

Appendix I. Research Instruments

The complete set of research instruments used in this study is provided below.

A. Semi-Structured Interview Protocol: Students

1. How does your MBTI personality type influence your approach to learning English speaking?
2. How comfortable and confident do you feel when speaking English?
3. What strategies do you use to improve your speaking skills, and do these strategies align with your personality type?
4. What are the biggest challenges you face in speaking English, and how do you overcome them?
5. How does the learning environment, the classroom, your peers, and your lecturers, support or hinder your speaking skill development?

B. Semi-Structured Interview Protocol: Lecturer

1. How do you observe differences in students' speaking performance based on their personality type?
2. What challenges do extroverted and introverted students face in speaking tasks?
3. What strategies do you use to support students with different personality types in developing their speaking skills?

4. Do you notice any patterns in students' confidence levels based on their MBTI personality type?

5. How could MBTI information be practically incorporated into speaking assessment and feedback?

C. Classroom Observation Checklist

1. Participation level (Active / Moderately active / Passive)

2. Speaking style (Spontaneous / Structured / Unclear)

3. Confidence during speaking (High / Moderate / Low)

4. Clarity of voice and articulation (Clear and loud / Fairly clear / Unclear)

5. Body language and facial expressions (Supportive / Neutral / Distracting)

6. Eye contact with the audience (Consistent / Occasional / None)

7. Signs of anxiety (None / Slight / Very visible)

8. Use of speaking strategies such as notes or cue cards (Yes / No)

9. Time management (Within time / Too fast / Too long)

10. Content relevance to topic (Very relevant / Somewhat relevant / Off-topic)

11. Use of vocabulary and grammar (Varied and appropriate / Fairly accurate / Limited and error-prone)

12. Alignment with known personality type (Matches / Does not match / Not known)

13. Progress compared to previous performance (Improved / Stable / Declined)

14. Observer's additional notes (open field)

Appendix II. Classroom Observation Data

Name: FS

MBTI: INFP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☒ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Suaranya kecil. Terjeda cukup lama. Pengucapan cukup jelas, tapi masih terasa keguguhannya. Semakin lama suaranya semakin kecil.	

Name: AP
MBTI: ENFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Percaya diri tapi terbata-bata. Sering mengulang kata. Terbata gugup. Semakin gugup suara semakin nyaring.	

Name: JA

MBTI: INFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☒ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☒ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☒ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Sering terjeda cukup lama sehingga dosen menyuruhnya ulang, terbata, meski mengulang masih terbata dan sering terjeda.	

Name: GH

MBTI: ESTP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☒ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☐ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☒ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☒ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☐ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Suara terbata. Sering terjeda. Tidak melakukan eye contact. Sering mengulang lentuh.	

Name: NH

MBTI: ISFP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☒ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☐ Neutral ☒ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☐ Slight ☒ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Sering terjeda, suaranya terlalu kecil. Keguguhannya cukup terlihat namun content masih bisa didengar jelas.	

Name: VI

MBTI: ENFP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Beberapa kali terjeda. Cukup terlihat keguguhannya. Lebih lancar ketika mengulang. Namun masih gugup, sering terjeda saat bicara.	

Name: IK

MBTI: INTJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☒ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☒ Varied & appropriate ☐ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Lancar. Jarang melakukan eye contact. Terbata tapi tidak terlalu. Perlu terdengar lebih jelas.	

Name: ED

MBTI: INFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☒ High ☐ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☒ None ☐ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☒ Varied & appropriate ☐ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Sangat jarang melakukan eye contact.	

Name: AT

MBTI: ISFP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☒ High ☐ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☒ Consistent ☐ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☒ None ☐ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☒ Varied & appropriate ☐ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Suaranya nyaring dan percaya diri, body language cukup natural.	

Name: RA

MBTI: INTJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☒ Consistent ☐ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Mencoba mengingat dengan memejamkan mata. Pengucapan clear, tapi masih terlihat gugup.	

Name: MR

MBTI: ISTP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☒ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☐ Stable ☒ Declined	
14	Observer's additional notes	Mengulang setelah selesai karena kurang konten. Pengucapan jelas meski terbata dan terjeda. Body cukup natural. Jarang melakukan eye contact.	

Name: HN

MBTI: ISTP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☒ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Terjeda. Namun cukup jelas pengucapan. Mengulang 2 kali.	

Name: FM

MBTI: ENFP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☒ None ☐ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☒ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☐ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Clear, sedikit terbata dan cukup jelas.	

Name: MA

MBTI: ISTP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☒ High ☐ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☒ Consistent ☐ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Sangat lancar. Percaya diri. Pengucapan cukup jelas dan mudah dimengerti audience.	

Name: FD

MBTI: ENTP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☒ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☐ Stable ☒ Declined	
14	Observer's additional notes	Sering mengulang karena lebih cepat dari waktu yang diminta. Bicaranya lancar, tidak terlalu terbata. Komentar dosen: percaya diri tinggi meski kurang konten.	

Name: NM

MBTI: ESTP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☒ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☒ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☒ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Banyak mengulang kata dan tidak terlalu jelas, tapi masih cukup bisa dipahami.	

Name: AZ

MBTI: ENFP/A

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☒ High ☐ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☒ Consistent ☐ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☒ None ☐ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☒ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☒ Varied & appropriate ☐ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☒ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☒ Improved ☐ Stable ☐ Declined	
14	Observer's additional notes	Sangat lancar. Sering melakukan eye contact, tapi ekspresi wajah sedikit berlebihan.	

Name: MG

MBTI: ENFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☒ High ☐ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☒ Consistent ☐ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☒ None ☐ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☒ Yes ☐ No	
9	Time management	☒ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☒ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☒ Varied & appropriate ☐ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☒ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☒ Improved ☐ Stable ☐ Declined	
14	Observer's additional notes	Sangat clear. Jelas. Percayaan dirinya terasa. Kurang terjeda. Sangat minim terbatas.	

Name: UN

MBTI: ENFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☒ High ☐ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☒ Consistent ☐ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☒ None ☐ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☒ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☒ Varied & appropriate ☐ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☒ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Sangat lancar. Clear. Tidak sering terbata. Pergerakan pun stabil.	

Name: IM

MBTI: ENFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☒ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☒ Consistent ☐ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☒ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☒ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☒ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Terbata-bata. Mencoba mengingat struktur kata yang dihafal. Komentar dosen: dosen percaya dia sebenarnya bisa lebih baik dari ini, tapi karena berbahasa Inggris jadi sedikit kesulitan.	

Name: MAD

MBTI: ISFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☐ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☐ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☐ Moderate ☐ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☐ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☐ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☐ Stable ☐ Declined	
14	Observer's additional notes	-	

Name: IS

MBTI: INFP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☐ Fairly clear ☒ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Terbata dan terjeda. Tidak banyak bergerak. Cukup jelas. Clear.	

Name: AW

MBTI: ISTJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Datar, tidak terlalu banyak pergerakan.	

Name: AL

MBTI: ENTP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☒ High ☐ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☒ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Lancar. Meski sering terjeda tapi sangat percaya diri. Tidak terlalu sering melakukan eye contact.	

Name: ER

MBTI: ENTJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☒ Spontaneous ☐ Structured ☐ Unclear	
3	Confidence during speaking	☒ High ☐ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☒ Consistent ☐ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☒ None ☐ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☒ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☒ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Lancar. Clear, meski sedikit terbata. Masih terlihat percaya diri saat berbicara.	

Name: AB

MBTI: ENFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☒ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☐ Structured ☒ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☒ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☒ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☐ Neutral ☒ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☐ Slight ☒ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☒ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Sangat terbata dan terke. Suara sangat lambat. Sangat sulit dipahami apa yang dibicarakan.	

Name: NA

MBTI: ESTJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☒ High ☐ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☐ Occasional ☒ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☒ None ☐ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Datar, tidak terlalu ekspresi.	

Name: HA

MBTI: ENFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☒ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Clear, jelas. Jarang terjeda. Namun cukup terbata. Pergerakan cukup natural dan tidak berlebihan.	

Name: LI

MBTI: ENTJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☐ Moderate ☒ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☒ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Terjeda, dan suaranya sangat kecil untuk didengar jelas. Komentar dosen: seharusnya bisa lebih confident.	

Name: AN

MBTI: ENTJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☐ Moderate ☒ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☒ Consistent ☐ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Clear, cukup jelas meski suaranya tidak terlalu nyaring. Pergerakan cukup terkontrol.	

Name: MU

MBTI: ESTJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☒ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☒ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Banyak jeda, namun pergerakannya tetap tenang.	

Name: SA

MBTI: ISFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☒ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☒ Yes ☐ No	
9	Time management	☒ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☒ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☒ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Lancar namun masih sedikit terbata-bata. Terjeda beberapa kali. Cukup terlihat keguguhannya.	

Name: TA

MBTI: ENFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☒ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☒ Yes ☐ No	
9	Time management	☐ Within time ☒ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☒ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Tidak terlalu sering melakukan eye contact. Sedikit terbata. Namun cukup lancar.	

Name: AA

MBTI: INFP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☐ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☐ Moderate ☒ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☒ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☒ Yes ☐ No	
9	Time management	☐ Within time ☒ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Lancar dan clear. Tapi terjeda di tengah speaking mencoba mengingat.	

Name: MAY

MBTI: INFP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☒ Spontaneous ☒ Structured ☐ Unclear	
3	Confidence during speaking	☒ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☒ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☒ None ☐ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☒ Yes ☐ No	
9	Time management	☒ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☐ Very relevant ☒ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☒ Varied & appropriate ☐ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☐ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Lancar dan sangat clear. Namun terjeda di tengah speaking.	

Name: RAH

MBTI: ENFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☒ Spontaneous ☐ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☐ Moderate ☒ Low	
4	Clarity of voice and articulation	☐ Clear and loud ☐ Fairly clear ☒ Unclear	
5	Body language and facial expressions	☐ Supportive ☐ Neutral ☒ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☒ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☒ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☒ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Spontan dan cukup lancar. Sedikit terbata-bata.	

Name: MH

MBTI: ENFP

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☒ Spontaneous ☐ Structured ☐ Unclear	
3	Confidence during speaking	☒ High ☐ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☐ Supportive ☒ Neutral ☐ Distracting	
6	Eye contact with the audience	☒ Consistent ☐ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☒ None ☐ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☐ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☒ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☒ Varied & appropriate ☐ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☒ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☒ Improved ☐ Stable ☐ Declined	
14	Observer's additional notes	Lancar, dan cukup percaya diri. Pengucapannya jelas.	

Name: RO

MBTI: ENFJ

No.	Observation Aspect	Assessment Criteria	Checklist
1	Participation in speaking activity	☒ Active ☐ Moderately active ☐ Passive	
2	Speaking style	☒ Spontaneous ☐ Structured ☐ Unclear	
3	Confidence during speaking	☐ High ☒ Moderate ☐ Low	
4	Clarity of voice and articulation	☒ Clear and loud ☐ Fairly clear ☐ Unclear	
5	Body language and facial expressions	☒ Supportive ☐ Neutral ☐ Distracting	
6	Eye contact with the audience	☐ Consistent ☒ Occasional ☐ None	
7	Signs of anxiety (e.g., pauses, nervous gestures)	☐ None ☒ Slight ☐ Very visible	
8	Use of speaking strategies (notes, rehearsal, cue cards)	☒ Yes ☐ No	
9	Time management	☐ Within time ☐ Too fast ☐ Too long	
10	Content relevance to topic	☒ Very relevant ☐ Somewhat relevant ☐ Off-topic	
11	Use of vocabulary and grammar	☐ Varied & appropriate ☒ Fairly accurate ☐ Limited & error-prone	
12	Alignment with personality type (if known)	☒ Matches ☐ Doesn't match ☐ Not known	
13	Progress compared to previous performance (optional)	☐ Improved ☒ Stable ☐ Declined	
14	Observer's additional notes	Lancar, tapi masih sedikit terbata.	

Appendix III. Interview Transcripts

INTERVIEW TRANSCRIPT

Name: FS

MBTI Type: INFP

Role: Student

Date: May 5, 2025

Place: English Department Study Room

Duration: ±15 minutes

Interviewer: How do you generally feel before a speaking activity in class?

Respondent: Honestly, I feel quite nervous every time. Even if I have prepared, there is still this feeling of anxiety. I tend to overthink what others might think of me. I think it is just how I am, very sensitive to how people perceive me.

Interviewer: Do you think your personality influences the way you speak in front of the class?

Respondent: Yes, definitely. I am the kind of person who prefers to think deeply before saying something. So when I have to speak spontaneously, I often get stuck or my voice becomes very small. I feel like I need more time to process my thoughts.

Interviewer: In the observation, it was noted that your voice tends to get smaller over time. What do you think causes that?

Respondent: I think it is because I start to lose confidence midway. At first I feel okay, but then when I notice people looking at me, I get more and more anxious. My voice just fades.

Interviewer: How do you prefer to prepare for a speaking task?

Respondent: I like to write down my points first, then read them out loud alone in my room. I rehearse many times. But when I get in front of the class, the energy is so different and it throws me off.

Interviewer: If you knew your personality type was considered in your assessment, would that change how you feel about speaking activities?

Respondent: Yes, I think it would. It would make me feel more understood. Like, the lecturer knows I am not naturally loud, and that does not mean I do not know the material. It would be a relief.

INTERVIEW TRANSCRIPT

Name: AP

MBTI Type: ENFJ

Role: Student

Date: May 5, 2025

Place: English Department Study Room

Duration: ±15 minutes

Interviewer: How do you feel about speaking activities in your English class?

Respondent: I actually enjoy speaking in front of people. I like connecting with the audience. But lately I have been feeling more pressure because I want to do well and I sometimes get too nervous trying to be perfect.

Interviewer: The observer noted you were active but showed signs of nervousness. Can you tell me more about that?

Respondent: Yes, I noticed that too. I was very eager to speak but then I kept stumbling on words. I think I was too focused on performing well that I ended up tripping over my sentences. It is like the more I care, the more I get nervous.

Interviewer: How does your personality affect your speaking style?

Respondent: I am very people-oriented. I love making eye contact, I love seeing people react positively. But when I sense the audience is not engaged, I tend to panic a little and start repeating words or speaking faster.

Interviewer: What do you think about the use of MBTI in assessing speaking skills?

Respondent: I think it is a great idea. Because someone like me, an ENFJ, might seem confident on the surface but actually be under a lot of internal pressure. If the lecturer knows that, they can give more appropriate feedback.

Interviewer: What kind of feedback helps you improve the most?

Respondent: Emotional and specific feedback. Not just you need to speak more clearly but I noticed you rushed in the middle, take a breath. That kind of feedback really resonates with me.

INTERVIEW TRANSCRIPT

Name: JA

MBTI Type: INFJ

Role: Student

Date: May 6, 2025

Place: English Department Study Room

Duration: ±15 minutes

Interviewer: How would you describe your speaking experience in class?

Respondent: I usually feel quite anxious. I prefer writing over speaking because when I write, I can edit and reflect. Speaking feels very exposed. I often pause a lot because I am searching for the right word.

Interviewer: The observer noted long pauses during your speaking. Does that reflect how you feel internally?

Respondent: Yes, exactly. When I pause, I am actually thinking very carefully about what I want to say. I do not want to say something inaccurate or unclear. But I realize it might look like I am forgetting or losing track.

Interviewer: Do you think introverted students are sometimes misjudged in speaking assessments?

Respondent: Absolutely. A student who speaks slowly and pauses a lot might actually have very deep and accurate content. But if only fluency is judged, that student gets a lower score. It feels unfair sometimes.

Interviewer: How would MBTI awareness from your lecturer change your experience?

Respondent: I think I would feel more comfortable. If the lecturer knows I am INFJ and naturally more reflective, they might give me more structured prompts or allow a moment of preparation. That would help a lot.

Interviewer: What strategy do you use to manage your anxiety before speaking?

Respondent: I prepare very thoroughly. I write out everything I want to say almost word by word. The problem is, when something goes off-script, I panic. I need to work more on being flexible.

INTERVIEW TRANSCRIPT

Name: GH

MBTI Type: ESTP

Role: Student

Date: May 6, 2025

Place: English Department Study Room

Duration: ±15 minutes

Interviewer: How do you usually approach a speaking task in class?

Respondent: I just go for it, honestly. I do not over-prepare. I prefer to speak spontaneously and see where it goes. Preparation makes me feel too stiff.

Interviewer: The observer noted you did not use notes or cue cards. Is that intentional?

Respondent: Yes. I do not like relying on notes because it makes me look down too much. I would rather speak freely even if it is a bit rough around the edges.

Interviewer: Were there moments during your speaking where you felt unsure?

Respondent: A few times. Especially when I ran out of things to say. I think I need more content preparation, not speaking preparation. My delivery is okay, but sometimes my content is a bit thin.

Interviewer: Do you think your MBTI type, ESTP, reflects how you speak?

Respondent: Very much so. ESTPs are action-oriented and direct. I speak the same way. I get to the point quickly. But maybe I miss some depth that other personality types would naturally include.

Interviewer: What do you think lecturers should consider when assessing students with different personalities?

Respondent: That not everyone prepares the same way. Some people perform better under pressure, some need structured preparation. The assessment should capture whether someone communicates effectively, not just whether they follow a certain pattern.

INTERVIEW TRANSCRIPT

Name: NH

MBTI Type: ISFP

Role: Student

Date: May 7, 2025

Place: English Department Study Room

Duration: ±15 minutes

Interviewer: How do you feel when you have to speak in English in front of the class?

Respondent: I feel very uncomfortable, to be honest. I am a quiet person by nature. Speaking in front of many people makes me feel like everyone is judging every word I say.

Interviewer: The observer noted that your body language was very still, almost frozen. Can you explain that?

Respondent: Yes, that happens when I am very nervous. I just freeze. I do not know what to do with my hands or my body, so I just stand there. I know it looks strange but I cannot help it.

Interviewer: Does the size of the audience affect how you speak?

Respondent: Definitely. In a small group or one-on-one, I speak much better. I can be clearer and more relaxed. The larger the audience, the more my voice shrinks.

Interviewer: If MBTI were used in assessing your speaking, what would you want your lecturer to understand about ISFP students?

Respondent: That we are not unprepared or uninterested just because we are quiet. We actually feel a lot internally. We just do not express it loudly. A quiet speaker might still have great ideas.

Interviewer: What would help you perform better in speaking tasks?

Respondent: Maybe speaking in smaller groups first, then gradually in front of the full class. Or knowing the topic very far in advance so I have time to get comfortable with it.

INTERVIEW TRANSCRIPT

Name: VI

MBTI Type: ENFP

Role: Student

Date: May 7, 2025

Place: English Department Study Room

Duration: ±15 minutes

Interviewer: How would you describe your speaking style?

Respondent: I am naturally expressive and enthusiastic. I love sharing ideas. But I sometimes go off on tangents and lose my original point. My mind moves fast and my words try to keep up.

Interviewer: The observer noted you paused several times and seemed to lose track. What happened?

Respondent: That is exactly what I was saying, my brain jumps ahead and then when I try to speak, I lose the thread. It is not that I do not know the material, it is more like I have too many ideas at once.

Interviewer: Do you think ENFP traits, creativity, enthusiasm, are properly valued in speaking assessments?

Respondent: Not always. Traditional assessments focus on structure and accuracy. But ENFPs bring energy and original thinking. I wish there was a way to capture that too.

Interviewer: How do you prepare for speaking tasks?

Respondent: I do not follow a rigid outline. I prefer to have key ideas and then speak from the heart. The problem is, speaking from the heart sometimes means going in circles.

Interviewer: What advice would you give to a lecturer who has ENFP students?

Respondent: Give us room to be creative. If the topic is too rigid, we struggle. But if we are given some freedom, we can really shine. Also, remind us gently if we go off-topic rather than penalizing us heavily.

INTERVIEW TRANSCRIPT**Name:** IK**MBTI Type:** INTJ**Role:** Student**Date:** May 8, 2025**Place:** English Department Study Room**Duration:** ±15 minutes**Interviewer:** How do you typically prepare for a speaking task?**Respondent:** I research the topic thoroughly, organize my points logically, and rehearse with a clear structure in mind. I prefer to have everything planned before I stand up.**Interviewer:** The observer noted your speaking was fluent and within time. Does that match how you felt?**Respondent:** Yes, I felt relatively in control. When I am well-prepared, I feel confident. My biggest challenge is eye contact, I tend to look at a fixed point rather than scanning the audience.**Interviewer:** Why do you think that is?**Respondent:** I get very focused on delivering my content accurately. Eye contact sometimes distracts me because I start reading people's reactions and it breaks my concentration.**Interviewer:** What do you think about MBTI being used in speaking assessment?**Respondent:** I think it is a valid framework if used correctly. It should not be an excuse for poor performance, but it can explain certain tendencies. An INTJ might be very articulate but appear cold, that is a personality trait, not a speaking skill deficit.**Interviewer:** How do you respond to unexpected questions during speaking activities?**Respondent:** I pause, process, and then respond. I do not like giving a hasty, inaccurate answer. Some people might see the pause as nervousness, but for me it is just careful thinking.

INTERVIEW TRANSCRIPT

Name: ED

MBTI Type: INFJ

Role: Student

Date: May 8, 2025

Place: English Department Study Room

Duration: ±15 minutes

Interviewer: How do you feel about English speaking activities overall?

Respondent: I actually enjoy them more than people might expect from an introvert. I like sharing meaningful ideas. But I need to feel that the environment is safe and supportive first.

Interviewer: The observer noted you rarely made eye contact with the audience. Can you reflect on that?

Respondent: Yes, I am aware of it. Making direct eye contact feels very intense for me. I often look slightly above the audience or focus on one area. It is not that I am disengaged, I am very much engaged internally.

Interviewer: Do you feel your speaking performance is accurately captured by conventional assessments?

Respondent: Not entirely. I think I score lower on delivery aspects like eye contact and gestures, but my content and language accuracy are usually strong. I wish there was more weight given to content quality.

Interviewer: What role do you think MBTI awareness plays for a lecturer?

Respondent: A huge role. If the lecturer understands that INFJ students are deep thinkers who may not always project confidence outwardly, they can look for depth of content rather than just performance style.

Interviewer: What speaking strategies do you use?

Respondent: I prepare a strong opening and closing, because those anchor me. For the middle, I allow myself some flexibility. I also silently remind myself to breathe and slow down.

INTERVIEW TRANSCRIPT

Name: MA

MBTI Type: ISTP

Role: Student

Date: May 9, 2025

Place: English Department Study Room

Duration: ±15 minutes

Interviewer: How do you approach speaking in front of the class?

Respondent: I keep it simple and direct. I say what I need to say, clearly, and then I stop. I do not like to over-elaborate. The observer said my speaking was very clear, which I am glad about.

Interviewer: Do you get nervous before speaking?

Respondent: Not really. I am quite detached in the moment. I just focus on the task. I think ISTP types are naturally calm under pressure.

Interviewer: The observer noted your confidence was high. What is your secret?

Respondent: Preparation and acceptance. I prepare well so I know my material. And then I accept that whatever happens, happens. I do not catastrophize.

Interviewer: What do you think about including MBTI in speaking assessments?

Respondent: It makes sense. Different personality types express confidence differently. An ISTP might seem flat emotionally but be very precise and accurate. A more expressive type might seem confident but actually say less. The assessment should balance both.

Interviewer: Do you think your ISTP traits ever work against you in speaking?

Respondent: Maybe in terms of expressiveness. I am told I do not use enough gestures or facial expressions. Apparently that makes the delivery seem less engaging, even if the content is solid. I am working on it.

INTERVIEW TRANSCRIPT

Name: FD

MBTI Type: ENTP

Role: Student

Date: May 9, 2025

Place: English Department Study Room

Duration: ±15 minutes

Interviewer: How would you describe your experience in speaking activities?

Respondent: I love debating and arguing ideas. Speaking activities are fun for me as long as they allow me to think on my feet. I get bored with overly scripted tasks.

Interviewer: The observer noted you spoke too fast and sometimes went off-topic. Can you explain?

Respondent: Yes, that is a known weakness of mine. When I get excited about a topic, I accelerate. I know the content but I deliver it faster than the listener can absorb. And sometimes I go on an interesting tangent.

Interviewer: The lecturer noted that you had high confidence but the content was somewhat lacking. What do you think?

Respondent: Fair point. I tend to prioritize how I say things over what I say. I should balance the two more. I rely too much on my ability to improvise and sometimes the substance suffers.

Interviewer: Do you think MBTI can be a useful lens for speaking assessment?

Respondent: Absolutely. ENTPs are naturally good debaters but can be unfocused. If the lecturer knows this, they can give feedback that targets focus and content depth rather than just delivery. That is more useful feedback for me.

Interviewer: What would improve your speaking performance most?

Respondent: Tighter time constraints and a more specific topic scope. When I have too much freedom, I go everywhere. A clear boundary actually helps me be more focused.

INTERVIEW TRANSCRIPT

Name: MG

MBTI Type: ENFJ

Role: Student

Date: May 10, 2025

Place: English Department Study Room

Duration: ±15 minutes

Interviewer: How do you feel about speaking in English in front of the class?

Respondent: I genuinely love it. It is one of my favorite activities. I feel energized by the audience. The bigger the class, the more confident I feel, actually.

Interviewer: The observer noted very few pauses and strong eye contact. Does that reflect how you normally speak?

Respondent: Yes, that is natural for me. I am very aware of my audience. I read their faces and adjust my energy accordingly. If I see someone looking confused, I naturally slow down and clarify.

Interviewer: Do you think your ENFJ type gives you an advantage in speaking?

Respondent: In delivery, yes. ENFJs are naturally charismatic and empathetic. But I have to be careful not to focus too much on performance and neglect the actual content quality.

Interviewer: What do you think MBTI contributes to a speaking assessment framework?

Respondent: It adds a human layer. Instead of judging everyone against the same standard of loud, confident, structured, MBTI helps us understand that competence comes in different shapes. My quieter classmates may be just as capable, just differently expressive.

Interviewer: Have you ever felt that your ENFJ personality was misread in an assessment?

Respondent: Yes, sometimes my enthusiasm is read as overconfidence or not taking the task seriously. But I really am engaged. I just express it more openly than others.

INTERVIEW TRANSCRIPT**Name:** AW**MBTI Type:** ISTJ**Role:** Student**Date:** May 10, 2025**Place:** English Department Study Room**Duration:** ±15 minutes**Interviewer:** How do you generally feel when doing speaking tasks in class?**Respondent:** I feel okay as long as I have prepared well. I am not naturally expressive, so I rely heavily on preparation. If something unexpected happens, I can struggle.**Interviewer:** The observer noted your speaking was flat and with minimal movement. Is that something you are aware of?**Respondent:** Yes. I am aware that I do not move much and my facial expressions are limited. For me, speaking is about transmitting information correctly, not performing. I know that is not always what is rewarded in assessments.**Interviewer:** Do you think the way ISTJ students speak is sometimes misunderstood?**Respondent:** Yes. People might think I am bored or uninterested, but I am actually very focused. I just express focus differently, through accuracy and structure, not through animation.**Interviewer:** How would MBTI awareness help you as a student?**Respondent:** If my lecturer knows I am ISTJ, they might appreciate my reliability and accuracy more. And they might understand that my low expressiveness is not a lack of effort, it is just my style.**Interviewer:** What is your typical speaking strategy?**Respondent:** I memorize key points and practice the exact sentences I plan to use. I do not improvise well, so I prepare for every possible question. It is thorough but exhausting.

INTERVIEW TRANSCRIPT

Name: [Name withheld upon request]

MBTI Type: N/A

Role: Lecturer of English Speaking Course

Date: May 12, 2025

Place: Lecturer's Office

Duration: ±30 minutes

Interviewer: Could you briefly describe how you currently assess students' English speaking performance?

Respondent: Currently, I use a standard rubric that covers several aspects: fluency, accuracy, pronunciation, vocabulary range, and interaction. Each aspect has weighted scores. The rubric is applied uniformly to all students regardless of background.

Interviewer: In your teaching experience, have you observed differences in speaking behavior among students that might be related to personality?

Respondent: Absolutely, yes. Some students are naturally very expressive and confident, they make eye contact, use gestures, speak loudly and clearly. Others are quieter, pause more often, avoid looking at the audience. The interesting thing is that the quieter students are not necessarily less competent. Sometimes they have the most accurate grammar and the most thoughtful content.

Interviewer: Have you ever used MBTI or any personality framework in your teaching or assessment practice?

Respondent: Not formally, no. I am familiar with MBTI as a concept, and I have encouraged students to reflect on their personality, but I have not systematically incorporated it into my assessment criteria. It is something I have thought about but have not implemented.

Interviewer: What is your initial reaction to the idea of using MBTI as part of a speaking assessment framework?

Respondent: I think it is an interesting and worthwhile idea. Speaking is not just a linguistic skill, it is a deeply personal act. How someone communicates is shaped by who they are. If we understand the personality behind the speaker, we can assess more fairly. For example, an introverted student who speaks softly but with perfect grammar and strong content should not be scored the same as someone who is loud but inaccurate.

Interviewer: Do you think MBTI can realistically be integrated into a classroom assessment?

Respondent: It requires careful thought. The biggest challenge is objectivity. We do not want MBTI to become an excuse. But MBTI can be used as contextual information. It helps me as a lecturer understand where to focus my feedback. An INFP might need

encouragement and a safe environment. An ENTP might need to be reminded to stay on topic.

Interviewer: What aspects of speaking assessment do you think personality type most clearly influences?

Respondent: From my observation, delivery aspects are most affected, things like eye contact, body language, voice projection, and confidence. These are areas where extroverts have a natural advantage. However, content-related aspects like vocabulary use, grammatical accuracy, and topic relevance are more evenly distributed across personality types.

Interviewer: Some researchers argue that using personality type in assessment might be unfair because it could lower standards for certain students. What is your view?

Respondent: I understand that concern. We must be careful not to lower academic standards. But I think there is a difference between adjusting standards and adjusting how we interpret performance. We do not change what a student needs to achieve, we change how we understand why they perform the way they do.

Interviewer: How do you think MBTI data could be practically collected and used in a speaking course?

Respondent: A simple MBTI self-assessment at the beginning of the course would be sufficient. Students could share their results voluntarily. Then, the lecturer can use this as background information when observing speaking performances and giving feedback.

Interviewer: From a pedagogical standpoint, what benefits do you see in helping students understand their own MBTI type in relation to speaking?

Respondent: It promotes metacognitive awareness. When students understand their own personality traits, for instance, that they tend to overthink before speaking, they can work on those areas more intentionally. It shifts the mindset from I am just a bad speaker to I am an INFP who tends to speak softly, and I am working on projection. That is a much healthier and more productive perspective.

Interviewer: Are there any risks or limitations you would want researchers to address when proposing MBTI-based assessment?

Respondent: Several. First, MBTI is not scientifically perfect, it is a useful framework but not a definitive psychological measurement. Second, students might game the system if they think certain MBTI types get better scores. Third, there is the question of reliability, two observers might interpret the same behavior differently based on MBTI expectations.

Interviewer: Overall, do you think this research direction is valuable for the field of English language teaching?

Respondent: Very much so. We talk a lot about differentiated instruction, about meeting students where they are, about culturally responsive teaching, but we rarely talk about personality-responsive assessment. I think this research fills an important gap.

Appendix IV. Sempro Letter



**KEMENTERIAN AGAMA
UNIVERSITAS ISLAM NEGERI ANTASARI
FAKULTAS TARBIYAH DAN KEGURUAN
PRODI TADRIS BAHASA INGGRIS**

Jalan Jenderal Ahmad Yani KM. 4,5 Banjarmasin Telepon (0511) 3253939 Faksimile (0511) 3274492
Web: <https://tbi.uin-antasari.ac.id>

SURAT KETERANGAN

Nomor: B-422/Un.14/III.1/PP.00.9/08/2025

Yang bertanda tangan di bawah ini, menerangkan bahwa:

Nama : Mutia
N I M : 220101030240
Jurusan/Prodi : Tadris Bahasa Inggris
Alamat : Jl. Martapura Lama KM. 9,6 Desa Gudang Hirang Komp.
Antasari Perdana 2 Kab. Banjar Kec. Sungai Tabuk.

adalah benar telah melaksanakan Seminar Desain Operasional Skripsi yang berjudul:

**“SPEAKING STYLES AND PERSONALITY TYPES: THE ROLE OF MYERS-
BRIGGS TYPE INDICATOR IN ENGLISH LANGUAGE LEARNING”**

Pada Hari/Tanggal : Selasa/ 22 April 2025
Tempat : Ruang TBI 1.26

Demikian surat keterangan ini dibuat, untuk dipergunakan sebagaimana mestinya.

Banjarmasin, 28 Agustus 2025

Ketua,



Afifah Linda Sari

Melayani Lebih Baik, Lebih Baik Melayani

Appendix V. Research Letter



**KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI ANTASARI BANJARMASIN
FAKULTAS TARBIYAH DAN KEGURUAN**

Jalan Jenderal Ahmad Yani Km. 4.5 Banjarmasin 70235
Telepon: (0511) 3265426; (0511) 6783136
E-mail: ftk@uin-antasari.ac.id Website: ftk.uin-antasari.ac.id

Nomor : B- 881 /Un.14/III.1/PP.00.9/05/2026 25 Mei 2026
Sifat : Penting
Lampiran : 1 (Satu) Berkas
Hal : Mohon Izin Riset

Yth. Kepala UNIVERSITAS ISLAM NEGERI ANTASARI BANJARMASIN
BANJARMASIN, KALIMANTAN SELATAN

Assalamu'alaikum Wr.Wb

Sehubungan rencana penelitian yang akan dilaksanakan oleh mahasiswa (i) dalam rangka penyusunan skripsi, maka dengan ini kami mohon izin serta bantuan Bapak/Ibu agar kiranya berkenan memberikan informasi/data yang diperlukan oleh :

Nama : Mutia
NIM : 220101030240
Program Studi : PENDIDIKAN BAHASA INGGRIS
Fakultas : Tarbiyah dan Keguruan
Alamat : JL. MARTAPURA LAMA KM. 9.300 DESA GUDANG HIRANG KOMP.
ANTASARI PERDANA DUA NO. 43
No HP : 088705274516

Kami sampaikan pula sebagai Satker berpredikat Zona Integritas Wilayah Bebas dari Korupsi (ZI-WBK) menuju Zona Integritas Wilayah Birokrasi Bersih Melayani (ZI-WBBM) Fakultas Tarbiyah dan Keguruan UIN Antasari Banjarmasin berkomitmen terus menjaga integritas serta terus meningkatkan Kualitas kinerja dan Pelayanan.

Demikian surat keterangan ini kami sampaikan, atas perhatian dan perkenan Bapak/Ibu serta kerjasamanya yang baik kami ucapkan terimakasih.
Wassalamu'alaikum Wr.Wb

Banjarmasin, 25 Mei 2026

Wakil Dekan Bidang Akademik dan Kelembagaan,



Dr. Ahmad Salabi, S.Ag., M.Pd.
NIP 197212112008011009

Tembusan :
Dekan Fakultas Tarbiyah dan Keguruan

Appendix VI. Research Completion Letter



**KEMENTERIAN AGAMA
UNIVERSITAS ISLAM NEGERI ANTASARI
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SURAT KETERANGAN SELESAI RISET

Nomor: B-172/Un.14/III.1/PP.00.9/05/2026

Yang bertanda tangan di bawah ini, Ketua Jurusan Tadris Bahasa Inggris Fakultas Tarbiyah dan Keguruan UIN Antasari Banjarmasin menerangkan bahwa:

N a m a	: Mutia
NIM	: 220101030240
Fakultas	: Tarbiyah dan Keguruan
Jurusan	: Tadris Bahasa Inggris

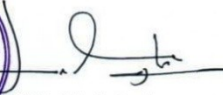
adalah benar yang bersangkutan telah selesai melakukan penelitian/riset penyusunan skripsi pada Jurusan TBI sejak (14 Mei - 14 Mei 2026) dengan judul:

“SPEAKING STYLES AND PERSONALITY TYPES: THE ROLE OF MYERS-BRIGGS TYPE INDICATOR IN ENGLISH LANGUAGE LEARNING”

Demikian agar diketahui dan dapat dipergunakan sebagaimana mestinya.

Banjarmasin, 25 Mei 2026
Ketua Prodi,




Afifah Linda Sari

Melayani Lebih Baik, Lebih Baik Melayani

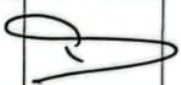
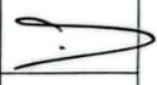
Appendix VII. Thesis Consultation Notes

CONSULTATION

Name: Mutia

Title: Speaking Styles And Personality Types: The Role Of Myers-Briggs Type Indicator in English Language Learning

Advisor: Dr. Ridha Fadillah, M.Ed

No	Date	Suggestion/Comment	Signature
1	24/4/2025	Consultation about topic proposal	
2	29/4/2025	Consultation about research issues, and participants	
3	06/05/2025	Consultation chapter 1-3 thesis proposal	
4	13/05/2025	Correction of thesis proposal	
5	26/01/2026	Consultation research instruments, and additional theory on chapter II (theory)	
6	26/05/2026	Correction about research instrument, interview guide.	
7	10/06/2026	Consultation Chapter IV, additional research citation.	
8	18/06/2026	ACC	

CURRICULUM VITAE

1. Full Name : Mutia
2. SRN : 220101030240
3. Place and Date of Birth : Banjar, 16 September 2003
4. Nationality : Indonesia
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Banjarmasin, July 2026


Writer

Mutia