Corporations, universities, and individuals have tried to find some magic formula to understand personalities and what characteristics and skills someone brings to the table. Over the years and across the globe, people have used handwriting analysis, phrenology—reading the bumps on the head—and even Ivy League diplomas to ascertain if someone has leadership potential or is an ideal team player. Perhaps the best known personality test is the Myers-Briggs Type Indicator. This episode takes a deep dive into the skeptical side of this topic with APS Fellow Dan McAdams, a professor of psychology at Northwestern University.