

Appendix 28 - LFQ / MBTI Types Anova Analysis

First phase: MBTI Types - 6 most prevalent types selected

Descriptives									
		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Comfort with organisation fit	ESTJ	34	4.7059	.77477	.13287	4.4356	4.9762	2.50	6.00
	ENTJ	28	4.8125	.58778	.11108	4.5846	5.0404	3.75	5.75
	ENTP	22	4.4432	.98177	.20931	4.0079	4.8785	2.00	6.00
	ISTJ	26	4.7308	.70683	.13862	4.4453	5.0163	2.50	5.75
	INTJ	20	4.5625	.72036	.16108	4.2254	4.8996	3.00	5.75
	INTP	16	4.7344	.64206	.16051	4.3922	5.0765	3.50	5.75
	Total	146	4.6747	.74300	.06149	4.5531	4.7962	2.00	6.00
Future and strategic thinking	ESTJ	35	4.8800	.52959	.08952	4.6981	5.0619	3.80	6.00
	ENTJ	28	4.9714	.55701	.10527	4.7554	5.1874	3.60	5.80
	ENTP	22	4.8909	.43960	.09372	4.6960	5.0858	4.00	5.80
	ISTJ	26	4.5231	.63769	.12506	4.2655	4.7806	2.80	5.40
	INTJ	20	4.7500	.76743	.17160	4.3908	5.1092	3.00	6.00
	INTP	16	4.6750	.63613	.15903	4.3360	5.0140	3.40	5.80
	Total	147	4.7959	.60204	.04966	4.6978	4.8941	2.80	6.00
Demands of external stakeholders	ESTJ	35	3.0286	.93365	.15782	2.7079	3.3493	1.67	5.33
	ENTJ	27	3.1605	.98437	.18944	2.7711	3.5499	1.67	5.00
	ENTP	22	2.9545	1.01468	.21633	2.5047	3.4044	1.33	5.67
	ISTJ	25	2.6800	.88443	.17689	2.3149	3.0451	1.33	4.67
	INTJ	20	3.1500	1.19685	.26762	2.5899	3.7101	1.33	5.67
	INTP	16	3.1875	.91868	.22967	2.6980	3.6770	1.67	4.67
	Total	145	3.0161	.98392	.08171	2.8546	3.1776	1.33	5.67
Stress of balancing competing demands	ESTJ	34	3.1597	.70053	.12014	2.9152	3.4041	1.14	4.29
	ENTJ	25	3.0343	.76519	.15304	2.7184	3.3501	1.57	4.71
	ENTP	22	3.3182	.65232	.13908	3.0290	3.6074	2.29	4.71
	ISTJ	26	3.4945	.64805	.12709	3.2328	3.7563	2.00	4.71
	INTJ	19	3.5414	.80190	.18397	3.1549	3.9279	2.14	5.43
	INTP	16	3.6071	.85952	.21488	3.1491	4.0651	2.00	4.71
	Total	142	3.3249	.74516	.06253	3.2013	3.4486	1.14	5.43
Communicating strategy to stakeholders	ESTJ	34	4.9902	.78490	.13461	4.7163	5.2641	2.67	6.00
	ENTJ	27	4.9753	.69137	.13306	4.7018	5.2488	3.33	6.00
	ENTP	22	4.8333	.81487	.17373	4.4720	5.1946	2.67	6.00
	ISTJ	26	4.7949	.68037	.13343	4.5201	5.0697	3.33	6.00

	INTJ	19	4.4035	.74186	.17019	4.0459	4.7611	3.00	6.00
	INTP	16	4.9167	.73535	.18384	4.5248	5.3085	3.33	6.00
	Total	144	4.8426	.75411	.06284	4.7184	4.9668	2.67	6.00
Challenge with focus in the leadership role	ESTJ	34	3.2132	.66578	.11418	2.9809	3.4455	1.83	4.58
	ENTJ	25	3.1433	.59049	.11810	2.8996	3.3871	2.08	4.33
	ENTP	22	3.3939	.59716	.12732	3.1292	3.6587	2.50	4.67
	ISTJ	26	3.4647	.49113	.09632	3.2664	3.6631	2.50	4.25
	INTJ	18	3.4398	.76044	.17924	3.0617	3.8180	2.42	5.17
	INTP	16	3.6667	.73535	.18384	3.2748	4.0585	2.42	4.92
	Total	141	3.3558	.64526	.05434	3.2484	3.4632	1.83	5.17
Comfort with focus in the leadership role	ESTJ	33	4.6948	.48945	.08520	4.5213	4.8684	3.71	6.00
	ENTJ	27	4.7963	.46151	.08882	4.6137	4.9789	3.71	5.57
	ENTP	22	4.5877	.54351	.11588	4.3467	4.8286	3.00	5.57
	ISTJ	25	4.5657	.54317	.10863	4.3415	4.7899	3.36	5.50
	INTJ	19	4.4361	.60604	.13904	4.1440	4.7282	3.00	5.64
	INTP	16	4.5804	.52351	.13088	4.3014	4.8593	3.71	5.36
	Total	142	4.6273	.52586	.04413	4.5400	4.7145	3.00	6.00

Test of Homogeneity of Variances				
	Levene Statistic	df1	df2	Sig.
Comfort with organisation fit	.530	5	140	.753
Future and strategic thinking	.951	5	141	.450
Demands of external stakeholders	.800	5	139	.552
Stress of balancing competing demands	.455	5	136	.809
Communicating strategy to stakeholders	.184	5	138	.968
Challenge with focus in the leadership role	1.159	5	135	.333
Comfort with focus in the leadership role	.293	5	136	.916

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Comfort with organisation fit	Between Groups	2.134	5	.427	.767	.575
	Within Groups	77.912	140	.557		
	Total	80.046	145			
Future and strategic thinking	Between Groups	3.520	5	.704	2.010	.081
	Within Groups	49.397	141	.350		
	Total	52.918	146			
Demands of external stakeholders	Between Groups	4.304	5	.861	.886	.493
	Within Groups	135.102	139	.972		
	Total	139.407	144			
Stress of balancing competing demands	Between Groups	5.953	5	1.191	2.239	.054

	Within Groups	72.338	136	.532		
	Total	78.292	141			
Communicating strategy to stakeholders	Between Groups	5.028	5	1.006	1.819	.113
	Within Groups	76.293	138	.553		
	Total	81.321	143			
Challenge with focus in the leadership role	Between Groups	3.833	5	.767	1.901	.098
	Within Groups	54.457	135	.403		
	Total	58.290	140			
Comfort with focus in the leadership role	Between Groups	1.781	5	.356	1.302	.267
	Within Groups	37.210	136	.274		
	Total	38.991	141			

Second phase: MBTI Types - 4 most prevalent types selected

Descriptives									
		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Comfort with organisation fit	ESTJ	34	4.7059	.77477	.13287	4.4356	4.9762	2.50	6.00
	ENTJ	28	4.8125	.58778	.11108	4.5846	5.0404	3.75	5.75
	ENTP	22	4.4432	.98177	.20931	4.0079	4.8785	2.00	6.00
	ISTJ	26	4.7308	.70683	.13862	4.4453	5.0163	2.50	5.75
	Total	110	4.6864	.76434	.07288	4.5419	4.8308	2.00	6.00
Future and strategic thinking	ESTJ	35	4.8800	.52959	.08952	4.6981	5.0619	3.80	6.00
	ENTJ	28	4.9714	.55701	.10527	4.7554	5.1874	3.60	5.80
	ENTP	22	4.8909	.43960	.09372	4.6960	5.0858	4.00	5.80
	ISTJ	26	4.5231	.63769	.12506	4.2655	4.7806	2.80	5.40
	Total	111	4.8216	.56655	.05377	4.7151	4.9282	2.80	6.00
Demands of external stakeholders	ESTJ	35	3.0286	.93365	.15782	2.7079	3.3493	1.67	5.33
	ENTJ	27	3.1605	.98437	.18944	2.7711	3.5499	1.67	5.00
	ENTP	22	2.9545	1.01468	.21633	2.5047	3.4044	1.33	5.67
	ISTJ	25	2.6800	.88443	.17689	2.3149	3.0451	1.33	4.67
	Total	109	2.9664	.95468	.09144	2.7851	3.1476	1.33	5.67
Stress of balancing competing demands	ESTJ	34	3.1597	.70053	.12014	2.9152	3.4041	1.14	4.29
	ENTJ	25	3.0343	.76519	.15304	2.7184	3.3501	1.57	4.71
	ENTP	22	3.3182	.65232	.13908	3.0290	3.6074	2.29	4.71
	ISTJ	26	3.4945	.64805	.12709	3.2328	3.7563	2.00	4.71
	Total	107	3.2443	.70561	.06821	3.1091	3.3796	1.14	4.71
Communicating strategy to stakeholders	ESTJ	34	4.9902	.78490	.13461	4.7163	5.2641	2.67	6.00
	ENTJ	27	4.9753	.69137	.13306	4.7018	5.2488	3.33	6.00

	ENTP	22	4.8333	.81487	.17373	4.4720	5.1946	2.67	6.00
	ISTJ	26	4.7949	.68037	.13343	4.5201	5.0697	3.33	6.00
	Total	109	4.9083	.73964	.07084	4.7678	5.0487	2.67	6.00
Challenge with focus in the leadership role	ESTJ	34	3.2132	.66578	.11418	2.9809	3.4455	1.83	4.58
	ENTJ	25	3.1433	.59049	.11810	2.8996	3.3871	2.08	4.33
	ENTP	22	3.3939	.59716	.12732	3.1292	3.6587	2.50	4.67
	ISTJ	26	3.4647	.49113	.09632	3.2664	3.6631	2.50	4.25
	Total	107	3.2952	.60096	.05810	3.1800	3.4104	1.83	4.67
Comfort with focus in the leadership role	ESTJ	33	4.6948	.48945	.08520	4.5213	4.8684	3.71	6.00
	ENTJ	27	4.7963	.46151	.08882	4.6137	4.9789	3.71	5.57
	ENTP	22	4.5877	.54351	.11588	4.3467	4.8286	3.00	5.57
	ISTJ	25	4.5657	.54317	.10863	4.3415	4.7899	3.36	5.50
	Total	107	4.6682	.50805	.04911	4.5708	4.7656	3.00	6.00

Test of Homogeneity of Variances				
	Levene Statistic	df1	df2	Sig.
Comfort with organisation fit	.731	3	106	.536
Future and strategic thinking	.987	3	107	.402
Demands of external stakeholders	.268	3	105	.849
Stress of balancing competing demands	.163	3	103	.921
Communicating strategy to stakeholders	.253	3	105	.859
Challenge with focus in the leadership role	.658	3	103	.580
Comfort with focus in the leadership role	.231	3	103	.874

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Comfort with organisation fit	Between Groups	1.811	3	.604	1.034	.381
	Within Groups	61.869	106	.584		
	Total	63.680	109			
Future and strategic thinking	Between Groups	3.171	3	1.057	3.519	.018
	Within Groups	32.137	107	.300		
	Total	35.308	110			
Demands of external stakeholders	Between Groups	3.206	3	1.069	1.178	.322
	Within Groups	95.226	105	.907		
	Total	98.432	108			
Stress of balancing competing demands	Between Groups	3.094	3	1.031	2.138	.100
	Within Groups	49.682	103	.482		
	Total	52.776	106			
Communicating strategy to stakeholders	Between Groups	.807	3	.269	.485	.693
	Within Groups	58.275	105	.555		

	Total	59.083	108			
Challenge with focus in the leadership role	Between Groups	1.767	3	.589	1.661	.180
	Within Groups	36.515	103	.355		
	Total	38.282	106			
Comfort with focus in the leadership role	Between Groups	.872	3	.291	1.130	.341
	Within Groups	26.488	103	.257		
	Total	27.360	106			

