



ORIGINAL ARTICLE

Investigating the Four Personality Types of A and B and C and D Physical Education Managers based on Psychological Theories and How to Treat Them

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KEY WORDS

The four personality types;
Physical education managers;
In the northwest of the country;
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ABSTRACT

The purpose of the current research is to determine the relationship between the four personality types of physical education managers in the northwest of the country and deal with them for successful communication. The statistical population of this research was made up of 140 physical education specialists and it was found that the statistical sample is representative of the statistical population and the sample was selected as a whole. Data were collected using two surveys on personality type (reliability 0.89) and attitudes towards successful communication (reliability 0.85). This study describes the type of correlation and its use in the real world. Descriptive and inferential statistics methods (Smirnov, Levin and Pearson correlation coefficient, analysis of variance and t-test) were used for data analysis. The findings of this study indicate that the four personality types and the effective communication of managers have a positive and significant relationship.

Introduction

Personality is a very broad field, because personality itself is a complex subject and has various dimensions and aspects. Many attempts have been made to understand human personality since long ago, some of them are impractical, some are superstitions, and some are scientific and valid. In common language, personality has other meanings. For example, when it is said that someone has character, it means that he has characteristics that can influence other people or he has a special poise and dignity. Likewise, impersonality means having negative characteristics. Also, the word "personality" is commonly used as a famous figure and authority in fields such as political, scientific, artistic personality and so on.

"Character" is an "abstract concept", that is, it is something like energy in physics that cannot be observed, but it is inferred through the combination of behavior, thoughts, motivation, emotion, etc. Personality makes all people (humans) different from each other. But these differences are only in some "features and characteristics" (Abaspour, 2007).

"Type" is taken from the Greek word "tops" which means role or effect and in psychology, it means special physical and psychological characteristics that separate people from each other. In other words, a group of people who are identified under a "type" have almost similar behaviors and thoughts, and their physical reactions are more or less the same.

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The concept of type is directly derived from the concept of persona, that is, mask. In the old theater, there were a limited number of roles, each role could be identified by the mask, and each mask required a certain behavior and was, in fact, an example of it. Therefore, it can be said that type means a set of reaction methods or a set of character building. The purpose of recognizing personality types or classifying different types of characters is to study the physical and psychological characteristics of humans, especially their relationship. Personality type refers to individuals who share several traits or characteristics in common. In an informal situation, you may have classes in mind in relation to your personality type, such as: manager type, athlete type, maternal type, Sosol type, technology junkie type, etc. If we want to define each of these informal types, we will consider a set of different characteristics for each of them. (Denault *et al.*, 2003). Over the years, psychologists have proposed many methods for classifying personalities into types. For example, Swiss psychologist Carl Jung believed that people are either introverts or extroverts. Extroverted people are outgoing and sociable and pay attention to their outside. But introverts are shy and reserved. In general, these classifications are insufficient and cannot show personality differences. For this reason, ranking people based on a list of traits provides more information than classifying them into two or three personality types. (Mirkamali, 2009). Due to the productivity and effectiveness it brings to the organization, managers and experts have always focused on achieving optimal performance, and this has led to the development of an independent field of organizational studies (Abbaspour, 2010). An organization's performance reveals whether it will survive in its current environment, and management's focus on employees' contributions to performance improvement has highlighted its significance. This can be done by making infrastructure investments in the human resources sector. Investments made through influence in the field and region of

employment (Alvani, 2009). Despite these circumstances, it is reasonable to anticipate that the organization will perform well because, to survive and advance in a cutthroat environment, businesses must focus a significant portion of their efforts on the procedures and duties that are crucial to their success and continual performance improvement. Based on the need to locate organizational communication in the global management scientific literature, the significance of performance and the need for managers and organizations to perform at their highest level, and the potential role of communication in the process of organizational performance (Aghazadeh, 2010)

At present, four personality types are studied. The names of these types are: A, B, C, and D. We all have some types in our nature, but despite this, one or two of them may dominate us. To find out which of the following personality types it is in harmony with our personality type and it is very useful. Because these explanations give us considerable knowledge about the nature of that type. In addition, when we get stressed, we should know why and how to deal with it. (Densal, 2008).

Definition of personality type A

Rushing and being competitive are two distinct characteristics of the A personality type. This personality type is interested in doing many things at a high speed. He is always in a hurry and he attaches great importance to planning and time in his life. and he doesn't like to do things by himself. Sometimes, he seems impatient and nervous. It is very unlikely that such a person will do self-exploration, so everyone has problems, except him. In general, this guy doesn't know why he puts so much pressure on himself. From what was said. You can realize that this type is the best candidate for suffering from mental illnesses or related illnesses. Despite the fact that this type is very energetic, but when he uses his stored energy, he suddenly has a mental breakdown. Also, he has a high risk of contracting heart diseases, because issues that

cause a lot of stress are an important part of this type's personality. The only way that can reduce their stress is to accept problems and have problems and be ready to change some aspects of their personality and behavior. (Qolizadeh, 1997).

Definition of personality type B

Personality type B does not suffer from stress as much as other personality types, unless there is a special reason such as bankruptcy or divorce. This type is completely the opposite of type A. If you want to describe this guy with just one word, you can use the word "cool".

This type is calm about everything, puts less pressure on itself and is generally satisfied with its fate and destiny, and most likely, tries less to achieve unnecessary goals. He trusts others and assigns work to them and never sees the need to do all the work alone. Type B is a taciturn and logical person and does not risk his long-term health due to a stressful lifestyle. Throw (Qolizadeh, 1997).

Definition of personality type C

Personality type C has a problem to express his feelings and keeps everything that makes him uncomfortable inside. He rarely shows his stress by shouting or throwing things, although he may like to do so like normal people. He is extremely careful with his speech and behavior. Therefore, type C is very prone to be exposed to overwhelming stress. Because a study on cancer patients has shown that they have C personality type (Qolizadeh, 2016).

Definition of personality type D

One of the personality types that has attracted a lot of attention in recent years is the D personality type (Lim *et al.*, 2011). The D personality type has two components: negative affect and social inhibition. Negative affect is characterized by the tendency to express negative emotions. People with high negative affect tend to experience negative affect at all times,

regardless of the situation (Denault, 1998). Negative affect may act as both an intervening variable and a real risk factor (Denault *et al.*, 2000).

This personality type is strong, decisive and a leader. For him, results are important. He enjoys solving problems and doing things and achieving goals. He enjoys being responsible. Considers a high standard for doing work and programs (both for him and for others). He trusts his abilities to achieve results. He enjoys challenge and competition, he has a high risk-taking ability, and he objects to the status quo and can ignore the rules. He decides quickly. He gets bored of sitting with such people, including people who waste their time talking, incompetent people or people who are resistant to change. He criticizes others very easily. He gets bored easily. He gets angry quickly and overcomes it just as quickly (Qolizadeh, 2016).

He is active and extroverted and is always in a hurry, speaks loudly, and when people are talking about something important, he jumps in the middle of their conversation. He likes to be in charge of organizing meetings and programs and to set the rules. He is bold, unpretentious and impatient.

Every development manager's primary responsibility is to oversee the organization's communication system because the issue of communication inside the company is so crucial. As a result, effective management depends on having strong interpersonal ties, which managers must do to ensure that employees are able to carry out their daily tasks in the best possible way (Mohammadjafar, 2010). Because the capacity of the manager to optimize the interaction between the organization's structure and process may be used to gauge an organization's performance, managers play a crucial role in the effectiveness of organizations, particularly educational institutions (Behpazhuh, 2009). Now we must determine if the success of managers is influenced by internal components of the personality, such as emotions, feelings, thinking, learning, and intellect, or external variables, such as the manner of judgment and perception or the effect of creating efficient

communication.

The researcher wants to know if there is a connection between managers' personality types and their ability to communicate effectively. Additionally, can a manager's personality type be used as a selection criterion? To choose managers for management positions, particularly sports management, research was conducted on physical education experts in the north-west of the nation.

Materials and Methods

The current research is descriptive-analytical. Its statistical population included 140 physical education experts from the Northwestern part of the country, who were selected as a sample using the sampling of the entire statistical population. This choice was due to their effectiveness in decision-making and policy-making of the country in this field. The tools for measuring research variables include: 1- the standard questionnaire of individual and social types written by Bass, Valenzi and Eldridge (1975); 2- The questionnaire made by the communication researcher was effective. In order to determine the validity and reliability of the questionnaires and to identify and resolve possible ambiguities, a preliminary study was conducted on 30 physical education experts in the northeast of the country. Experts' opinions were used to determine form and content validity, and exploratory and confirmatory factor analysis was used for construct validity. Results of exploratory factor analysis with Varimax rotation for scales of individual and social types (KMO = 0.810, KB = 5.271, df = 350, P = 0.001); Effective communication (KMO = 0.812, KB = 1.540, df = 590, P = 0.001) was significant. Confirmatory factor analysis values for individual and social type scales (AGFI=0.932, df = 111, P=0.000); Effective communication (AGFI=0.915, df=63, P=0.000) was obtained. Cronbach's alpha was also used to determine the reliability, the results of which were for individual and social type questionnaires ($\alpha = 0.89$), effective communication ($\alpha = 0.85$), in the individual and social

type questionnaire, alpha coefficients of type A ($\alpha = 0.81$); B ($\alpha = 0.79$), C ($\alpha = 0.80$) and D ($\alpha = 0.82$) in the effective communication questionnaire, alpha coefficients of communication ($\alpha = 0.78$); Feedback ($\alpha = 0.80$) and communication channels ($\alpha = 0.80$) were obtained. In order to organize and summarize the data from descriptive statistics and in the inferential statistics section from exploratory factor analysis and confirmatory factor analysis to check the construct validity, from the multiple correlation test to check the relationship between the four types of physical education managers in the northwest of the country with their effective communication and multivariable regression was used to determine the contribution of each of the predictor variables (A, B, C, D) in predicting the criterion variable of managers' effective communication. (LISREL) version 8/52 and (SPSS) version 22 were used.

Results

The results of the step-by-step regression test showed that in the first step, the subscale of individual and social type entered the regression equation with $r=0.550$, the value of $r^2=0.183$ shows that 18.3 percent of the common variance between individual types and explains social and effective communication.

In the second step, type A subscale was entered into the regression equation with $r=0.759$, which $r^2=0.211$ shows that 21.1% of the common variance between individual and social types and effective communication is explained by type A and B. ; Therefore, type B subscale is the most suitable predictor of effective communication of individual and social types.

The results of the analysis of variance test showed that there is no significant difference between the individual and social types of managers in terms of age, and this research hypothesis was rejected (Type A, $P=0.99$, $F=0.002$ (35, 2) and Type B, $P=0.55$ = (35, 2) $F = 0.595$ and type C = (35, 2) $F = 0.86$, type D = (35, 2) F and type D = (35, 2) $F = 0.26$, $1/391$ = (35, 2) F .

Table 1. Mean, standard deviation and correlation matrix related to personality types and its components with effective communication.

Variable	Mean and SD	Effective communication (mean and standard deviation)	r	p
Personality types	20.41 ± 3.47		0.621	*0.000
Type A	4.71 ± 52.32		-0.100	0.550
Type B	2.51 ± 16.09	13.6 ± 82.86	0.487	*0.000
Type C	3.31 ± 18.76		0.520	*0.000
Type D	2.71 ± 12.11		-0.411	*0.006

p ≥ 0.05*

Discussion

The results of the statistical analysis obtained from the first hypothesis showed that there is a positive and significant relationship between effective communication and the A type (p=0.000 and r=0.100), the B type (p=0.000 and r = 0.487), the C type (p=0.000 and r = 0.520) and the D type (p=0.006 and r = -0.411). Additionally, no correlation between managers' successful communication and their fair personality type was found because there is no background information relevant to this inquiry. According to Jung, personality is a semi-closed energy system whose energy is partially supplied. He calls this energy or force based on which the personality operates as "psychic force". Psychic energy is the manifestation of life energy, which is actually biological force. Mental energy, like other types of energy, originates from the body's metabolism. The amount of energy used for each mental activity is considered the mental dynamics of that activity. According to Yang, psychic energy is not a specific phenomenon or substance. Rather, it is a kind of hypothetical structure. Psychic energy manifests in a certain way in potential or actual abilities. Such abilities can be mentioned as tendencies, desires, attention, intellectual and emotional tendencies.

Conclusions

Jung based his theory on two principles: one is the principle of displacement of force and the other is the principle of alignment of force. The principle of

power displacement is that the power used to create a state or mental state is not lost, but is used elsewhere, and according to the principle of entropy or alignment, when two different objects with two different amounts of energy are in contact with each other energy is transferred from a stronger body to a weaker body. The purpose of this principle is to achieve a balance of power.

In this research, the relationship between humanistic and task oriented leadership style variables with the variables of personal characteristics including: introversion, extroversion, stability, instability (psychological), age, educational qualification, management experience, field of study, physical education managers of centers and institutions affiliated and independent to the Ministry of Culture and Higher Education were investigated, and came to the conclusion that there is no significant relationship between the leadership style, humanism, and the stability and instability of physical education managers. People will discover they have the requisite ability and talents to execute the work allotted to them and will be more successful if they are personality-suited for their job and career. According to the statistical analysis's findings, there is a strong and positive association between the bold personality type component and successful communication. This implies that employees will demonstrate a greater willingness and passion for effective communication the higher and better the manager's bravery is rated among the staff. It also demonstrates that most

managers are outgoing, confident, vivacious, and active, and that they generally get along well with a variety of individuals. These managers also have a larger urge to dominate their surroundings. They feel happier and more upbeat when working, are happier with their careers, and have better overall perceptions of their company and the surroundings. The findings of this study, although concurring with those of a related study (rezaian, 2009), have highlighted the significance of bold personality type in the accomplishment of objectives inside the business. They claimed that there is a strong correlation between managers' capacity for making decisions and their bold personality type. The results demonstrate a strong relationship between managers' ability to communicate effectively and their bold personality type, with greater boldness resulting in more effective communication. According to the findings of the statistical analysis of the third hypothesis, good communication and egalitarian personality type are positively and significantly related. According to the findings of their study, there is a considerable correlation between particular personality types and managerial effectiveness. The results demonstrate that managers with an egalitarian personality type are more inclined to connect and communicate with staff members to accomplish organizational goals. According to the findings of the statistical analysis of the fourth hypothesis, there is a positive and significant relationship between successful communication and the introspective personality type. This indicates that the majority of managers give their time and attention to their inner lives. They relish their alone time. Introverts are very mentally preoccupied with themselves because they want to know and understand the world before they experience it. Only to a certain extent can introverts enjoy social interactions. In the end, they prefer to have a restricted contact with one or a small number of individuals. The findings of Ershad's research from 2017 are inconsistent, and lifestyle and social variables might be blamed for the disparity.

Additionally, Parvin *et al.* (2009) study found that operational managers tended to be introverted people. According to the statistical analysis's findings, the subscales (bold and introspective personality type) accurately predict how much communication would be beneficial. The interplay of a company's technology, methods, and personnel may directly affect how well it communicates. For instance, organizational structure minimizes the way that procedures and people interact and are under control. To put it another way, a horizontal organizational structure, strengthening, and open door policy speed up efficient communication across departments and individuals since varied personality types enable them to share ideas from various angles. The results demonstrate that bold and introspective personality traits significantly predict good communication. The findings indicate that only the fair personality type differs significantly from the other personality types in terms of gender, and that these two personality types behave differently in terms of gender. It is possible to claim that it conflicts with the findings of Gleni (2009) and Ambagayonkar's related studies in this area. We may cite societal conditions, educational settings, and the results of Putit *et al.* (2010) and Azadi as some of the causes for the discrepancy. Geysari (2011) also discovered that female managers employ individual decision-making more frequently than male managers.

The theory of personality traits is one of the most important theoretical areas in the study of personality. According to this theory, people's personality is composed of a wide range of characteristics. For example, consider how you would describe the personality of a close friend. Most likely, you will mention some of his qualities such as sociability, kindness and coolness. "Trait" means a relatively stable characteristic that causes people to behave in certain ways. Unlike other personality theories such as psychoanalytic and humanistic theories, the theory of personality traits focuses on the differences between people. The combination and interaction of different

features that make up a person's personality and this is unique and unique for each person. The theory of personality traits focuses on determining and measuring these individual personality traits

Many researches have reported the relationship between emotion expression styles and personality and life outcomes. Frequent, prominent and rapidly changing and superficial expression of emotion is a sign of hysterical personality disorder and limited expression of emotion is an indicator of schizoid and schizophrenic personality disorders. These personality indicators are more related to general expressiveness than to specific aspects of expression (Kernig *et al.*, 1994).

In the theory of differentiated emotions (Eckerman *et al.*, 1998), emotion is defined as a two-way interaction system of evaluative-neural, expressive and experiential components. According to this theory, strong relationships between emotions and personality are inferred from the intrinsic motivational components of emotions. During the development period, individual differences in tendencies to express and experience special types of emotions lead to personal patterns from the consequences of emotions to cognition and action.

The theory of differentiated emotions predicts that the expression of emotions is related to personality dimensions for three reasons: First, the expression of emotion shows the state of feeling. Although with learning and socialization, the expressiveness component can change from the experiential component - Generally, they are strongly related to each other in the early years. Many studies have shown that the experiential components of emotions affect the understanding, cognition and subsequent behaviors of children and adults.

Second, the expression of feelings through the process of sensory feedback affects emotional states. Many researches have shown that feedback from the expressor component uses more of the evaluative-neural process and increases subjective feeling states. Thirdly, expression of excitement affects personality

traits through exciting processes. Emotional expression is a method of social balance that calls for responses in others. In addition, the frequency and intensity of showing a person's emotions affects his personality by affecting his interaction patterns with others (Izard, 1999).

It is advised to carry out research on the personality types of sports organization personnel and compare the findings with that study. The findings of this study are expected to increase sports organizations' awareness of the value of managers' leadership so that they may take action to strengthen their connections with employees via thorough and strategic planning.

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Conflict of interests

There is no conflict of interest between the authors of the article.

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