

The Observations on the Relationships between Blood Type and Performance in Meetings

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Abstract: The leadership of a human can be shown at variety of aspects. This article was to look at a new face of the leadership by some observations at meetings in training courses. The K. J. method was employed at the course to be the main interface of the training courses. There were two major tools in the K. J. method for group discussion which were oral communication and writing communication; with which to lead the meetings alive, creative and efficiency. The qualitative research of participant observation was conducted at the training courses of K.J. method to find out whether the blood type had to do with the leaderships. The performance of these meetings was recorded that included the Energy within discussion, the Speed of decision making, and the Key person who activated and concluded the meeting. There were 6 sections in each meeting which were topic practice, idea writing, concept inspiring, concept sorting, relation schema, and presentation, each of the section was observed and the performance, Energy, Speed, and Key, were recorded by the observer. The activities within the meeting groups had been recorded by a camera for reviews and further discussions. Results showed that the O group, the O blood type, got the largest amount of Key records and the B group, the B blood type, the second. The correlation analysis showed that the less A type members joined the better the speed and the more energy of the meeting found; while the more B members joined the better of the speed of the meeting found. The implications of the phenomena were mentioned at the final part of this article.

Keywords: blood type, meeting, leadership, K.J. method

1. INTRODUCTION

1.1 The blood type

The belief that human blood type is related to personality is widely accepted by psychologist and society. The Idea that blood type might be related to personality originated in Japan with Furukawa (1927) who published the first paper on blood type and personality. Studies have shown that approximately 40% of the variation in personality can be explained by genes (Costa & McCrae, 1992; Jang, Livesley, & Vernon, 1996). However, blood type is genetically predetermined and can be easily identified, so it has been used as a biological marker to assess the influence of genetic factors on personality in Australia (Rogers & Glendon, 2003). General speaking, blood type A act conservation, defensive negative, shy, docile, worrying, tender-minded, introverted, emotionally vulnerable, anxious, low self-sentient integration, extraverted; blood type B act aggressive, progressive, positive, cheerful, sociable, frank, light-hearted, attentive, quick, independent, introverted, anxious, neurotic; blood type O act aggressive, progressive, positive, optimistic, sociable, non-anxious, extraverted, introverted; blood type AB act conservation, defensive, negative, contradictory traits, introverted, extraverted, aggressive, open, extraverted, intuitive, self-sufficient (Mary Rogers, 2003).

1.2 The leadership

Many people think leadership is a rare and special talent, power or expertise that only a few "chosen" individuals -on their traits, behaviors, skills, or influence tactics- there is now considerable interest in looking at leadership, not as a one person act, but as a collaborative endeavor (Bensimon, 1992). We see the theme of collective and interactive leadership throughout the professional literature: we hear references to "the team as hero"(Reich, 1987); we hear about the strengths of "integrative leadership (Kanter, 1983); and we attend to slogans like "Forget charisma, focus on teamwork (Cox, 1989). We discuss the relationship between blood type and leadership in meetings. In 1983, Toshitaka Nomi and Alexander Beshel introduced this idea to western culture by publishing "You are Your Blood Type" in English. According to the

authors, Type Os are natural leaders who crave position of power because of their goal-oriented, competitive natures; they are also more connected with public image than others.

1.3 The K.J. method

The study of creative activities such as document writing, analysis, design and idea-generation and its computer supporting is one of the frontiers of computer engineering. Arranging cards is widely used in Japanese business society as a powerful method for these creative activities, such as meetings.

Arranging index-card on the desk is an informal method for analyzing mutual relationship of what is written on a card called K. J. method, it was formalized by J. Kawakita for his anthropological works. K.J. method has been widely accepted by Japanese business community for usefulness of consensus making among the participants. In this paper, we use this method to observe the performance of members in meetings.

2. Method

This study focused on the performance of meetings which conducted by the observer in the courses of the K. J. method training. As we had known that the K. J. method was widely applied in the production issues for manufacturers and marketing fields, recently more and more of the design fields tried to utilize this tool into their innovation procedure for generating more creative ideas and integrating those ideas into excellent concepts more quickly. The qualitative research method was conducted to observe the activities within meetings in which the experimenter served as an instructor through the training courses and recorded the performance of all the K. J. teams through the whole meetings. The performance items were Energy and Speed which represented the effectiveness and efficiency of the discussions, respectively. Also some marks recorded by the observer to identify the leaders at each section of the K. J. meeting. The major issue interested in this article was the differences of performance caused by the blood type of the leaders in the meetings.

2.1 Participant

There were 2 separated meetings with totally 47 persons divided into 9 groups joined this experiment, **Table 1**. They were randomly grouped by an only reason which was their blood type, and they did not know each other before this meeting. The reason for them to gather in a same place was a training course for learning the skill of improving their performance of meeting for their business, and those participants were recommended to join the courses by their company for they were about to get a promotion sometime after the courses, so these subjects were at similar level at their carrier. The subjects were randomly grouped as the **Fig. 1** shown; the grouping strategy was to evenly separate the largest amount of blood type, the O type in our cases, into different group first then split the subjects of other blood types.

Table 1 the participants in the Meetings

Meeting 1	n	Blood type				Meeting 2	n	Blood type			
		A	B	AB	O			A	B	AB	O
Male	18	7	3	0	8	Male	17	8	2	1	6
Female	7	1	2	0	4	Female	5	0	1	0	4
	%	0.32	0.20	0	0.48		%	0.36	0.14	0.05	0.45

2.2 Materials and Procedures

The practical way of applying K. J. method had five sections. **Firstly**, the idea writing section was to prepare lots of cards at the beginning of the meeting for the group members to write down their opinions on the cards instead of spoke it out. Then **secondly** the concept inspiring section was to gather the cards they had written for one member, the one who volunteered in general, to read the contents of these cards to the all team members to communicate the ideas. Notice that anyone who had other comment at the idea read should communicate it by writing their new opinion down on other cards for the next run of reading. The activity of write-read-write would repeat as needed as the team members felt like to have in this section. The **third** section, concept sorting, was to collect those cards produced and to sort them in categories that the members all agreed. In this section the oral type of communication was employed for a deeply discussion on each card (idea), each category was add on another card with different color for the members to write down the reason why these cards should be gathered in this way. It took a period of time for the all groups to ending this section for different topic could cause difference in time for discussion. So in this study we asked each group to practice the procedure of write-read-write in the beginning with the topic of "To decide a topic what you are going to discuss in this course." In this

way, we supposed that the level of difficulty of the discussion topic would be averaged out or in a similar condition for the measurement of performance.

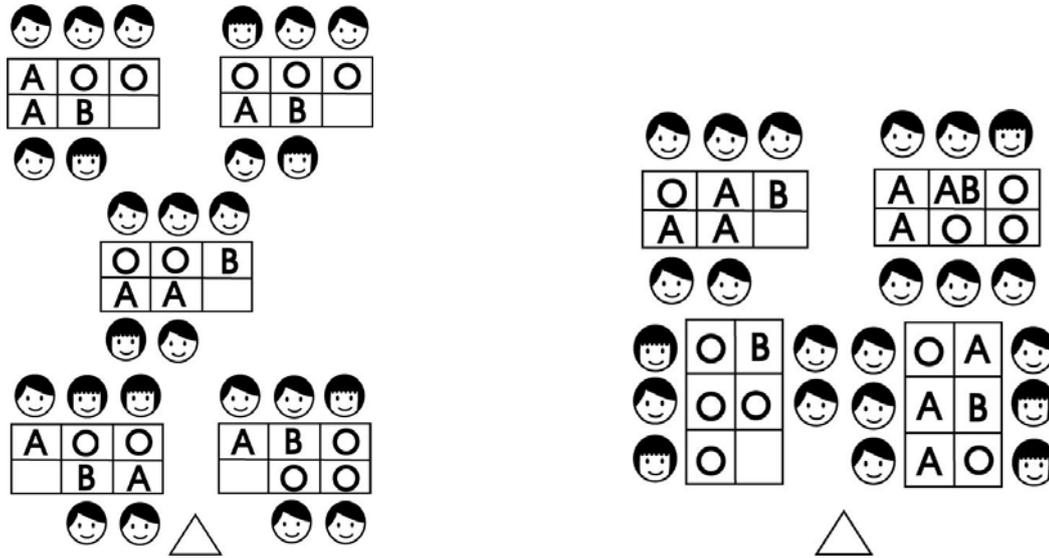


Fig. 1 the groups in the 2 meetings grouped by the blood type, five groups in the meeting 1 on the left, and four groups for the meeting 2 on the right. The positions of their seat were marked for the later observations on the performance of the meeting. The instructor continuously observed these groups at the sections of practicing the K. J. method, ranked the energy of these groups, and their speed of ending each section was also recorded.

The **fourth** section, relation schema section, was to arrange those cards in a clear order; and to group the cards in a logical way agreed by the team members and plot the relations in a schema on a poster. And the **final** section was an open presentation for all groups and members to share the results they had after 4 hours of practice. The performance items measured were shown in the **Table 2**, The Energy item was to rank the enthusiastic of each team at section 1 to 4. The Speed item was to value the ending speed of the teams at each section in ranks. And the Key Person item was to stand out the person who tried hard to gather the opinions of members in order to get the job done in terms of the opinion leader in the group in each section. Because all of the subjects did not know each other before the meeting so there was some difficult time happened in each team, and the marks for a key person represented some characteristics of leadership were found on these persons. The amount of the marks was calculated to see the relations between blood type and those marks in terms of the effects of the blood types on the leaderships.

Table 2 the observed items among all groups in the K.J. method

Item number	1		2		3	
Performance item	Energy		Speed		Key Person	
K.J. Section	Meeting 1	Meeting 2	Meeting 1	Meeting 2	Meeting 1	Meeting 2
P Topic Practice	-	●	●	●	●	●
1 Idea Writing	-	●	●	●	●	●
2 Concept Inspiring	-	●	●	●	●	●
3 Concept sorting	-	●	●	●	●	●
4 Relation schema	●	●	●	●	●	●
5 Presentation	-	-	-	-	-	●

3. The Results

3.1 The Description

The distribution of the blood type within groups of the two meeting was shown in the **Table 3**. As showed in the table, within the total 47 persons there were 47% of O type subjects, 34% of A type subjects, 17% of B type subjects, and only 2% of AB type persons joined the meeting. Though the subjects of different blood type were not at the same amount, they were evenly assigned to the groups as possible as allowed. At the meeting 1 there was none of the AB type person

joined and there was only one AB type person at the meeting 2. It would be no fair to judge the effects of AB type in this study, so the data of AB type was recorded but without analysis.

Table 3 the distribution of blood type in the two meetings

Group	Blood type								
	A	Rank%	B	Rank%	AB	rank%	O	Rank%	n
M1-A	2	0.40	1	0.20	0	0	2	0.40	5
M1-B	1	0.20	1	0.20	0	0	3	0.60	5
M1-C	2	0.40	1	0.20	0	0	2	0.40	5
M1-D	2	0.40	1	0.20	0	0	2	0.40	5
M1-E	1	0.20	1	0.20	0	0	3	0.60	5
M2-A	3	0.60	1	0.20	0	0	1	0.20	5
M2-B	3	0.50	1	0.17	0	0	2	0.33	6
M2-C	0	0.00	1	0.20	0	0	4	0.80	5
M2-D	2	0.33	0	0.00	1	0.17	3	0.50	6
n (%)	16	(0.34)	8	(0.17)	1	(0.02)	22	(0.47)	47

Table 4 the original ranks of performance within each section of meetings

Performance item	P	Ranks										Rank Average
		1		2		3		4				
Sections of meetings	Topic	Idea	Concept	Concept	Relation							
Meeting Group	Practice	Writing	Inspiring	Sorting	Schema							
	Energy	Speed	Energy	Speed	Energy	Speed	Energy	Speed	Energy	Speed		
M1	A	5	1	-	2	-	5	-	3	-	2	3.00
	B	4	5	-	5	-	2	-	2	-	3	3.50
	C	2	3	-	4	-	1	-	5	-	4	3.17
	D	3	2	-	3	-	4	-	4	-	5	3.50
	E	1	4	-	1	-	3	-	1	-	1	1.83
M2	A	3	3	4	2	4	3	1	4	2	3	2.90
	B	4	4	2	3	2	2	3	3	3	2	2.80
	C	2	1	3	1	3	1	4	1	4	1	2.10
	D	1	2	1	4	1	4	2	2	1	4	2.20

3.2 The Performance of meetings

The **Table 4** showed the performance recorded from the two meetings in ranks. The section 5, presentation section, did not rank the Energy and Speed score for the reason that it required a member in each team to present their final schema; and the one who encouraged himself to present their result was observed as a mark in the Key person item. It showed that the M1-E (group E in meeting 1) had the less mean ranks (mean rank=1.83) in terms of the better performance in meeting 1 while the M1-B, M1-D had the largest mean ranks (mean rank=3.50). In the meeting 2, the M2-C had the less mean ranks (mean rank=2.10) in terms of the better performance while the M2-A had the largest mean ranks (mean rank=2.90). Whether the performance of a team was caused by which person was not our major concern because the performance was made by a team work in the final. Those data collected was analyzed in a manor of whether the composition of the blood type in a team affected its performance in the meeting, so the correlation test was employed between the blood types and the performance items in the later analysis. The percentage of each blood type was calculated and compared to the mean ranks of each performance item to see the correlations between them, see **Table 3** and compare to **Table 5**.

Table 5 the percentages of each performance item in ranks

Meeting	Energy				Speed			
	n	freq.	Rank Avg.	Rank%	n	freq.	Rank Avg.	Rank%
M1-A	5	1	1.00	0.20	13	5	2.60	0.52
M1-B	4	1	0.80	0.16	17	5	3.40	0.68
M1-C	2	1	0.40	0.08	17	5	3.40	0.68
M1-D	3	1	0.60	0.12	18	5	3.60	0.72
M1-E	1	1	0.20	0.04	10	5	2.00	0.40
M2-A	14	5	2.80	0.70	15	5	3.00	0.75
M2-B	14	5	2.80	0.70	14	5	2.80	0.70

M2-C	16	5	3.20	0.80	5	5	1.00	0.25
M2-D	6	5	1.20	0.30	16	5	3.20	0.80

In general, the results showed that the more percentage of type A joined the less the Energy and Speed performance found ($r= 0.5146$ and $r= 0.5039$), respectively. In private, in the meeting 2 the A type and the Speed item were highly correlated, which showed that the more A type persons joined the meeting the less Speed, in term of a slower decision making would be found ($r= 0.856$); in contrast, if there were more B type persons joined the meeting the mean Speed ranks would reduced in terms of making a decision more quickly ($r= -0.8660$). Another issue in this study was to investigate the relation between the leaderships and blood types within the meetings which the leadership factor was represented in the amount of “Key Person” marks, see **Table 6**. There was no strong correlation between the sum Key Persons and the sum blood type in total meeting, but there were strong correlations found at each meeting between the two factors, see **Table 7**. In the meeting 1, the amount of A type was negative correlated to the amount of Key Persons ($r= -0.8402$) which represented the members with A type were unlikely to be the key persons in the meeting 1, same situation was also found in the members of O type in this meeting 1 ($r= -0.7206$). In the meeting 2 the members with A type were strongly negative correlated to the percentage of the key person marks ($r= -0.9976$), but the percentage of amount of O type in this meeting 2 were strongly positive correlated to the amount of the key persons, in terms of the more O type joined the meeting 2 the more key persons would be found ($r= 0.9651$).

Table 6 the proportion of blood type within marked Key Persons

Meeting Group	The Blood types of the marked Key Persons								n
	A	%	B	%	AB	%	O	%	
M1-A	0	0.00	1	0.25	0	0	3	0.75	4
M1-B	3	0.75	0	0.00	0	0	1	0.25	4
M1-C	0	0.00	2	0.05	0	0	2	0.50	4
M1-D	0	0.00	0	0.00	0	0	4	1.00	4
M1-E	1	0.25	1	0.25	0	0	2	0.50	4
M2-A	2	0.29	4	0.57	0	0	1	0.14	7
M2-B	3	0.38	4	0.50	0	0	1	0.13	8
M2-C	0	0.00	3	0.43	0	0	4	0.57	7
M2-D	4	0.57	0	0.00	1	0.14	2	0.29	7
n (%)	13	(0.26)	15	(0.30)	1	(0.02)	20	(0.40)	49

Table 7 the correlations between the percentages of blood types and performance items

Meeting	All Key	Energy	Speed	Meeting 1 Key	Energy	Speed	Meeting 2 Key	Energy	Speed		
A	-0.3609	0.5146	0.5039	A	-0.8402	0.2887	0.4038	A	-0.9976	-0.3273	0.8516
B	-0.3369	-0.0190	-0.4422	B	-	-	-	B	0.0000	1.0000	-0.8660
AB	-	-	-	AB	-	-	-	AB	-	-	-
O	0.1942	0.0512	-0.1523	O	-0.7206	-0.2887	-0.4038	O	0.9651	0.3147	-0.0721

4. CONCLUSIONS

A type Within

B tpye

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