

**Appendix 25 - LFQ / MBTI Dichotomies (Attitudes & Processes):
Independent Samples Tests & Eta Values**

Extraversion / Introversion

Group Statistics					
	Extrovert/Introvert	N	Mean	Std. Deviation	Std. Error Mean
Comfort with organisation fit	Extrovert	114	4.7083	.70704	.06622
	Introvert	85	4.6265	.71196	.07722
Future and strategic thinking	Extrovert	115	4.8435	.51557	.04808
	Introvert	84	4.6333	.65993	.07200
Demands of external stakeholders	Extrovert	114	3.0643	.97044	.09089
	Introvert	83	2.9438	.93678	.10283
Stress of balancing competing demands	Extrovert	110	3.2247	.69676	.06643
	Introvert	84	3.4762	.74159	.08091
Communicating strategy to stakeholders	Extrovert	113	4.9027	.80509	.07574
	Introvert	82	4.6911	.76224	.08418
Challenge with focus in the leadership role	Extrovert	110	3.2902	.61691	.05882
	Introvert	82	3.5132	.63821	.07048
Comfort with focus in the leadership role	Extrovert	112	4.6518	.46757	.04418
	Introvert	81	4.4974	.55541	.06171

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Comfort with organisation fit	Equal variances assumed	.512	.475	.806	197	.421	.08186	.10162	-.11855	.28227
	Equal variances not assumed			.805	180.434	.422	.08186	.10173	-.11887	.28259
Future and strategic thinking	Equal variances assumed	2.286	.132	2.521	197	.012	.21014	.08336	.04576	.37453
	Equal variances not assumed			2.427	151.570	.016	.21014	.08658	.03909	.38120

Demands of external stakeholders	Equal variances assumed	.534	.466	.874	195	.383	.12055	.13800	-.15162	.39273
	Equal variances not assumed			.878	180.316	.381	.12055	.13724	-.15024	.39135
Stress of balancing competing demands	Equal variances assumed	.808	.370	- 2.423	192	.016	-.25152	.10382	-.45628	-.04675
	Equal variances not assumed			- 2.402	172.818	.017	-.25152	.10469	-.45816	-.04487
Communicating strategy to stakeholders	Equal variances assumed	.247	.620	1.852	193	.065	.21160	.11423	-.01369	.43689
	Equal variances not assumed			1.869	179.943	.063	.21160	.11323	-.01184	.43503
Challenge with focus in the leadership role	Equal variances assumed	.090	.765	- 2.442	190	.016	-.22306	.09134	-.40324	-.04288
	Equal variances not assumed			- 2.430	171.355	.016	-.22306	.09180	-.40426	-.04186
Comfort with focus in the leadership role	Equal variances assumed	5.274	.023	2.092	191	.038	.15443	.07384	.00879	.30007
	Equal variances not assumed			2.035	153.887	.044	.15443	.07590	.00450	.30436

Directional Measures			
			Value
Nominal by Interval	Eta	Comfort with organisation fit Dependent	.057

Directional Measures			
			Value
Nominal by Interval	Eta	Future and strategic thinking Dependent	.177

Directional Measures			
			Value
Nominal by Interval	Eta	Demands of external stakeholders Dependent	.062

Directional Measures			
			Value
Nominal by Interval	Eta	Stress of balancing competing demands Dependent	.172

Directional Measures			
			Value
Nominal by Interval	Eta	Communicating strategy to stakeholders Dependent	.132

Directional Measures			
			Value
Nominal by Interval	Eta	Challenge with focus in the leadership role Dependent	.174

Directional Measures			
			Value
Nominal by Interval	Eta	Comfort with focus in the leadership role Dependent	.150



Sensing / Intuition

Group Statistics					
	Sensing/Intuitive	N	Mean	Std. Deviation	Std. Error Mean
Comfort with organisation fit	Intuitive	116	4.6336	.72414	.06723
	Sensing	83	4.7289	.68655	.07536
Future and strategic thinking	Intuitive	116	4.8069	.57661	.05354
	Sensing	83	4.6819	.60084	.06595
Demands of external stakeholders	Intuitive	114	3.0819	.99612	.09330
	Sensing	83	2.9197	.89502	.09824
Stress of balancing competing demands	Intuitive	111	3.4131	.75675	.07183
	Sensing	83	3.2272	.67119	.07367
Communicating strategy to stakeholders	Intuitive	113	4.7965	.78860	.07419
	Sensing	82	4.8374	.80165	.08853
Challenge with focus in the leadership role	Intuitive	109	3.4633	.65953	.06317
	Sensing	83	3.2831	.58752	.06449
Comfort with focus in the leadership role	Intuitive	113	4.5746	.52310	.04921
	Sensing	80	4.6045	.49526	.05537

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Comfort with organisation fit	Equal variances assumed	.548	.460	-.935	197	.351	-.09529	.10189	-.29624	.10565
	Equal variances not assumed			-.944	182.190	.347	-.09529	.10099	-.29456	.10397
Future and strategic thinking	Equal variances assumed	.070	.791	1.481	197	.140	.12497	.08436	-.04140	.29134
	Equal variances not assumed			1.471	172.321	.143	.12497	.08495	-.04270	.29264
Demands of external stakeholders	Equal variances assumed	2.714	.101	1.177	195	.241	.16219	.13779	-.10955	.43393

	Equal variances not assumed			1.197	186.514	.233	.16219	.13548	-.10508	.42947
Stress of balancing competing demands	Equal variances assumed	1.254	.264	1.776	192	.077	.18593	.10469	-.02056	.39242
	Equal variances not assumed			1.807	186.418	.072	.18593	.10289	-.01705	.38892
Communicating strategy to stakeholders	Equal variances assumed	.172	.679	-.355	193	.723	-.04094	.11520	-.26815	.18627
	Equal variances not assumed			-.354	173.005	.723	-.04094	.11550	-.26891	.18704
Challenge with focus in the leadership role	Equal variances assumed	1.975	.162	1.965	190	.051	.18017	.09170	-.00071	.36105
	Equal variances not assumed			1.996	185.317	.047	.18017	.09027	.00207	.35827
Comfort with focus in the leadership role	Equal variances assumed	.301	.584	-.400	191	.690	-.02988	.07478	-.17737	.11762
	Equal variances not assumed			-.403	175.743	.687	-.02988	.07408	-.17607	.11632

Directional Measures			
			Value
Nominal by Interval	Eta	Comfort with organisation fit Dependent	.066

Directional Measures			
			Value
Nominal by Interval	Eta	Future and strategic thinking Dependent	.105

Directional Measures			
			Value
Nominal by Interval	Eta	Demands of external stakeholders Dependent	.084

Directional Measures			
			Value

Nominal by Interval	Eta	Stress of balancing competing demands Dependent	.127
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Directional Measures			
			Value
Nominal by Interval	Eta	Communicating strategy to stakeholders Dependent	.026

Directional Measures			
			Value
Nominal by Interval	Eta	Challenge with focus in the leadership role Dependent	.141

Directional Measures			
			Value
Nominal by Interval	Eta	Comfort with focus in the leadership role Dependent	.029



Thinking / Feeling

Group Statistics					
	Thinking/Feeling	N	Mean	Std. Deviation	Std. Error Mean
Comfort with organisation fit	Feeling	37	4.5811	.67714	.11132
	Thinking	161	4.6941	.71806	.05659
Future and strategic thinking	Feeling	36	4.7000	.45482	.07580
	Thinking	162	4.7667	.61664	.04845
Demands of external stakeholders	Feeling	36	3.0556	.88909	.14818
	Thinking	160	3.0083	.97412	.07701
Stress of balancing competing demands	Feeling	36	3.4683	.70203	.11700
	Thinking	157	3.3057	.73084	.05833
Communicating strategy to stakeholders	Feeling	35	4.7619	.92733	.15675
	Thinking	159	4.8176	.75910	.06020
Challenge with focus in the leadership role	Feeling	35	3.5619	.60847	.10285
	Thinking	156	3.3467	.63694	.05100
Comfort with focus in the leadership role	Feeling	35	4.4327	.45405	.07675
	Thinking	157	4.6183	.51785	.04133

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Comfort with organisation fit	Equal variances assumed	.003	.957	-.872	196	.384	-.11302	.12957	-.36856	.14252
	Equal variances not assumed			-.905	56.167	.369	-.11302	.12488	-.36317	.13713
Future and strategic thinking	Equal variances assumed	3.301	.071	-.612	196	.541	-.06667	.10890	-.28143	.14809
	Equal variances not assumed			-.741	67.004	.461	-.06667	.08996	-.24623	.11290
Demands of external stakeholders	Equal variances assumed	.050	.823	.267	194	.790	.04722	.17697	-.30180	.39625

	Equal variances not assumed			.283	55.568	.778	.04722	.16700	-.28737	.38182
Stress of balancing competing demands	Equal variances assumed	.759	.385	1.212	191	.227	.16252	.13409	-.10197	.42701
	Equal variances not assumed			1.243	53.812	.219	.16252	.13074	-.09961	.42465
Communicating strategy to stakeholders	Equal variances assumed	2.657	.105	-.377	192	.707	-.05571	.14778	-.34719	.23578
	Equal variances not assumed			-.332	44.561	.742	-.05571	.16791	-.39399	.28258
Challenge with focus in the leadership role	Equal variances assumed	.342	.559	1.821	189	.070	.21522	.11819	-.01792	.44836
	Equal variances not assumed			1.875	52.082	.066	.21522	.11480	-.01514	.44557
Comfort with focus in the leadership role	Equal variances assumed	.048	.827	-1.959	190	.052	-.18564	.09477	-.37258	.00131
	Equal variances not assumed			2.130	55.559	.038	-.18564	.08717	-.36029	-.01098

Directional Measures			
			Value
Nominal by Interval	Eta	Comfort with organisation fit Dependent	.062

Directional Measures			
			Value
Nominal by Interval	Eta	Future and strategic thinking Dependent	.044

Directional Measures			
			Value
Nominal by Interval	Eta	Demands of external stakeholders Dependent	.019

Directional Measures			
			Value

Nominal by Interval	Eta	Stress of balancing competing demands Dependent	.087
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Directional Measures			
			Value
Nominal by Interval	Eta	Communicating strategy to stakeholders Dependent	.027

Directional Measures			
			Value
Nominal by Interval	Eta	Challenge with focus in the leadership role Dependent	.131

Directional Measures			
			Value
Nominal by Interval	Eta	Comfort with focus in the leadership role Dependent	.141



Judging / Perceiving

Group Statistics					
	Judging/Perceptive	N	Mean	Std. Deviation	Std. Error Mean
Comfort with organisation fit	Judging	124	4.7077	.69531	.06244
	Perceptive	75	4.6167	.73099	.08441
Future and strategic thinking	Judging	125	4.7792	.61373	.05489
	Perceptive	74	4.7135	.54505	.06336
Demands of external stakeholders	Judging	122	3.0109	.97436	.08821
	Perceptive	75	3.0178	.93142	.10755
Stress of balancing competing demands	Judging	120	3.2929	.75203	.06865
	Perceptive	74	3.3996	.67999	.07905
Communicating strategy to stakeholders	Judging	122	4.8279	.79396	.07188
	Perceptive	73	4.7900	.79448	.09299
Challenge with focus in the leadership role	Judging	118	3.3256	.65099	.05993
	Perceptive	74	3.4809	.59832	.06955
Comfort with focus in the leadership role	Judging	120	4.6286	.51960	.04743
	Perceptive	73	4.5186	.49143	.05752

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Comfort with organisation fit	Equal variances assumed	.077	.781	.877	197	.381	.09099	.10370	-.11351	.29550
	Equal variances not assumed			.867	150.107	.388	.09099	.10499	-.11646	.29845
Future and strategic thinking	Equal variances assumed	1.014	.315	.760	197	.448	.06569	.08642	-.10475	.23612
	Equal variances not assumed			.784	167.995	.434	.06569	.08383	-.09981	.23119
Demands of external stakeholders	Equal variances assumed	.254	.615	-.049	195	.961	-.00685	.14061	-.28416	.27047

	Equal variances not assumed			-.049	162.170	.961	-.00685	.13910	-.28153	.26783
Stress of balancing competing demands	Equal variances assumed	.279	.598	-.996	192	.321	-.10676	.10723	-.31826	.10475
	Equal variances not assumed			-	166.532	.309	-.10676	.10470	-.31346	.09995
Communicating strategy to stakeholders	Equal variances assumed	.024	.877	.323	193	.747	.03791	.11751	-.19386	.26969
	Equal variances not assumed			.323	151.558	.747	.03791	.11753	-.19430	.27012
Challenge with focus in the leadership role	Equal variances assumed	.622	.431	-	190	.099	-.15529	.09361	-.33993	.02935
	Equal variances not assumed			-	164.914	.093	-.15529	.09181	-.33656	.02598
Comfort with focus in the leadership role	Equal variances assumed	.293	.589	1.455	191	.147	.10998	.07558	-.03909	.25905
	Equal variances not assumed			1.475	158.796	.142	.10998	.07455	-.03726	.25722

Directional Measures			
			Value
Nominal by Interval	Eta	Comfort with organisation fit Dependent	.062

Directional Measures			
			Value
Nominal by Interval	Eta	Future and strategic thinking Dependent	.054

Directional Measures			
			Value
Nominal by Interval	Eta	Demands of external stakeholders Dependent	.003

Directional Measures			
			Value

Nominal by Interval	Eta	Stress of balancing competing demands Dependent	.072
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Directional Measures			
			Value
Nominal by Interval	Eta	Communicating strategy to stakeholders Dependent	.023

Directional Measures			
			Value
Nominal by Interval	Eta	Challenge with focus in the leadership role Dependent	.119

Directional Measures			
			Value
Nominal by Interval	Eta	Comfort with focus in the leadership role Dependent	.105

