

Typology Characteristics and Behavior Patterns of Elites and How to attract them to Organizations

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Abstract: Human capitals are part of a country's wealth, and proper functioning of the society depends on the creativity of its elites and Human nature. Nowadays, managing the Elites and preventing their immigration has become one of the difficult issues faced by many organizations. In this research, a lot of effort has been put into finding out the typology of the behavior patterns of the elite using the Myers-Briggs typology tests. This means that the overall results have been achieved on the basis of questionnaires, Elite personality types were determined and then with a descriptive analysis of the different parts of the questionnaire, Personality factors respondents, study and were classified. Total was provided in tables 3 and 4. This research has been done using descriptive (analytical), and conceptual approach. A statistical sample in this research includes 40 people from Iranian elites (26 men and 14 women) which are mainly university students and graduates of prestigious state universities inside and outside of the country (Most of which are members of the National Elite Foundation of Iran), and other Elites (artistic, sports elite, literary and cultural). Considering that there is no specific organization for the membership of such Elites, we have considered Elites who have acquired higher ranks in the country and are the main members of professional groups and teams. In the end, in addition to specifying, predominant types of personality types of elites based on Myers-Briggs criteria that as a result, 30% of the elite respondents, on the basis of the test, Including the type of personality was ISTJ (Sensory Introverted), 25% ENTP (Intuitive Extroverted), 22.5% INTJ (Intuitive Introverted) and 15% ENFP (Intuitive Extroverted) - This dispersion is due to the review of the elite (academic, artistic, sports elite, literary and cultural)- and, while comparing it with the Occupational Theory of Paul and Barbara Tiger, the results obtained from localization based on Iranian culture in the form of elite capture on based Their job satisfaction in organizations also are presented.

Keywords: Typology, Elite, Character type, personality type, behavior pattern, job satisfaction, Attraction methods.

Introduction

Progress of a society depends on how its elites are attracted and retained, and in that society is economic, scientific, cultural, artistic, and sports developments, the elite's presence is a determining factor and Today, talent management and prevent their migration, is One of the issues facing organizations and Obviously, the most important thing is that needs to be researched and insightful, accurate and complete understanding and in a way, is a typology characteristics of elites.

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In this regard, the question arises that this research is to try to respond to them:

- Are elite, have a special and different behaviors with others?
- Are all ranks of the elite and their types, have the same personality type?
- How to understand the behavior of elites, their job satisfaction can be provided in organizations?

Considering aspects of elite psychology and personality, which is considered one of the most important factors in the success of organizations, knowledge of personality and individual differences can help us solve many of the difficulties. When we accept that people are different in their natural and acquired abilities, we will not be expecting similar behavior from everybody. We can examine individual differences in terms of speed of response, accuracy, style, method of judgment and other aspects of behavior (Sheykhzadeh, 2012).

One of the theories in this regard is presented by William James, the American philosopher. He believes that the tolerance of people should be expanded so that various groups and beliefs compete with each other and as a result, policies should be adopted in accordance with the interests of society. In this competition, unfounded thoughts will be defeated. According to James, in this situation, elites and geniuses emerge to transform the world of thought and action. Therefore, by absolute tolerance of ideas, any obstacles in the way of their emergence should be removed (Tieger, 2014). However, Wilfredo Pareto considers equilibrium and social stability to be the result of four factors. First, the lack of social homogeneity, due to which, inequalities among humans arise, and this results in the emergence of the elite group. Other factors include interests, instincts and derivatives (Shafieabadi, 2010).

Based on the theories of a Swedish psychoanalyst Carl Gustav Jung, which are based on the theories of Freud, there is a competition between Persona (which is the mask on our face) and private self is within us. Based on the theories of Jung, who presents 16 personality types, there is no doubt that certain types are suitable for certain businesses. The theory of psychological personality types helps explain the conflicts and clashes between people. In fact, in Jung's theory, before explaining anything he explains the four functions of thought, excitement, feelings, and lust in two extroverted and introverted dimensions. That is, he expresses eight personality types and some mixed types, such that he defines 16 types or forms (AflakSeyr, 1994).

The most obvious accepted thinking in social sciences is the class form of societies. This idea that a community, is made of different social forces and classes, is a theory that has been mentioned by ancient philosophers. In the writings of thinkers, from ancient Greece to modern times, the same theme has been expressed using different words and phrases, such as "representatives of the creator on earth", "superior social group", "scholars' government", "distinguished individuals", "the knowledgeable and the competent" and so on, which is now known by "Elites" (Sheykhzadeh, 2012). From the viewpoint of Alvin Toffler, the outstanding author of the book *The Third Wave*, in the transition from the first wave to the second wave and then to the third wave of civilization, the elite's flexibility and intelligence are very effective. Although he stipulates that no matter how enlightened the elites are, they are still not able to create a new civilization by themselves and for this purpose, all of the people's manpower is needed. Nowadays, many scholars and social experts admit that for the development of underdeveloped countries, only the developed and educated humans that can mobilize the locomotive of balanced development of a country; and, other financial assets and the government alone cannot turn on the engine of development. Specialized manpower has claimed the attention of so many theorists that they believe it is the main wealth of a society and it shows their ability in solving financial and social problems and the pace and ability of

developmental of a society. Even if we only consider the human factor in the development process, we can dare to claim that today; most developed countries have had true potentials in terms of human resources for their development (Shafieabadi, 2010). From the inscriptions which have been carved on the rocks, walls, and surrounding mountains of Takhte Jamshid, it is clear that the Achaemenid people were beautiful and well built, and had masculine faces. Even though Greek historians were enemies of the Iranians, they have praised the prominent traits of Iranians such as honesty and integrity. Iranians hated falsehoods, and all Iranians had decent qualities such as truth, honesty, politeness, fairness, and hospitality. In the memorial inscriptions of Darius the Great in Bisotun near Kermanshah, which were carved with three ancient Iranian languages, Parsi, Ilami and Baboli, many historical facts about the Achaemenid kings, which have remained unknown until now, were revealed. The Great Darius has written these inscriptions starting everywhere with the name of Ahoorah Mazd. He invites the people of his country to support honesty, integrity, and obedience from Ahoorah's advice and he also says. "Whatever I have done has been with Ahoorah's grace? I was a fan of honesty and have never lied." Every Iranian wishes to give a large number of children that are beneficial, healthy, and are serving the society. From age 5, children were entrusted to their instructors to be taught. The biggest wish of for their children was that they could be brave and self-sacrificing soldiers for their country. For this purpose, they brought up their children in the hardest conditions. Each person had to stand up when his or her mother entered and not to sit down without her permission. The father was very strict on their children to be organized. When kings sat at the dining table, they sat in a lower position than their mothers did. Respect to the mother and father, especially being respectful to mother was considered one of the traits of the people of Iran. Good and admirable traditions were done in ancient Iran with a great order and organization and they very much disliked impoliteness and misbehavior. A lot of effort was put into teaching and training young adults in Ancient Iran and in addition to carrying out their duties in the military service, each of them studied law and management. Goznon writes: "Young Iranian adults finished their general studies at the age of 16 or 17, and the young were made to carry out hard work so that they are not afraid of difficulties in their life." (Abadani, 1969).

Investigating of the formation of the thinking personality of elites and its growth in society, and in the end, investigating the path of their function in producing thoughts, creating change in society and organizing practical events helps understand a big event and development, and it is clear that when we talk about Iranian elites, we must recognize previous historical culture and their nature, although nowadays it is possible that we have some distance from that culture and civilization. In the investigation of negative Iranian behavior as stated by foreign tourists the most complaints about the behavior of Iranians is mentioned in Arminos Wamer's tour book. He thinks of Iranians as timid, dishonest, money-loving, liars, bigoted, naïve, dirty, and intolerable, stupid, People who exaggerate, aggressive, and plump, disorganized, aggressive talkative, flattering, hypocritical, and superstitious. However in comparing Iranians with the Osmani Turks and the mid Asians, he also mentions the Iranian's better qualities, and in a few cases, he shows their superiority with respect to the Europeans but in general, he has a critical view about the Iranian society.) Although these qualities are contradictory, and have been attributed to different dimensions of the society (Javadi Yeganeh, 2010).

Various empirical, comparative and library studies have been carried out by Iranians and non-Iranians about the characteristics of the Iranian culture (such as Hofstede's study in the 1970s, Lane and Martin study about national character of 37 countries, including Iran (1994), the Study of Mac Kolehland in the 1920s and 1950s, the study of Batson and his colleagues in the name of "inner purity, study of the inter-relationship between different personalities of Iranians", "Empirical investigation of the personality order in Iran" by Dr. Chalabi based on the Parsons

AGIL model “values and Attitudes Survey” by the Ministry of Culture and Islamic Guidance, etc.). Based on a conclusion of these studies, we can consider the profile of Iranian culture based on the following list:

- Low tendency to rationality and principals
- Distrust and pessimism with respect to others
- Collectivism(as opposed to individualism)
- Specificity (as opposed to generalism)
- Modernity (attention to the appearance of the modern world)
- Inattention to time
- Acceptance of ambiguity (accepting doubt in life)
- fatalism
- Piety
- Motivation for success

Anyways, each individual is a unique and single phenomenon, and personality theorists try to understand the complex relationships between different aspects of a person's behavior. By studying the personality of people, the characteristics that distinguish one person from the other is clarified (Shamloo, 2011). Eric forum says: personality is the combination of inherited and acquired qualities which make each person unique (Parvin, 2013).

When psychologists are talking about personality, they mean a dynamic concept that expresses a person's growth and development of the entire psychological system rather than single parts. The definition that Gordan Albert presented for personality about 50 years ago, is still a very famous saying of personality, personality, is the dynamic personality inside the person and, which is made of the mental and physical systems, and is the only factor that indicates the individual's compatibility with its environment. Personality theorists consider a person as whole and try to deal with the complex relationships between various human actions and examine the complex relationships between humans (Siyasi, 2011).

One of the most important issues in personality psychology, is focusing on unique individual differences and unique characteristics that cause growth is our growth. Usually determining factors are divided into two groups hereditary and environmental (Shamloo, 2011).

- Hereditary factors, play a major role in determining character's personality and its effects, especially about certain characteristics of each individual. Recent research has shown the importance of genetic factors in qualities like intelligence and temperament is more than the ideals and beliefs and in general the genes play an important role in making things which are common and different.
- The environment and its effects would be similar with people to each other, just like people's experiences that makes them unique from each other. In this regard, culture is significantly important. Every culture has beliefs, rituals and patterns of behavior that is acquired established and approved. The majority groups of a culture, have the same characteristics. Culture is effective on all aspects of our lives, meaning the way that we speak about our needs and ways to meet them. Our experience from different emotions and how to express their emotions, our relationships with others and ourselves, sadness and happiness, how to cope with death and life and to see ourselves with health and disease.

Form Freud's perspective, instincts, are the main elements of personality, are energies which provoke behaviors and determines their direction. Jung believed that in addition to the

personality, shaped by the past is also formed in the future and puts more emphasis on the unconsciousness. Jung's conception of the human nature was more optimistic than Freud's and less fatalistic and said that part of it is the inner personality and the other part is partly learned. Adler's conception of human nature is more hopeful than Freud's conception. He thinks that people are splendid and free of will on their own human nature growth (Hall, 1996).

The idea that people can be divided into types or different kinds of groups, or at least divided factions of the "Hippocrates" (about 400 BC), that "Galen" (circa 150 AD) later in his belief that foliage it will return. In the old days, it was believed that people could be divided into four groups: Biliary (Irritable), Irascible (depression), Sanguine (optimist), and phlegmatic (calm) divided. The assumption was that "the type of personality, is a reflection of the dominance of four sputums in the body the liquids in the body that were imagined had fundamental aspects. The concept of type find meaning, with a significant number of different traits and by comparing the concept of traits. The concept of quality, implies to be more organized and common. When one has a specific amount of quality he is placed in a particular type. Like people who are categorized and introverted and extrovertedly or people classification based on who they tend (Beyranvand, 2000).

Jung claims that the conscious mind can understand reality in four ways, sensation, intuition, thought and emotion. In Jung's theory these four functions are of opposite polarity. First, the two functions which are illogical, sensation and intuition and compared to logical functions such as feeling and thought. Jung's theory implicitly implies that eight types of functions is are possible. The eight functions in addition to the four mentioned above includes four superior and quantitative qualities as well. Jung believed that our attitudes were naturally determined when we were born. Based on his theory, introverts are often withdrawn from the external environment. They conserve energy by avoiding attaching themselves and loving the outer environment itself and close interest in the outside world and is possible that they are defensive when they contact the world and the things and people and as a result are defensive. In general, the introverted type are, reserved and shy people. The opposite of this group are extroverts that see everything in the outside world interesting (Jung, 1998).

Extroverted feeling type: This type has the tendency to experience deep physical and physical and material objects and physical activity, and tends consciousness outward and towards those objects and activities that are expected to give the most powerful sensory experience. He has a realistic perspective that moves towards real experience and are enjoyable. The nature of these types are unrestrained attracted to beauties, Ideal and hesitant and haven't got anything but sensory pleasure and if they do not believe in psychological and internal processes and might unreasonably suspicious and jealous.

Introverted feeling type: this type has been mentally passed. Sensory perception from an object is originated and multiple layers of subjective perception have caused so much in a way that the first perception can't be imagined. The most positive form of sensory introverted personality is seen in artistic personality traits. Delusional psychosis and alienation are real. The person is then predominated by a world of imagination, and the person lives a life of delusions and myths and feels vague and imaginary treats which worries them about the possibility of disasters, that will appear.

The extraverted intuitive type: this type tries to predict all the hidden possibilities inherent in a real situation to be objective. People of this type, see ordinary events as a set of hints which can probably be identified by powerful processes and secret keys of the underlying processes and the possibilities they realized potential. It may be mysterious and non-material interest in their personal dreams and no explanation and is thus satisfied by ignoring it and as a result no one understands him. Artistic perceptions of this type are usually quite at the level of intuition. The

delusional and metaphorical and mystic people and half-witted people of this type and is drown in his own perspective and nervous people of his type are defeated intuitive and are obsessed. Extroverted thinking type: extroverted thinker of the senses or opinions of objective evidence (mass) is inspired by the tradition or acquired knowledge. Its aim is to derive the relationship between the concepts of concrete experience and linking ideas in a logical and rational way. In addition, conclusions or practical consequence tends always toward the objective product. Thinking is not the intellectual. Any action based on intelligent analysis of objective data is based. According to a general formula, intellectual or spiritual religion of truth or justice worldly living and waiting for others to act. The type, function of emotions (emotional attachment, friendships piety) and repression and personal issues such as health or welfare may also be neglect. At the extreme, these people can interact or neurological sarcastic, biased or unjust, or immoral desires suppressed them for a variety of issues (such as selfishness, the opposite sex, fraud or deception) occurs.

Introverted intuitive type: Introverted perception or instinct in this type tends to move towards spontaneity. This person tries to recognize internal phenomenon from general and psychological communications or with old imaginative patterns. Thereby understanding symbolic and mythical aspects are predicted according to Jung, introverted intuitive type can artistic, predictive, or half-witted the dreamer remains metaphorical and Sufis, or "mad" of this type is likely to drown in its vision and life becomes a symbolic case. People are nervous of this type in the form of repressed intuitive obsessed.

Extroverted thinking type: an extroverted thinker is inspired by sensory subjective evidence or real beliefs caused by tradition or acquired knowledge. Its aim is to derive the relationship between the concepts of concrete experience and linking ideas in a logical and way. In addition, conclusions always move towards objective products or practical consequences. Thinking is not done mentally. Any action based on intelligent analysis of objective data is planned. According to a general formula mental or spiritual traditions from reality or justice live and expect that others should also do them. These types, defeats emotional functions (emotional attachment, abstemious friendships) and is that carelessness in personal issues such as health or welfare may also be neglected. At the extreme, these people can interact or neurological sarcastic, biased or unjust. Or immortal desires suppressed them for a variety of issues (such as selfishness, the opposite sex, fraud or deception) occurs Introverted thinking type: This type is originally from ideas and is engaged with internal beliefs. Always thinking always moves towards the inside and subjective beliefs and personal beliefs, not the consequences. The purpose of this kind of thinking, is dealing with all the details and minor details and ideas is, as a result of introspective thinking can be complicated, heavy and even excessive and obsessive and through and due to the withdrawal of reality may face or absorb mysterious abstraction. And generally on matters of objectivity, are indifferent and powerless. It seems grim and ridiculous. People of this type are often drown in their thought and ideas. In extreme and nervous people of this type, hardness and acidic seen enough mental understanding of reality are united with his character that any criticizing thought as they considered a violation against their existence.

Extroverted feeling type: The function of this type is generally to adapt against real conditions in order to adapt and match peace with the outside world. Because of this type rely on external stimuli, rather than subjective opinions. May be careless, superficial or ostentatious as they come. People of this type, follow what is fashionable, feelings, and values are. That is, if thought and logic, not honor your heart Conclusion beliefs, ignored. Because thinking is this person feeling function. In extreme cases of this type, the emotion is too intense, emotional moment and may be completely different with changes in the conditions. The result may be hysterical, unstable, or might seem multi-personal, the feeling of being defeated might also be possible in

these people in a childish and obsessive manner. In a way, comparing the sayings and characteristics of an individual with people they love most.

Introverted feeling type: introverted feelings tries to access an internal focus that is away from any contact with foreign objects. He doesn't have any respect for objective reality. If emotions emerge from him, they are generally negative and indifferent and mainly focuses on internal processes and latent images and is in the form of extremists which are drawn in secrets and internal mysteries, or hidden in the face of a child. Such as person is often behind the scenes. Effort does not show from himself, and generally looks cold indifferent and neutral, although it is possible that his internal feels may be severe, deep and enthusiastic may be unique and self-conceited. Etc. These kinds of people are drawn to religious or poetic mental occupations. In extreme cases, this type can be aggressive and arrogant. Rejected and negative thinking among these people are seen from others. In a way that they think can read other people's mind and shows signs of keeping up with the joneses in a hidden way (Jung, 1998).

In the 1922, with the publication of Yeung's book of psychological types, Isabel Briggs and her daughter, Myers, who had a similar theory that had been published took action to merge these two perspectives and the result was the Personality Typology Tests of Myers-Briggs (AflakSeyr, 1994).

In describing types (MBTI) is presented by Myers, briefly mentions each of the 16 types below: (Tieger, 2014)

- **ISTJ:** quiet, serious, successful in tasks, Pragmatic, Official, looking for real known logical facts, logical, realistic, visible, and pays attention to things that have been organized.
- **ISFJ:** quiet, friendly relations, responsible, alert, accomplished, devoted, firm in any project, precise, hard-working, uninterested in technical tasks, great attention to detail.
- **ISTP:** calm, cautious, spectator, cool, observant and analysis of life with curiosity, interested in the causes and effects and original jokes at unexpected moments, using the principles of logic in organizing tangible realities.
- **ISFP:** stand-offish, calm, compassionate, humble about their capabilities, opposes avoiding telling his beliefs to others, and continues tasks until a result is formed in order to achieve what he wants. And uses the best and the most decent effort in his tasks. He is a slow analyzes slowly because, of his clear beliefs others respect him and follow him does not continue the leadership but is a follower of sacrifice.
- **INFJ:** has perseverance for success in his tasks, is noble and follows principals.
- **INTJ:** These individuals have great potentials in tasks which are desirable for them. To organize a job, he can only do it with the help of others. Skeptical, complaints, independent, determined and sometimes are strict.
- **INFP:** full of passion, intimacy and sacrifice, but when they don't know people very well, they rarely show these qualities. They are responsible for a lot of tasks and are committed to doing them and finding a way to end them successfully. They are loved by many people.
- **INTP:** calm, cautious, less talkative, enjoy scientific and theoretical topics and like to solve problems with logical analysis, like ideas very much, they are not interested in guests and don't talk much.
- **ESTP:** When solving problems they function well and don't worry. They enjoy any kinds of events which happen. They like mechanical equipment and sports they are patient and compatible.
- **ESFP:** aren't picky, are open and loving, like sports and recreational activities and enjoy occasional sudden situations. They are aware of what they are doing and deal with them enthusiastically.

- **ESIJ:** transformational, Realistic, engaged with concrete facts and tend to do commercial and industrial tasks are good managers, they like to organize and give directions in tasks.
- **ESPJ:** are warm-hearted and courageous, people-oriented and aware, are active members of any committee, work better in coordination and with the encouragement and rewards.
- **ENFP:** with enthusiastic, warm and intimate, and brave, uses initiative intellects and creative thinking to solve any problem quickly and is ready to help anyone who is tied up.
- **ENTP:** calm, has got initiative intellects, are good at work that requires cooperation, are ready and frank and are able to agree with problems under consideration.
- **ENFJ:** responsible, generally pay attention to other people's thoughts and needs, they can plan or lead a group discussion with ease and interest, they are community and people oriented.
- **ENTJ:** Brave, frank, decisive, leader in tasks, usually function well in tasks that require and involve logic and intelligence, they are positive and confident.

In 1992, after years of study and investigation on Jung's personality types and MBTI test with Paul and Barbra Tiger published the book The "Appropriate Job for You" after presenting behavioral characteristics of each of the 16 types, the typology criteria of Myres and Bridges, have practically entered the daily lives of society.

Table (1): Four characteristics and their names

No	Code Type	Dynamic name	The third function	Lower function
1	ISTJ	Sensory Introverted-Thoughtful Extroverted	Sensing	Intuitive Extroverted
2	ISFJ	Sensory Introverted-Feeling Extroverted	Thoughtful	Intuitive Extroverted
3	ESTP	Sensory Extroverted-Thoughtful Introverted	Feeling	Intuitive Introverted
4	ESFP	Sensory Extroverted-Feeling Introverted	Thoughtful	Intuitive Introverted
5	INTJ	Intuitive Introverted-Thoughtful Extroverted	Feeling	Sensory Extroverted
6	INFJ	Intuitive Introverted-Feeling Extroverted	Thoughtful	Sensory Extroverted
7	ENTP	Intuitive Extroverted-Thoughtful Introverted	Feeling	Sensory Introverted
8	ENFP	Intuitive Extroverted-Feeling Introverted	Thoughtful	Sensory Introverted
9	ISTP	Thoughtful Introverted-Sensory Extroverted	Intuitive	Feeling Extroverted
10	INTP	Thoughtful Introverted-Intuitive Extroverted	Sensory	Feeling Extroverted
11	ESTJ	Thoughtful Extroverted-Sensory Introverted	Intuitive	Feeling Introverted
12	ENTJ	Thoughtful Extroverted-Intuitive Introverted	Sensory	Feeling Introverted
13	ISFP	Feeling Introverted-Sensory Extroverted	Intuitive	Thoughtful Introverted
14	INFP	Feeling Introverted-Intuitive Extroverted	Sensory	Thoughtful Introverted
15	ESFJ	Feeling Extroverted-Sensory Introverted	Intuitive	Thoughtful Introverted
16	ENFJ	Feeling Extroverted-Intuitive Introverted	Sensory	Thoughtful Introverted

Research Method

The purpose of this research, was typology characteristics and behavior patterns of elites with the use of the Myers-Briggs personality type test that Descriptive (analysis) and was conducted by a conceptual approach.

A number of respondents (volume samples) have been categorized because of the abundant amount of questions in the questionnaire (87 questions), generally 40 elites and with the descriptions below and with the consideration of this topic is determined by elites and what criteria it might have. In this research, concerning the scientific elite it we have tried to use mainly university students graduated from state universities and universities abroad which are

members of the National Elite Foundation of Iran. But concerning the other elites: (artistic, physical, literary, and cultural), considering certain accessible references for joining this group of elites are in the country don't exist. We have tried to use elites which have higher ranks and the main members of these groups and teams until where it is feasible to scrutinize and give extra credits to this research.

Table (2): Classification and abundance of elite respondents

No	Category Elite	Abundance	
		men	women
1	Academic	10	8
2	Art	7	2
3	Athletic	5	1
4	Literary	2	3
5	Cultural	2	0
*	Total	26	14

One of the most common methods of character recognition is in the Myers-Briggs criteria this criteria uses the four dimensions of personality to identify the sixteen personality traits. These four dimensions of personality are based on extroversion rather than introversion (EI), sensation versus intuition (SN), Thinking vs. Feeling (TF) and judging versus perceiving (JP). EI after a person's orientation toward the inner world of thoughts (I) or outside (E) measures the after-intuitive sensory type shows the amount of information from the outside world from of the world of ideas gathered shows (N). The (T-F) gives the person superiority to the evaluation of information by using an analytical method (T) or shows this on the basis of values and beliefs (F) eventually the judgment-perception criteria shows perception against the outside world to complete the task (J) or looking for information (P).

In this study, the Form G is used in this questionnaire with 87 items, 42 items were in the predicate and two choice questions sentences and two choices and the other 45 items are in the form of two separate words. The first column of questions (questions 1 to 25), evaluates extroversion-introversion (I or E), the second column (questions 26 and 44), sensory-intuition (N or S), the third column (questions 45 and 68), intellectual-emotional (T or F) and the fourth column (questions 69 to 87), judgment-perception (P or j). Items from right to left have been marked so that participants would not realize their classifications and would not respond. In general the (MBTI) system is a system which marks in a special way and necessary examinations must select one of the two options. Any matter or question answered has a certain score. In order to resolve the problem of Bias for questions relating to the social desirability of different values on the scale is considered. The scores are based on the two groups that include four dichotomous marks and 4 continuous marks. By adding values regarding to the Preference, eight gathered scores that are mutually related to each other and each pair of scores, are grades which are selected more, eventually shows the individual types with the top 4 scores. This test is used for different purposes individual and organizational and is used for this research to measure the type and dimensions of the elite personality.

The questionnaire of the Myers-Briggs Personality typology has been proven in validity and in numerous studies. For Karolyn to calculate the values with the method of bisection achieved, the coefficients between 66 to 92 percent, achieved. In the research project Standardization (MBTI) on students of Mashhad University of Medical Sciences and the Faculty of Education and Psychology by AflakSeyr in Mashhad conducted in 1373, shows that the MBTI is used for the population of Iran is, helpful and is valid for students with specific personality traits,

identifies and mental tendencies, credits obtained in this study, are respectively given by Cronbach's alpha on the scale of (EI) 70% - (SN) 68% - (TF) 73% (JP) 78% respectively.

Research Findings

Data analysis is qualitatively and Results are based on descriptive analysis. As Table 3 shows, the type of forms of scientific elites, that are ISTJ and INTJ which are thus case of men with scientific personality characteristic typologies which are in the form of ISTJ and scientific women personality characteristic typologies who are in the form of INTJ and although concerning, the difference between these two personality types, only then can it be concluded that it is the SN type.

As a result we can conclude that scientific elites in this form have introverted personalities, are thinkers, and people who are judgmental. Especially, about artistic elites we can say that the ENFP personality typology contain extroverted and emotional qualities and about sport elites they are mainly the ENTP type which however are similar to the artistic, but in the T-F type they are determined as emotional thinkers, and are different and the opposite of each other. Considering the low respondents of literary and cultural elites, it cannot be concluded that that a certain type of type is possible, although by referring to table 4 and analyzing the results from the respondents their personalities, it can be investigated separately.

Table (3): Frequency of elite respondent's personality types

No	Category Elite	Abundance	personality type									
			ISTJ		ENTP		INTJ		ENFP		Other	
			men	women	men	women	men	women	men	women	men	women
1	Academic	18	8	1	0	1	2	5	0	0	0	1
2	Art	9	1	0	1	1	0	0	4	1	1	0
3	Athletic	6	1	0	4	1	0	0	0	0	0	0
4	Literary	5	0	0	1	1	1	0	0	1	0	1
5	Cultural	2	1	0	0	0	1	0	0	0	0	0
*	Total	40	11	1	6	4	4	5	4	2	1	2

By examining table (4) we see that scientific elites are, often introspective and thoughtful, reasonable, judgmental people and the share of women in the SN types are is more amenable to intuitive than reasoning. About artistic elites it seems the opposite of scientific elites and most of these individuals are extroverted intuitive people they are emotional and understanding. Elite sports like artistic elites and are often mostly extroverted-intuitive and understanding but in the T-F type they are often understanding rather than emotional. Literary elites are also like sport elites are brave and have extroverted and intuitive qualities but in the T-F and J-P types because of dispersed results, we cannot make a certain conclusion. Cultural elites are also introverted- thinkers and are judgmental people. Which due to the small number of respondents, further research should be done, to investigate the more precise amount.

Table (4): The Abundance of respondent personality elites' types

No	Category Elite	personality dimensions															
		E		I		S		N		T		F		J		P	
		Extroverted		Introverted		Discursive		Intuitive		Thoughtful		Feeling		Judge		Perceptual	
		m en	women	m en	women	m en	women	m en	women	m en	women	m en	women	m en	women	m en	women
1	Academic	0	1	10	7	8	2	2	6	10	8	0	0	10	6	0	2
2	Art	6	2	1	0	1	0	6	2	2	1	5	1	2	0	5	2
3	Athletic	4	1	1	0	1	0	4	1	5	1	0	0	1	0	4	1
4	Literary	1	3	1	0	0	0	2	3	2	1	0	2	1	1	1	2
5	Cultural	0	0	2	0	1	0	1	0	2	0	0	0	2	0	0	0
*	Total	11	7	15	7	11	2	15	12	21	11	5	3	16	7	10	7

Results

After the elite behavioral typology and specifying personality types in the form of diverse ranks Which eventually included four personality types and investigating Iranian personality types base on the collected results from the MBTI results and given that Paul and Barbara Tieggers, research on Myers-Briggs personality type test, Job idea have developed Which is based on this index, so job satisfaction factors of Iranian elites for attracting and retaining them in organizations for these four personality types is mentioned by the theories of Paul and Barbara Tieggers.

Job satisfaction in the ISTJ type which includes 30% of the personality types are done by doing the conditions mentioned below:

- Should have technical nature, and enables the person to use his abilities.
- Offers the actual services or product and prefers to use standard methods.
- Enables to operate independently and to complete it, uses the excellent power of focus.
- Can do tasks in a stable and traditional environment and doesn't take unnecessary risks
- Has results which are tangible and measureable
- Has a clear and real objective and organized structures are defined
- The individual should have opportunities for preparing himself.
- They should be given increasing responsibilities.
- Tasks are done in an environment which judgment and experience in a person are given sufficient value.
- Give an individual an opportunity to reach the goals which he has set to and have authority over some of the results.

Job satisfaction of the elite ENTP type of personality which includes 25% of their personality types are done following conditions mentioned below:

- Enables the individual to take creative measures and ways for new issues.
- Enables to create their own creative paths in creating systematic functions more effectively.
- Individual creativity is approved and encouraged.

- Enables individuals to experience different situations that is full of fun and entertainment and excitement.
- To have the logical order and standards of fair use.
- Enables individuals to meet and exchange ideas with different people, especially people who are respected.
- Enables individuals to enhance their own capabilities and to be associated with powerful people
- Can be effective in dynamic situations.
- Can function in a friendly and organized environment with a lot of functionality.
- Can allow the person to design new projects, but shouldn't be imposed upon the details.

Job satisfaction of the INTJ type which includes 22.5% of the personality types are done with the conditions mentioned below:

- Allows the individual to find innovative problem solving ways to improve existing systems.
- Allows the individual to provide energy on good ideas so that they are active in a logical form.
- Allows the individual to work with people who respect their intelligence and competence, are made available.
- Gives the person credit for the views and gives the opportunity to execute them.
- Allows the individual to work independently and is able to exchange opinions with knowledgeable people.
- The individual is exposed to new ideas so that he can enhance his own abilities and competence.
- Allows an individual to provide work and production which is consistent with high standards.
- Should not have repetition.
- Should give a lot of independence and freedom to an individual so that he can help create changes in people and development with people and systems
- Is consistent with the standards mentioned above and fair compensation.

Job satisfaction with the ENFP which includes 15% of the personality types is done with the following conditions mentioned below:

- Allows an individual to work with different groups on different topics.
- Allows an individual to find new solutions or services for issues that help other people.
- Pleasant, challenging and should always be varied.
- Should rarely be necessary that the individual is a participant of task details.
- Allows an individual to function quickly and freely on operating issues so that he can show his determination.
- Allows an individual to meet new people so that he can learn new skills.
- Be compatible with the values of individuals, allowing him to provide opportunities for the benefit of others.
- To work in a friendly and, calm environment with others with the least conflict.
- Allows people to follow their aspirations and participate in exciting work.

Work should be done in an environment where people praise each other and where people can enhance their enthusiasm and creativity.

Executive Research Recommendations

There are many necessary uses for those kinds of research in governmental and private organizations with the thanks of the elite's topic and inspecting topics that are related with them due to the freshness and the low attention given to this group in our country we are emphasizing on their significant values. It has a lot of complicated ambiguities and angles, especially the investigation upon pieces (individual) as a result the expansion of the topic in a doctor's thesis in individual aspects and in the continuation of this research with the accessibility of other ranks of elites for example political elites, we can get more practical results for attracting and retaining elites in our country and It is suggested that future research:

- Results, Based on a larger sample size and elite classes more complete and different age periods should be considered.
- The MBTI results of this study be compared with other tests.
- Job satisfaction factors presented in this study with other business theory be compared.
- The results of this study, present a conceptual model for attract and retain talent in organizations.

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