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Best Personality Tests of 2024: A Complete Guide

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Learn the key differences between the most popular personality tests, and find out which one is right for you.

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Why trust us

Key takeaways

→ We recommend starting with the Myers-Briggs Type Indicator (MBTI) test because it provides a broad overview of personality traits, including strengths and weaknesses.

- The personality tests we researched cost between \$20 and \$99.95 to see the full results of the tests. Some online personality tests are free.
- Some employers will pay for employees to take personality tests in order to learn more about their team and encourage professional development.
- Personality tests may provide helpful insights into your personality, career, and relationships. However, they cannot provide a mental health diagnosis and are not a replacement for therapy.

If you want to increase self-awareness and learn something new about yourself, personality tests are one tool you can try. Knowing your [personality type](#) can provide valuable insight into your career, relationships, and overall sense of self.

There are a lot of online personality tests out there, but each one offers a different type of feedback. Some can be helpful in the workplace, while others are more useful in interpersonal relationships. It's important to find a legitimate personality assessment that's both right for your situation and rooted in valid psychology. According to experts we spoke with, personality tests can lead to meaningful self-reflection, but no single personality test can provide a definitive description of your personality or mental health. You should approach these tests as one of many tools to help you gain a better understanding of yourself.

To help you decide which test to take, our Handbook Team researched the best personality tests and took the tests ourselves. Based on feedback from our testers and discussions with a licensed psychologist, we selected four of the top personality tests. In this review, we share who each test is best for and what you might learn from taking it.

Four best personality tests of 2024

- [Myers-Briggs Type Indicator \(MBTI\)](#): Best overall
- [Enneagram](#): Best for relationship insight
- [CliftonStrengths](#): Best workplace personality test

→ **The Big Five**: Best free personality test

ⓘ **A note on personality tests, from a psychology perspective:**

According to the American Psychological Association's [Dictionary of Psychology](#), the Myers-Briggs Type Indicator (MBTI) has little validity among research psychologists. Still, such tests can help "improve work and personal relationships, increase productivity, and identify interpersonal communication preferences and skills."

One of our experts, [Michele Leno](#), PhD., LP, echoed the concept. "Professionally, psychologists are unable to use such tests to establish or confirm diagnosis. However, they do merit acknowledgement, as clinicians may use them to break the ice and learn more about their clients without immediately asking the tough questions. Tests like Meyers-Briggs encourage self-reflection and people are less likely to feel defensive while completing it."

In short, the personality tests reviewed in this article are helpful tools for self-reflection but shouldn't be considered official psychological evaluations.

Myers-Briggs Type Indicator (MBTI): Best overall

Best overall

[Visit Site](#)

Features

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- **Price:** Starts at \$60.
- **Type of test:** Self-report inventory based on sixteen personality types.
- **Length of test:** About 45 minutes.

Pros and cons

+

Cost

+

Why Myers-Briggs is our pick for best overall

We picked the Myers-Briggs Type Assessment as the best overall because its personality type results are widely known and used by many businesses, professional organizations, and even universities. This makes it more likely that you'll be able to discuss the test with others and compare your results. We also like that the test is easy to take and offers a comprehensive overview of your strengths and weaknesses.

How the Myers-Briggs test works

The Myers-Briggs Type Assessment is rooted in psychiatrist Carl Jung's [theory of psychological types](#). When taking the test, you'll answer about 90 forced-choice questions (meaning you must choose between two choices with no neutral response). The assessment focuses on the following four pairs of personality classifications:

→ **Extraversion and Introversion:** Do you focus more on the outside world or internal thoughts and feelings?

→ **Sensing and Intuition:** Do you take in information primarily from the physical world around you (taken in by the five senses) or from inner feelings and perceptions?

→ **Thinking and Feeling:** Do you make decisions intellectually, using logic, or emotionally, using your values and feelings?

→ **Judging and Perceiving:** Are you structured and task-focused in your approach to life, or are you more adaptable and open to “going with the flow?”

According to the theory behind this personality test, each person will have a preference for one of these pairs (for example, your answers may indicate you are more extroverted than introverted). Your overall score is reflected in one of sixteen personality types, which are all the possible combinations of the preferences. An ISFJ (the most common personality type, according to the Myers-Briggs Foundation) stands for Introversion, Sensing, Feeling, and Judging. The sixteen personality types also have descriptors. For example, INTJs are often called “Architects,” and ISFPs are “Adventurers.”

Katharine Briggs and Isabel Briggs-Myers, the mother-daughter pair who developed the test, [were not scientists](#), and the test has not always held up under scientific scrutiny. Still, it is considered useful for highlighting a person’s strengths and weaknesses in certain situations.

💡 From one of our Myers-Briggs testers:

“When I last took the test, I was an INFP (Mediator), which had changed from when I took it in college and was an INTJ (Architect). I had grown in my career and as a person and the updated results reflected that. I am still naturally introverted, but instead of being more focused on execution, I have moved more to strategy and solutions. I am always looking for the path forward rather than focusing on the problem.”

One criticism of the Myers-Briggs Type Indicator test is that some people get different results each time they take it, an experience echoed by a few respondents to our August 2024 personality tests survey. In some cases, though, test

takers viewed the differing results as a reflection of their growth over time. One respondent shared, "I don't think it's something to rely on super heavily, but it's a good opportunity for self-reflection."

Enneagram: Best for relationship insight

Best for relationship insight

[Visit Site](#)

Features

- **Price:** \$20 for an individual test code.
- **Type of test:** Self-report inventory based on nine personality types.
- **Length of test:** About 40 minutes.

Pros and cons

Cost

Why Enneagram is our pick for relationship insight

Enneagram is our top pick for relationship insight because its focus on fears and desires may help you and your partner understand each other's behavior and motivations. For example, an Enneagram Type 2 is motivated by a desire to feel loved and a fear of being unwanted. An Enneagram Type 5 wants to be seen as capable and dislikes feeling helpless.

The Enneagram Institute also has a relationships tool, which offers a full page of insights on how you [relate to other Enneagram types](#). To use this page, find your numerical type and then click the number underneath that corresponds with your partner's type. From there, you'll get an explanation of what each type brings to the relationship and an overview of potential trouble spots.

How the Enneagram test works

The roots of the Enneagram system are more complicated than those of the Myers-Briggs system. The modern Enneagram of Personality is generally understood to have been developed by Chilean psychiatrist Claudio Naranjo in the 1970s. The Enneagram symbol is a nine-pointed shape, with each point representing a specific personality type. The symbol is also divided into three distinct sections—referred to as triads—and each personality type falls into one of the triads: the Instinctive Center (the gut triad), the Feeling Center (the heart triad), and the thinking Center (the head triad).

According to the [Enneagram Institute](#), the Enneagram is divided into nine personality types, each falling into one of three triads: the Instinctive Center, the Feeling Center, and the Thinking Center.

The Enneagram test—a set of more than 100 forced-choice questions—

matches you to a primary personality type and a secondary personality type, called a “wing.” According to the Enneagram Institute, these are the nine Enneagram types:

- **Type 1, The Reformer:** Self-controlled and deliberate with a tendency towards perfectionism.
- **Type 2, The Helper:** Caring and generous with a tendency to people please.
- **Type 3, The Achiever:** Practical and driven with a focus on being successful.
- **Type 4, The Individualist:** Sensitive and creative with a tendency towards narcissism.
- **Type 5, The Investigator:** Intellectual and intense with a tendency to think outside the box.
- **Type 6, The Loyalist:** Responsible and committed with a tendency to be anxious.

→ **Type 7, The Enthusiast:** Vibrant and fun-loving with a tendency to lose focus.

→ **Type 8, The Challenger:** Powerful and confident with a tendency to attract conflict.

→ **Type 9, The Peacemaker:** Relaxed and adaptable with a tendency to stagnate.

If you are a Type 4, your wings are 3 and 5. Your test results will tell you which of these wings is your dominant type. Primary personality types and dominant wings are often expressed as an abbreviation (for example, 4w3 is a Type 4 with a Type 3 dominant wing).

From one of our Enneagram testers:

"I took this test at the urging of my partner. It was really helpful to compare Enneagram [results] to each other to talk through our motivations and key drivers in life. It prompted us to have a pretty deep conversation about our values and what matters to us. Like most tests in this vein, I don't think it taught me anything I didn't know about myself already, but I do think it provided some language or framing to discuss aspects of my personality with others."

In our August 2024 Personality Tests survey, several people shared that they got consistent results on the Enneagram test, even when they took it at different points in their lives. "I've taken Enneagram maybe three times in the past five years," says one survey respondent, "and my main number always stays the same, but the complementing numbers have changed."

While the accuracy of personality tests is subjective, several survey respondents were impressed with the results of their Enneagram test. "The Enneagram is the most accurate personality test I've taken," says one respondent. "It really addressed some core parts of my personality and identified things that are important to me, like creativity and solitude."

CliftonStrengths: Best workplace personality test

Best workplace personality test

[Visit Site](#)

Features

- **Price:** Starts at \$25.
- **Type of test:** Self-report inventory based on 34 Clifton Strengths talents.
- **Length of test:** About 45 minutes.

Pros and cons

Cost

Why CliftonStrengths is our pick for workplace personality tests

CliftonStrengths is our top pick for the workplace because of its focus on performance. The test focuses on identifying and building on your strengths while taking your weaknesses into account. After you complete the test, you'll receive a detailed PDF with your results—our tester's CliftonStrengths 34 report was twenty-six pages long. The report includes

a breakdown of your top ten strengths and provides ways to “take action to maximize your potential” in that area. For example, one of our tester’s top ten strengths was discipline, and the report encouraged them to share their routines and structure with teammates as their “detailed list of tasks, goals, and timelines can increase others’ efficiency.”

Knowing another team member’s CliftonStrengths can also be a way to improve and build upon communication and partnerships in the workplace. For example, if one of your top strengths is Activator, which involves bringing ideas to action, you may want to team up with someone whose top strength is Futuristic, which means they’re good at sharing visions of a better future.

How the CliftonStrengths assessment works

Originally called the Clifton StrengthsFinder, the CliftonStrengths assessment was created in 1999 by psychologist Don Clifton in collaboration with The Gallup Organization. The purpose of the test is to measure a person’s talent and identify their strengths. This assessment also uses forced-choice questions to determine type. The CliftonStrengths assessment gives you two statements—such as “I care mostly about the results” or “I think about all the factors that affect the situation”—and asks you to choose the statement that best resonates with you. Your answers will identify your top strengths (or “themes”), which are sorted into four domains: strategic thinking, relationship building, influencing, and executing.

Your CliftonStrengths 34 results will identify your top ten strengths and provide strategic advice for building on them to maximize your potential at work and beyond. Our tester was impressed by the level of detail in the highly personalized report.

The CliftonStrengths 34 Results report details your top ten strengths and offers advice on maximizing your potential.

 **From one of our CliftonStrengths testers:**

"For me, this test was useful in a work environment where my coworkers and manager were learning more about me and how to best communicate with me. I don't know that I would use this test just to learn more about myself because I found that I really knew and understood what the results said about me to be true already."

In our August 2024 personality tests survey, several respondents took the CliftonStrengths assessment at their employer's request. One respondent took the assessment twice and noted that the test reflected their growth. "I went

from being an Individual Contributor with strengths in executing to a leader with my top strengths being relationship building and strategy. The change in results reflected my career growth and individual development."

Big Five: Best free personality test

Best free personality test

[Visit Site](#)

Features

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- **Price:** Free.
- **Type of test:** Self-report inventory based on five key personality traits.
- **Length of test:** About 10 minutes.

Pros and cons

+

Cost

+

Why the Big Five is our pick for the best free online personality test

The Big Five is another common personality test, often compared to the Myers-Briggs Type Indicator and Enneagram of Personality tests. There are several versions of the Big Five test online, but we selected this version because it offers detailed, personalized results for free. We also like that the test is available in multiple languages (click the drop-down menu at the top right of the corner to find language options, which include English, Dutch, French, Korean, Ukrainian, and others).

Another unique feature of this personality test is the personalized code you receive with your results. The code allows you to return to your results anytime and even offers the opportunity to compare your results with others who have taken the test.

How the Big Five assessment works

The personality trait research that led to the Big Five assessment originated with researchers Gordon Allport and Hendry Odbert in the 1930s. According to the Big Five test, the primary traits are agreeableness, conscientiousness, extroversion, neuroticism, and openness to experience. The test indicates which of your traits are most and least prominent.

The Big Five test takes about 10–20 minutes to complete. With each question, you'll be asked to indicate whether the statement is very inaccurate, moderately inaccurate, neither accurate nor inaccurate, moderately accurate, or very accurate. You'll see phrases such as "makes friends easily" or "worries about things." Our testers like that this test offers some gray areas in the range of responses and appreciate the option for a neutral response.

The Big Five test results include a graph with a visual representation of your personality traits. Each personality trait is given a number out of 120. For example, you might score a 70/120 in agreeableness but a 99/120 in conscientiousness.

The test results page is easy to navigate and includes the following features and information:

→ A graph illustrating your most and least prominent traits.

- A detailed explanation of what each personality trait means.
- A separate graph for each personality trait, showing which aspects of that trait are your most prominent (for example, the neuroticism graph shows a breakdown of anxiety, anger, depression, self-consciousness, immoderation, and vulnerability).
- A toolbar that makes it easy to navigate to the explanation of each trait.
- A personalized code that allows you to revisit your results or share them with others.

The Big Five test results page illustrates your most and least prominent personality traits in a graph.

💡 From one of our Big Five testers:

"I found that I was low in extraversion, a result that makes sense to me. I have always thought of myself as a learned extrovert in that I'm a natural introvert but have learned to be more gregarious and friendly. This test picked up on that."

Other personality tests to consider

Personality Lab Personality Explorer Test

The [Personality Lab](#) Personality Explorer Test can be a good starting point for anyone interested in personality tests, especially if you're short on time. The test is quick to take, and the website is easy to navigate. We didn't include it in our best of list because this test feels like a watered-down version of the other personality tests we reviewed. Also, it's easy to assume the test is free because it doesn't require paying a fee or entering an email address to take the test. However, you'll need to pay \$20 to see the results of your test.

DiSC Personal Assessment Tool

Similar to CliftonStrengths, [DiSC](#) is a good workplace assessment tool. The acronym stands for four main personality profiles it measures: dominance, influence, steadiness, and conscientiousness. The test takes 15–20 minutes to complete and is often used by businesses and organizations to help build teams and foster greater communication and productivity in the workplace. The DiSC assessment is the most expensive personality test we reviewed, with prices starting at \$90.

How we test and choose the best personality test platforms

The Handbook Team researched nine personality tests and surveyed 25 personality test users. Based on survey results, we tested six of the top personality tests ourselves and selected the four we think are best.

Our personality test research

We researched the history and approach of nine personality tests and personally tested six of the most popular ones. For each test, we noted the type of questions asked and how long it took to complete. We also reviewed test results, reflected on their accuracy, and compared them with results from other test takers when possible. Finally, we noted key differences between each personality test.

Personality test surveys

We surveyed personality test users, many of whom have taken multiple personality tests over the past several years. The most common tests among our survey respondents were the Myers-Briggs assessment (37 percent of respondents) and the CliftonStrengths assessment (32 percent of respondents). The next most popular was the Enneagram of Personality from the Enneagram Institute (16 percent of respondents).

Our survey respondents shared several reasons for why they took personality tests, including:

- As a job requirement.
- On recommendation from friends.
- For a school assignment.
- To search for ideal new hobbies or career paths.
- To deepen relationships with partners.

From one of our survey respondents:

"I think the results from this test give some insight to my personality, motivations, and reactions. It doesn't encompass all that I am, but it gives me some structure to understand why I do what I do and how that compares to others' 'why.'"

What is a personality test?

According to Michele Leno, PhD, modern [personality tests](#) are used to increase self-awareness. "They measure various aspects of personality, including strengths, likes, dislikes, attachment style, and ideal employment setting," says Leno.

Some tests, like CliftonStrengths and the DiSC assessment, are better suited for workplace needs, such as [finding the right career](#) path and building more effective teams. Other tests, like Enneagram and Myers-Briggs, are more useful in helping people gain insight into their personal lives and relationships.

Types of personality tests

Though there are dozens of personality tests out there, and you may notice many similarities between them, such as forced-answer questions and an inventory of personality types or traits. These tests can feel similar because there are essentially two primary types of personality tests:

→ **Self-report inventories:** This personality test is a questionnaire or survey that asks people about their attitudes, experiences, feelings, and thoughts. Typically, a self-report inventory uses multiple-choice questions or numbered scales representing a range of responses. Though these tests can be subjective, they are easy to administer and simple to score.

→ **Projective tests:** Based on Sigmund Freud's theory of defense mechanisms, projective tests involve showing a person cards with words, images, or situations. The test subject is then asked to explain what they see or feel when looking at the cards. In this way, psychologists can analyze responses to look for unconscious processes indicating anxiety or other mental health challenges. The Rorschach test is the most well-known projective test, which asks subjects to interpret what they see in abstract inkblots.

All of the tests included in this review are self-report inventories.

How accurate are personality tests?

Many self-report inventories are criticized for being too subjective. After all, your answer to the questions could change from day to day or month to month. Also, some people may skew the results by trying to “beat the test” or by answering how they think they should instead of answering honestly. “Answering truthfully during a self-report inventory increases your chance of obtaining valid results,” Leno says.

Personality tests can be a tool for self-reflection, personal growth, and discovering career potential. If you’re struggling with a mental health challenge, seek help from a mental health professional instead. Read our review of the [best online therapy](#) platforms if you are open to virtual mental health care.

Our final verdict

Personality tests can be one way to learn about yourself and how you relate to others. Still, experts say it’s probably not wise to base major life decisions on the results of a potentially subjective test.

If you’ve never taken a personality test and want to start with a well-known test with easy-to-understand results, go with the Myers-Briggs Type Indicator. For helpful career insights, we recommend CliftonStrengths. And for relationship insights, we like the Enneagram of Personality. If you want to try a personality test without spending money, start with our recommended free version of the Big Five. Regardless of the test you choose, take Leno’s advice and “respond based on your actual self versus your ideal self” to get an accurate result.

Frequently asked questions

What is the best free personality test?

What is the most widely used personality test?

Why do employers use personality tests?

References

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