Research Article

The Role of Personality Test Results as a Tool for Student Self-Understanding and Its Implications in Counseling

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Abstract
Self-understanding is one of the main keys for students to achieve academic success and personal development, especially during adolescence which is known as the phase of searching for identity. In the world of education, personality has an important role in shaping students' behavioral patterns, learning styles, and social interactions. One tool that can support students' self-understanding is a personality test. This article aims to discuss the role of personality test results as a means of students' self-understanding and its implications in guidance and counseling services at school.

Keywords: Personality test, Self Understanding, Counseling Guidance

INTRODUCTION

In the era of ever-evolving education, students' self-understanding is one of the main keys to achieving academic success and personal development. In education, personality is very important. There are many things that can be seen from students' personalities. In students, self-understanding is an important aspect in the development process, especially during adolescence which is known as the phase of finding identity. In this phase, students often face various

challenges, both academically, emotionally, and socially. Good self-understanding can help students overcome these challenges and make wiser decisions, such as choosing an educational path, career, and building healthy social relationships. Personality explains how a person's behavior patterns differ from others. These behavior patterns have an impact on the learning process. In the learning process, each student has unique features (Slavin, 2005) (Salsabila et al., 2023). In the context of Guidance and Counseling, One important instrument to support this self-understanding is a personality test. Through personality tests it is very important to help them understand their characteristics, interests, and potential. Personality tests serve as a tool that allows students to explore fundamental psychological aspects, to make better decisions regarding their careers and future choices (Periantalo & Azwar, 2017).

The use of personality tests in Guidance and Counseling services is becoming increasingly important, especially in dealing with the challenges faced by students at school. Research by Muhid, A et al 2021 shows that students who take personality tests experience a significant increase in self-understanding, which has an impact on better decision-making in their education and careers (et al., 2021) . In the study, it was found that the use of personality tests also helps students to be more confident in social interactions and facing new situations. According to Azwar (2016) in (Sari, 2021)personality tests are designed to explore individual characteristics scientifically, so that the results can be the basis for decision-making, both in the context of education and career. In guidance and counseling services in schools, personality test results act as a very strategic tool to help counselors understand students' needs more deeply .

Each individual has different and unique personality characteristics, that character will influence how individuals think, feel, and act in various situations. From these characters we can know that humans have fast, medium, and low abilities. According to research in psychology, every child must have differences between one and another "there are no two humans in this world who have exactly the same similarities even though they are born twins" (Nurdin, 2005 (Islam, N, 2023)

Test instruments are methods for carrying out measurement activities that aim to measure aspects of student behavior. Test instruments consist of various types of questions, affirmations, and collections of tasks that can be done by test participants. Intelligence tests, personality tests, and aptitude tests are some of the many test tools used by guidance and counseling teachers. Personality tests are very important and useful psychological tests because they can be used to measure or study a person's personality. Currently, this test is widely used for school registration and recruitment of workers (Z. Zubaidah et al., 2024)In the world of education, the importance of personality tests is increasing along with counseling services that are more focused on individual needs. According to Santrock (2018) in Zubaidah, et al 2024, students with good self-understanding tend to be better able to manage emotions, make decisions, and adapt to their social environment. Personality test results not only provide information to students, but also help counselors in designing relevant guidance programs (Z. Zubaidah et al., 2024)

Personality tests are designed to measure deep aspects of personality, such as emotional stability, extroversion, introversion, openness to new experiences, conscientiousness, and compatibility with others. Personality tests provide insight into significant differences between individuals and provide an overview of human traits that can influence daily behavior, decisions, and relationships. In the world of education, work, and counseling, personality tests are often used as a method to see potential, overcome weaknesses, and increase self-awareness (Hadi, 2017). This also seems to be related to the way a person perceives himself which is

influenced by his personality. Mahmud (1990) in Farhanah, Z et al 2024 (Farhanah, 2024)states "perception is interpreting stimuli that already exist in the brain". which comes from a person's personality .

In addition, the use of personality test results also has a major impact on the decision-making process by students. Research by Yuline, et al 2022 shows that personality test results can be a reference in choosing educational majors, career planning, and even in building healthy interpersonal relationships (Yuline et al., 2022). A deep understanding of students allows them to recognize their strengths and weaknesses, so they can take more targeted steps in achieving their goals .

Despite its many benefits, the use of personality tests in counseling services is still able to withstand challenges. The validity and reliability of the test tool are of primary concern, because inaccurate results can lead to misinterpretations that have a negative impact on students. This article aims to discuss in depth the Role of Personality Test Results as a Tool for Student Self-Understanding and Its Implications in School Counseling. Through analysis of various literature and research results, this article is compiled with the aim of providing a comprehensive understanding of the importance of personality tests in helping individuals recognize themselves and understand others. In addition, this article also describes how the test results can be applied effectively in the counseling process. It is hoped that this article can provide useful insights for readers regarding the strategic value of personality tests in self-development and psychological support.

RESEARCH METHOD

Research Design

This study employed a qualitative descriptive approach aimed at exploring the role of personality test results in enhancing students' self-understanding and the implications for counseling services. The qualitative approach was chosen to allow in-depth exploration of students' subjective experiences, perceptions, and reflections on their personality test outcomes. The design integrates semi-structured interviews, document analysis, and thematic interpretation to provide a comprehensive understanding of the phenomenon.

Research Target/Subject

The research subjects consisted of 15 undergraduate students from various faculties who had recently participated in a standardized personality assessment facilitated by the university's counseling center. Participants were selected using purposive sampling based on the following criteria:

1. Having completed a recognized personality test (e.g., MBTI, Big Five Inventory) within the last six months.
2. Willingness to participate in interviews and share personal experiences.
3. Representing a range of academic backgrounds to ensure diversity in perspectives.

Research Procedure

The research procedure consisted of several stages. The preparation stage included obtaining institutional permission, developing interview guidelines, and selecting participants. The data collection stage involved conducting semi-structured interviews and gathering relevant documents such as personality test reports and counseling session summaries. The transcription stage converted audio recordings into text, which was then organized according to emerging themes. Data analysis was performed through thematic interpretation, and a

validation stage was conducted using member-checking and peer debriefing to ensure credibility.

Instruments, and Data Collection Techniques

The main instruments used in this research were a semi-structured interview guide and a document review checklist. Data collection techniques included: (1) conducting face-to-face semi-structured interviews lasting 45–60 minutes per participant; (2) reviewing personality test result reports and counseling records; and (3) compiling field notes containing contextual observations during interviews and counseling sessions.

Data Analysis Technique

Data were analyzed using thematic analysis based on Braun and Clarke's six-phase framework: (1) familiarizing with the data, (2) generating initial codes, (3) searching for themes, (4) reviewing themes, (5) defining and naming themes, and (6) producing the final report. The credibility of the results was strengthened through triangulation of interviews, document analysis, and field notes, as well as member-checking with participants to confirm interpretations.

RESULTS AND DISCUSSION

The methodology used in this article is a literature review. Literature study is a data collection technique by conducting a study of books, literature, and other relevant sources (Roza et al., 2022 ;Asmita & Irman, 2022). A literature review or literature study is a summary of opinions obtained from a reading source on a research topic The document "The Role of Personality Test Results as a Tool for Student Self-Understanding and Its Implications in Counseling" is known and collected. Literature research usually tries to solve problems by finding previous written sources or references to relevant ideas.

The term personality has various meanings and definitions. Understanding the concept of personality can be challenging because everyone has a different perspective. Personality testing is faced with difficulties in determining the right definition and what aspects should be measured. Prawito (2021) A person's personality traits begin to appear when entering a new environment and social circle and are never found in subsequent social circles (Harahap et al., 2023). In general, personality tests are used to measure different aspects of skills and talents, including attitudes, social interactions, and emotions . This test attempts to measure non-cognitive aspects such as personality, temperament, emotional patterns, mental health, and social relationships, all of which are important in self-adjustment. (Wahidah et al., 2019).

Personality tests are tools for assessing or radiating personality. This is done by distinguishing abilities from emotional, motivational, interpersonal, and attitudinal traits. Character tests refer to the unique patterns of thinking, feeling, and behavior that distinguish us from others. Personality tests are also a collection of tests used to determine a person's tendency to act. Yani,(2010) a personality test is a set of test tools designed to describe how a person tends to behave (dkk Zubaidah, 2024)

Personality tests are an important tool in Guidance and Counseling services, because they can help students get to know themselves more deeply. This self-knowledge not only helps students get to know themselves more deeply. This self-knowledge is not only related to understanding interests and career tendencies, but also fundamental psychological aspects, such as how students react in certain situations, how they think, and how they interact with their social environment. According to Outri;Annisa, students who understand their personality

through personality tests are more likely to have the ability to manage their emotions and social behavior, which ultimately has a positive effect on academic performance and social interactions (Outri;Annisa et al., 2023).

The formation of student personality is an ongoing and complex process that takes place during the student's growth and development. Student personality consists of values, beliefs, attitudes, and behaviors. These values influence students' views of themselves, others, and their environment (Mulyasa, 2015 in (Nikmatussaidah, 2021). According to Zubaidah, 2024, personality tests can provide students with insight into their strengths and weaknesses (Zubaidah et al., 2023). This allows them to formulate learning strategies that are appropriate to their characteristics, as well as increase motivation to achieve their goals. Personality tests also help students overcome challenges that may not have been previously recognized. For example, a student with an introverted personality may be more comfortable learning individually or in a quiet environment, while a student with an extroverted type may thrive in interactive learning situations that involve a lot of group discussions. With the results of personality tests, students can prepare strategies to deal with these situations, so that they can develop more optimally.

Currently, personality tests are very useful for everyday life such as for education, the world of work, and counseling. Personality tests are one of the instruments used to explain the characteristics of an individual. As time goes by, personality tests can reveal a person's personality while helping individuals plan their future careers, for example; careers, determining majors in education such as personality tests, can help teachers and counselors understand emotional and psychological needs (Yulianti et al., 2024). Meanwhile, in the world of work, personality tests are often used to assess an individual's suitability for a particular role or field to understand work dynamics. Personality tests are very helpful for individuals in increasing self-awareness, which is very important for individual personal growth. This is because it allows an individual to recognize aspects of themselves that need to be developed. Then the strengths that can be developed and utilized to achieve life goals.

Personality tests also serve as an important tool to understand the unique characteristics of each student. Each student has different needs and learning styles, and personality tests provide the insights needed to formulate a specific and appropriate guidance program. According to Muhid, A ,et al 2021 the results of personality tests help counselors understand the psychological dynamics of students, including how they respond to stress, how they interact with classmates, and their learning styles (et al., 2021). With this, counselors can provide more personalized and strategic advice to support students' holistic development. Devianti, 2024 Apart from the individual context, personality tests also allow counselors to understand group dynamics in the classroom (Devianti & Sari, 2021). Counselors can use test results to identify potential conflicts between students or group students based on their personality characteristics, which can facilitate cooperation and harmony in the learning environment. This can also reduce anxiety, and increase emotional stability in order to build self-confidence. According to Yulianti, et all 2024 it shows that counselors who are skilled in interpreting personality test results can provide invaluable insights for students, helping them understand how their personality affects various aspects of life both at school and in the broader social context (Yulianti et al., 2024).

According to Zubaidah, 2024 , counselors can use personality test results to understand how students behave in certain situations, such as in academic or social settings (Zubaidah et al., 2023). For example, if a student is known to have a tendency towards a more analytical and critical personality type, counselors can provide career advice related to fields such as science or technology. Conversely, if students show more creative and intuitive tendencies, they may

be suited to the arts or communications field. Self-understanding and social interaction are very important in guidance and counseling because both help individuals recognize their potential and the challenges they face. Understanding oneself is key to building positive relationships with others because it allows one to identify and meet their emotional and social needs (Syafitri et al., 2022)

The DISC personality test is one example of a personality test that helps individuals understand their behavioral patterns and ways of thinking through a series of specific questions. This test describes how a person interacts, makes decisions, and responds to social situations. In education, the results of this test help teachers or counselors adjust teaching methods according to the personality of the student, so that learning becomes more effective and personal. In addition, the DISC test also helps individuals understand their own way of thinking and that of others around them. Understanding personality types such as Dominant, Influential, Steady, and Compliant can facilitate team communication and solve problems together. For example, for team members with the "Dominant" type, project management strategies can be adjusted to stay balanced and give room for all team members to contribute. That way, the DISC test is not only useful for recognizing yourself, but also improving cooperation and interpersonal relationships, both in educational and professional environments (Zidan et al., 2023)

The results of the DISC personality test have important implications in the counseling process, especially to help clients recognize their strengths and weaknesses as a first step towards self-improvement. With this test, counselors can help clients understand their strengths and challenges more objectively. For example, someone with a "Steady" personality type tends to be stable and reliable, but may have difficulty adapting to unexpected situations. This information allows counselors to focus on developing clients' adaptability without ignoring their strengths. In addition, the results of the DISC test allow counselors to design a counseling plan that is more focused and in accordance with the client's psychological needs. Rehabilitation or motivational programs can be adjusted based on personality type. For example, for clients with the "Conscientious" type, who are analytical and detailed, motivational programs should be designed with a systematic and logical approach to create an environment that supports their development (Zidan et al., 2023)

The implementation of personality tests in schools is an important step to support students' self-development, both in academic, social, and emotional aspects. However, the implementation process faces various challenges, both technical, methodological, and ethical. These challenges often hinder the effectiveness of the use of personality tests in helping students understand themselves more deeply and improving guidance and counseling services. One of the main challenges is the limited validity and reliability of the test instruments used. Validity refers to the extent to which a test actually measures the intended personality aspect, while reliability relates to the consistency of test results that are repeated in different situations. Many personality tests used in schools in Indonesia have not yet gone through an adaptation process that is appropriate to the local cultural context. According to Utami (2022), popular personality tests such as the MBTI often contain cultural bias because they are designed for the context of Western society, making them less relevant when applied to Indonesian students (Utami, 2022). As a result, test results can provide inaccurate information or information that does not match the actual characteristics of students. The next challenge is limited resources, including professional staff, budget, and technological devices. Based on research by (Yuline et al., 2022) the ratio of counselors to students in many schools is still not ideal, namely 1:150 as recommended by Permendikbud Number 111 of 2014. This condition makes it difficult for

counselors to provide adequate attention to the process of implementing and analyzing personality test results. Additionally, schools with limited budgets can often only afford to use paper-based tests, which take longer to administer than digital-based tests.

Student awareness of the importance of personality tests is also a significant obstacle. Many students consider this test irrelevant or are worried that the test results will be used to judge them negatively. According (Sari, 2021) , the lack of socialization regarding the purpose and benefits of personality tests causes resistance from students. Some students even feel that the test does not reflect their character accurately, especially if they are in a certain emotional state when taking the test. On the other hand, the management of personality test result data often does not receive serious attention. Test result data is personal and sensitive information, so it requires safe management and in accordance with the principle of confidentiality. However, according to Wardoyo 2024, the lack of clear regulations at the school level can lead to violations of student privacy. There are cases where personality test results are disclosed openly to teachers or peers, which not only violates ethical principles but can also damage students' trust in counseling services (Wardoyo, 2024)

Recommendations to address these challenges include improving counselor training to understand test validity and reliability, developing culturally appropriate personality tests, and budgeting for modern test equipment. It is also important to better educate students about the purpose and benefits of personality tests, and to ensure a secure data management system is in place to protect their privacy. By addressing these challenges, personality tests can become a more effective tool in supporting student self-development and improving guidance and counseling services in schools.

CONCLUSION

Personality test results play an important role as a tool to help students understand their character, potential, and shortcomings in depth. This understanding allows students to be more confident in making decisions, determining career directions, and overcoming challenges in academic and social aspects. In the context of counseling, personality tests become an instrument that supports counselors to provide more personalized, relevant, and effective services according to student needs.

However, the implementation of personality tests in schools still faces various challenges, such as limited instrument validity, inappropriate cultural context, and lack of student awareness of this test. To maximize the benefits of personality tests, strategic steps are needed, for the development of tests that are in accordance with local culture, and coordination of digital infrastructure is needed. Thus, test results can serve as a solid foundation for the creation of Guidance and Counseling services that support student success both at school and throughout their lives.

AUTHOR CONTRIBUTIONS

Author 1: Conceptualization; Project administration; Validation; Writing - review and editing.
Author 2: Conceptualization; Data curation; In-vestigation.
Author 3: Data curation; Investigation.
Author 4: Formal analysis; Methodology; Writing - original draft.
Author 5: Supervision; Validation.
Author 6: Other contribution; Resources; Visuali-zation; Writing - original draft.

CONFLICTS OF INTEREST
The authors declare no conflict of interest

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