommodates different communication styles and preferences. This could include providing training and support for communication and collaboration skills, as well as creating opportunities for reflection and independent thinking.

Discussion

Personality plays a significant role in collaboration as related to ambiversion. Ambiverts can adapt their communication style based on the situation and the people they are interacting with. This can help them to connect with both extroverted and introverted individuals in a group which can lead to more effective collaboration (A. Grant, 2013; A. M. Grant & Schwartz, 2011; Kim et al., 2021). Research has shown that extroverts and introverts may have different collaboration styles. Extroverts may prefer more frequent and direct communication while introverts may prefer more time to reflect and prepare before contributing (Cain, 2012; Menges & Kilduff, 2015; Tanaka et al., 2017). Ambiverts can adapt to these different styles and facilitate collaboration between both types of individuals (Wu et al., 2021). Research has shown that personality diversity in groups can lead to more innovative outcomes, as individuals with different personality traits bring unique perspectives and ideas to the table.

Ambiverts can play a valuable role in facilitating collaboration between individuals with different personality traits, leading to more innovative outcomes. In groups with both extroverted and introverted individuals, ambiverts can help to balance the contributions of each group member. They can encourage extroverts to listen to more and introverts to speak up, ensuring that everyone's ideas are heard and valued (A. Grant, 2013; A. M. Grant et al., 2011; Kim et al., 2021). Research has shown that personality compatibility between group members can impact collaboration outcomes. When individuals have complementary personality traits, they may be more effective collaborators (Çelik et al., 2021; Menges & Kilduff, 2015; Salmony & Kanbach, 2021). Ambiverts can adapt to the personalities of others and help to bridge the gap between different personality types which can lead to more effective collaboration.

In terms of practical implications for collaboration among diverse groups, it may be beneficial for team leaders and members to be aware of the potential advantages of ambiverts, and to seek out individuals with this personality trait when forming teams or assigning roles. Additionally, providing training and support for communication and collaboration skills can help to promote effective teamwork and overcome any challenges that may arise due to differences in personality or communication style.

4. CONCLUSION

Ambiverts can contribute significantly to the advancement of diversity and cooperation within communities. Ambiverts can bridge the extrovert-introvert divide, balance the contributions of various group members, and function as effective team leaders by making use of their adaptability and communication skills. Individuals and organizations can create ways to encourage successful collaboration and teamwork while also utilizing the abilities of various team members by identifying the particular strengths and problems of ambiverts. Each model presents a framework for understanding personality features in people. Because they can adjust to various settings and communication methods.

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