

# The Influence and Application of Blood Type Personality Theory in Human Resource Recruitment: A Case Study from a Chinese Manufacturing Enterprise

Tian Bai<sup>1</sup> & Chong Gu<sup>2</sup>

<sup>1</sup>Salisbury School Grade 12, 251 Canaan Rd, Salisbury, CT 06068, USA

<sup>2</sup>HR, Guangdong Kinlong Hardware Products Co., Ltd., Dongguan, Guangdong, China

Correspondence: Tian Bai, Salisbury School Grade 12, 251 Canaan Rd, Salisbury, CT 06068, USA.

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## Abstract

As a senior HR executive at Kinlong Hardware in China, I observed a recurring phenomenon during my 10+ years of recruitment experience: employees with different blood types exhibit distinct personality traits that influence their sales performance, turnover tendencies, and team dynamics. Using data from the company's Oracle database from 2015 to 2023, we analyzed the records of 2,241 sales employees, categorizing blood types B and O as extroverted and blood types A and AB as introverted for both quantitative and qualitative research. Results showed that, controlling for other factors, sales performance of extroverted blood types was 36.48% higher than that of introverted types, but their turnover rate was also 15.29% higher. For team composition, based on blood type traits, we recommend a mix of 60% O types for stability, 20% B types for aggressive sales efforts, and 20% A and AB types for leadership and decision-making roles.

**Keywords:** blood type, human resource recruitment, turnover rate, performance, team composition

## 1. Introduction

In modern times, national competitiveness has evolved from focusing on military, political, and cultural aspects to emphasizing comprehensive prosperity and innovation, which are directly tied to a nation's talent pool. Developed countries like the U.S. began actively attracting top global talent in the mid-20th century. Human resources, recognized as critical to organizational success, have garnered increasing attention. The phrase "Human resources are the primary resource for sustained competitive advantage" is widely accepted by organizations (Hofrichter & McGovern, 2001).

As organizations seek talent, they increasingly consider not only professional qualifications but also soft factors like personality, psychological state, and character inclinations. Among these, personality traits have become a focal point for both employee recruitment and psychological research. Personality, shaped by a combination of innate and environmental factors over time, is characterized by its stability and distinctiveness.

In recruitment, companies utilize tools like personality assessments to match candidates with roles based on organizational needs, job requirements, and company culture. Certain roles align better with specific personality types. For instance, adventurous individuals thrive in roles involving innovation and new ventures but may struggle in meticulous jobs like accounting. Similarly, as organizations grow, tasks often require teamwork rather than individual effort. Effective team composition harnesses members' diverse strengths, enabling collaborative success (Montoya-Weiss & Massey, 2001).

## 2. Literature Review and Hypotheses

To find a suitable and relatively simple method to measure employees' personalities, quantify these traits, and use them for subsequent research, countries like the United States, China, and South Korea have introduced DNA testing. This method analyzes an individual's personality to determine suitability for certain arts, sports, and careers, allowing flexibility in career selection and serving as a reference in corporate human resources strategies. However, DNA testing is time-consuming and labor-intensive, making it unsuitable for the practical needs of corporate recruitment.

This paper proposes a new method to replace DNA testing—blood type analysis. The study of the relationship between blood type and personality belongs to the domain of biological personality research. This theory was

proposed by Japanese scholar Takeji Furukawa in 1927. It attempts to explain human personality or temperament traits based on blood type, a biological hereditary factor. Related findings suggest that there is a certain degree of correlation between blood type and personality traits. Blood types are linked to characteristics such as depression, neuroticism, aggression, cognitive tendencies, and dominance. Specifically, individuals with type A blood are prone to depression, tend to be neurotic, and are habitually introspective. Those with type B blood exhibit lower aggression. People with type AB blood display strong dominance, while those with type O blood tend to be stubborn and resolute. Both AB and O types are more inclined to conceal their true selves. Characteristics of different blood types are listed in Table 1.

Table 1. Personality Traits and Behavioral Patterns of Different Blood Types

Blood Type	Personality Traits	Behavioral Patterns
AB	Diverse and rich in perspective, skilled at thinking from others' viewpoints	Thinking from others' perspectives is the distinctive feature of individuals with AB blood type.
A	Introverted, logical, and meticulous	Proficient in analyzing situations, precise in grasping details, and follows plans systematically.
B	Emotionally rich and action-oriented	Sensitive to subtle changes in surroundings, impulsive, and strong in intuition.
O	Sociable, energetic, and generous	Invests emotions deeply, enthusiastic, and enjoys helping others.

Personality traits are inherently difficult to measure. According to the blood type personality theory proposed by Furukawa Takeji, blood type can serve as a representation of personality traits in recruitment. Blood types B and O, characterized by their enthusiasm and strong action orientation, are classified as relatively extroverted. In contrast, blood types A and AB, known for their logical precision and meticulousness, are categorized as relatively introverted. It is important to note that this classification of introverted and extroverted blood types is not absolute. Based on this, the paper proposes the first hypothesis:

**H1:** Blood type can to some extent distinguish between introverted and extroverted personality traits, and under specific environmental influences, introversion and extroversion can transform into one another.

The extroversion dimension describes traits such as enthusiasm, sociability, assertiveness, vitality, stimulation-seeking, and positive emotionality. Extroversion is a particularly important personality trait for sales professionals. The primary role of sales involves engaging with clients, either directly or through corporate purchasing agents, to promote the company's products or services. Extroverted sales professionals tend to derive and project energy outward. They are more demonstrative, speak more assertively, and use gestures more frequently than introverted individuals. Their vigor and charisma are likely to instill confidence in clients. Sales professionals with strong extroversion traits are better positioned to gain client trust and favor, increasing their chances of closing deals. Additionally, their outgoing personalities help them build broader networks and resources, creating more opportunities and fostering a virtuous cycle (Barrick & Mount, 1991). Based on this, the paper proposes the second hypothesis:

**H2:** Extroverted blood types achieve better performance.

Regarding turnover tendencies, blood types B and O, being extroverted, exhibit higher demands for positive work environments and interpersonal relationships. Dissatisfaction with these aspects often leads to their resignation. While B-type individuals adapt quickly, they also tire easily of repetitive work. O-type individuals, confident and decisive, tend to leave if their roles do not align with their expectations. Interpersonally, B-types' frankness may cause conflicts, increasing their likelihood of resignation. Similarly, O-types' strong personalities may provoke

dissatisfaction among peers, affecting their loyalty to the organization. Based on this, the paper proposes the third hypothesis:

**H3:** Extroverted blood types have higher turnover rates.

Leveraging blood type personality theory and the hypotheses above, this paper conducts both quantitative and qualitative research on the sales data of a Chinese manufacturing enterprise (Kinlong Hardware). The research framework is shown as Figure 1.

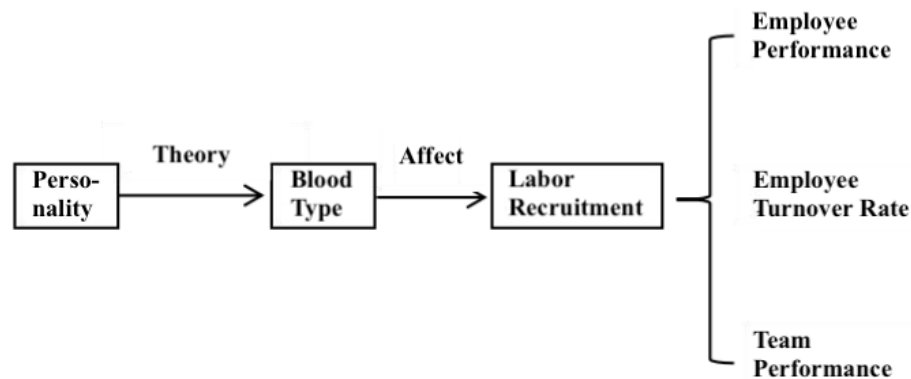


Figure 1. The Research Approach of the Article

### 3. Research Methodology and Data

Based on the research framework and hypotheses presented in the second section, this study analyzes data from a Chinese construction hardware manufacturing and sales company—Kinlong Hardware—which is included in the MSCI index. The research focuses on examining the differences in performance, turnover rates, and team dynamics among employees with different blood types. The company was an early adopter of digital solutions for personnel management and inventory flow optimization. In 2009, it implemented the Oracle database system from the United States, along with Oracle HR, to provide professional guidance for human resource recruitment. These tools ensured data continuity, accuracy, and stability. Since the company primarily operates through a direct sales model, it requires a substantial number of sales representatives to interface directly with B2B clients. Customers can use the "Kinlong Cloud Procurement" platform to inquire about and purchase products. This platform also accurately tracks and records the performance of sales personnel. This study uses the sales employees of Kinlong Hardware as the research sample. The company's Oracle database systematically recorded comprehensive data on 9,291 sales employees who joined between 2009 and 2015. This sample size provides robust support for the research.

#### 3.1 The Impact of Blood Type on Performance

To study the impact of blood type on the performance of sales personnel, the panel OLS (Ordinary Least Squares) method is used for estimation. OLS is a statistical method that performs linear regression based on sample data, providing minimum variance, linearity, and unbiased estimates, and is widely applied in empirical analysis. This section employs an empirical model using data from 9,291 sales personnel hired by Kinlong Hardware. Unfortunately, due to limitations in the original data, only 2,241 individuals have recorded blood type information. Therefore, the empirical analysis for the first two questions is based on data from these 2,241 individuals.

The formula for Model 1 is as follows: the dependent variable ( $Lnsale$ ) is a continuous variable representing the annual sales performance of sales personnel from 2014 to 2023, expressed as a logarithmic value calculated as  $Lnsale = \ln(1 + sale)$ . The core explanatory variable ( $blood$ ) represents the blood type of the sales personnel and is a dummy variable: if the blood type is B or O, it is categorized as an extroverted blood type ( $blood = 1$ ); if the blood type is A or AB, it is categorized as an introverted blood type ( $blood = 0$ ).

$$Lnsale = \alpha_0 + \beta_1 blood + X + \varepsilon$$

$X$  represents a series of control variables, including: (1) **Major:** Denoted as  $major$ . In the industrial goods sales industry, graduates from two specific majors—Marketing and Engineering Mechanics—are more favored by employers. This is a dummy variable, where 1 indicates graduation from a related major, and 0 indicates graduation from an unrelated major. (2) **Education Level:** Denoted as  $Edu$ . Considering the availability of data, education level is categorized into two groups: high education (bachelor's degree and above, coded as 1) and low education (associate degree and below, coded as 0). (3) **Gender:** Denoted as  $Sex$ . Gender can influence choices and

performance in sales, turnover, and promotion. This variable is measured as a dummy, with 1 representing male and 0 representing female. (4) **Age**: Denoted as Age. This is a continuous variable representing the age of the sales personnel.

### 3.2 The Impact of Blood Type on Turnover

To study the impact of blood type on sales personnel turnover rates, a logit model is used. The data sample includes the same subset of 2,241 sales personnel hired between 2009 and 2015 with recorded blood type information.

Model 2 examines the impact of blood type on the probability of turnover among sales personnel. Turnover rate is a critical metric used by organizations to measure internal human resource mobility. By analyzing turnover rates, companies can gain insights into their ability to attract and retain employees, as well as employee satisfaction. The formula for Model 2 is as follows:

$$Turnover3 = \alpha_0 + \beta_1 blood + X + \varepsilon$$

In **Model 2**, the dependent variable is turnover3, which represents whether an employee leaves the organization within three years. If the employee remains employed, the value is 0; if they leave, the value is 1. The core explanatory variable is blood, which represents the personality traits associated with different blood types. X represents a series of control variables in the model, including major (major), education level (edu), gender (sex), and age (Age).

Additionally, since the dependent variable in Model 2 is binary (only taking values of 0 or 1), it cannot take continuous values. Therefore, the logit model is applied in this regression. The logit model transforms the traditional linear regression into a log-odds framework, allowing the transformed log-odds to take values from the entire set of real numbers. The estimated probability p of a salesperson leaving within three years is calculated as follows:

$$P = \frac{1}{1 + e^{-(\alpha_0 + \beta_1 blood + X)}}$$

Since the calculation of turnover probability requires the use of the average values of various variables, the descriptive statistical analysis results of the variables involved in Model 2 are listed below in Table 2.

Table 2. Descriptive analysis of the sample

Variable	N	Mean	Std. Dev.	Min	Max	Median
blood	2241	0.654	0.476	0	1	1
major	2241	0.331	0.471	0	1	0
sex	2241	0.884	0.320	0	1	1
edu	2241	0.307	0.461	0	1	0
age	2241	27.718	3.859	20	48	27

### 3.3 The Impact of Blood Type on Team Performance

Since team performance is a difficult metric to quantify, this section adopts a qualitative interview approach to explore the topic. The long-term development of an enterprise is closely tied to its internal personnel structure, and team members' personalities are a critical factor that cannot be overlooked. To investigate how employees' personalities influence team dynamics and overall team performance, this study conducted a sample survey of frontline sales personnel and related management staff in Kinlong Hardware's domestic sales regions. The analysis of team members' behavior based on blood type personality traits provides valuable insights into their roles within teams.

The survey was conducted across 10 regional divisions within three domestic marketing centers, involving a total of 59 participants. Communication was carried out through both in-person interviews and online discussions. This process resulted in an analysis of team members' personality traits associated with their blood types, which offers actionable recommendations for future human resource recruitment strategies.

The interview framework (see Appendix) covered four key areas: personal background information, blood type and personality traits, team collaboration experiences, and recommendations for recruitment and management. The basic survey data on the participants and their corresponding sales regions is summarized in Table 3.

Table 3. Sales Revenue and Blood Type Distribution Across 10 Sales Divisions

Vice-Region	Standard sales				June 2024 Cumulative Growth	Percentage of Blood Type			
	2021	2022	2023	Comp- ound Growth		O Type	A Type	B Type	AB Type
Shenzhen Sales Area 2	1421.14	2532.31	2771.87	24.94%	36.84%	30.77%	23.08%	23.08%	23.08%
Shenzhen South Sales Area 6	778.33	3643.18	2505	47.64%	10.74%	42.86%	0.00%	42.86%	14.29%
Guangxi West Sales Area 2	1218.85	1137.63	942.52	-8.21%	-42.49%	66.67%	11.11%	11.11%	11.11%
Guangzhou Sales Area 5	1504.94	2095.01	2804.92	23.06%	14.81%	30.00%	10.00%	30.00%	20.00%
Fujian Sales Area 7	1665.6	969.79	779.78	-22.35%	-25.3%	55.56%	11.11%	22.22%	11.11%
Zhejiang Central Sales Area 4	1116.24	1498.18	2101.16	23.47%	69.5%	33.33%	16.67%	50.00%	0.00%
Suzhou South Sales Area 3	1710.9	2380.22	2861.47	18.7%	2.64%	100.00%	0.00%	0.00%	0.00%
Hebei South Sales Area 6	1801.61	2743.98	3621.95	26.21%	9.66%	38.89%	33.33%	22.22%	5.56%
Shandong East Sales Area 2	2202.58	1171.04	773.36	-29.33%	-39.47%	23.08%	38.46%	23.08%	15.38%
Liaoning North Sales Area 1	1042.48	982.6	753.97	-10.24%	-20.45%	16.67%	33.33%	33.33%	16.67%

## 4. Results

### 4.1 Impact of Blood Type on Sales Performance

The empirical results for Model 1, calculated using Stata16, are presented in the table below. Model 1 examines the effects of different blood types (blood), major (majormajor), gender (sex), education level (edu), and age (age) on sales performance (lnsale) of sales personnel. OLS results are shown in Table 4.

Table 4. OLS Regression Results for Model 1 (Adding Control Variables Step by Step)

VARIABLES	(1) lnsale	(2) lnsale	(3) lnsale	(4) lnsale	(5) lnsale
blood	0.395*** (4.63)	0.395*** (4.63)	0.399*** (4.68)	0.415*** (4.88)	0.311*** (3.71)
major		0.026 (0.30)	0.056 (0.64)	0.012 (0.14)	0.481*** (5.52)
sex			0.570*** (4.47)	0.424*** (3.33)	0.583*** (4.65)
edu				1.358*** (15.43)	0.881*** (9.93)
age					0.277*** (25.53)
Constant	4.004*** (57.95)	4.013*** (53.65)	4.529*** (32.90)	3.971*** (28.04)	-3.637*** (-11.05)
Observations	22,359	22,359	22,359	22,359	22,359
R-squared	0.001	0.001	0.002	0.012	0.040

t-statistics in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

### 4.1 Impact of Sales Performance Results

The first column considers only blood type and sales performance, revealing that extroverted blood types outperform introverted blood types in sales performance, with significance at the 1% level. In the second through

fifth columns, professional major, gender, education level, and age are sequentially added as control variables. The core explanatory variable, blood type, shows no significant change in its effect. For example, in the last column, when the blood type is extroverted (blood=1, indicating B or O blood types), and all other variables remain constant, the sales performance is  $e^{0.311}=1.364789$ . For introverted blood types (blood=0), keeping other variables constant, the sales performance is  $e^0=1$ . This means that, under unchanged conditions, the sales performance of extroverted blood types is 36.48% higher than that of introverted ones.

Further analysis of notable control variables reveals the following: The impact of professional major on sales performance is significantly positive only in the last column, but it lacks robustness. This indicates that to some extent, sales personnel with Marketing or Engineering Mechanics backgrounds tend to perform better. Gender significantly influences sales performance, with males generally outperforming females. This aligns with real-world observations, as males often exhibit better physical endurance and familiarity with industrial and construction materials, giving them an advantage in sales roles. Education level also has a significant positive effect on sales performance, with individuals holding higher degrees tending to perform better.

#### 4.2 Impact of Turnover Results

Model 2 examines the influence of blood type (blood), professional major (major), gender (sex), education level (edu), and age (age) on the turnover tendency (turnover3) of sales personnel. Table 5 shows the logit results.

Table 5. Logit Regression Results for Model 2 (Adding Control Variables Step by Step)

VARIABLES	(1) turnover3	(2) turnover3	(3) turnover3	(4) turnover3	(5) turnover3
blood	0.374*** [0.0943]	0.376*** [0.0945]	0.387*** [0.0952]	0.408*** [0.0968]	0.375*** [0.100]
major		-0.348*** [0.0955]	-0.312*** [0.0965]	-0.368*** [0.0981]	-0.646*** [0.105]
sex			-0.728*** [0.135]	-0.662*** [0.137]	-0.798*** [0.141]
edu				0.805*** [0.0981]	0.597*** [0.102]
age					-0.150*** [0.0134]
Constant	0.544*** [0.0745]	0.662*** [0.0814]	0.008 [0.146]	0.342** [0.153]	4.474*** [0.393]
Observations	2,241	2,241	2,241	2,241	2,241

Marginal Effect in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

The first column only examines the impact of blood type (blood) on the probability of leaving within three years (turnover3). The coefficient is positive and significant at the 1% level. The data in brackets within the table shows the marginal effects of the variables. For example, in the first column, the marginal effect of blood type is 0.0943, and the mean value of turnover3 is 0.654 (see Table 1). This indicates that sales personnel with extroverted blood types have a higher probability of leaving within three years than those with introverted blood types. The 9.43 percentage point marginal effect relative to the mean of turnover3 represents an actual increase of 14.42% ( $0.0943/0.654 \times 100\%$ ).

Subsequent columns sequentially add major (major), gender (sex), education (edu), and age (age) as control variables. The coefficient for blood type remains positive and significant at the 1% level, demonstrating the model's robustness. When all control variables are included, the marginal effect of blood type increases to 10 percentage points, representing an actual increase of 15.29% ( $0.100/0.654 \times 100\%$ ).

The results for the control variables are generally significant and robust. For example, the effect of a major on turnover is negative, suggesting that sales personnel with Marketing or Engineering Mechanics backgrounds are less likely to leave, as these fields provide clearer paths for career advancement and growth, leading to greater stability. Gender significantly affects turnover, with male sales personnel being less likely to leave compared to females, consistent with the observed gender distribution in industrial sales roles (males make up 88.4%, as shown in Table 1). However, females who remain in these roles often exhibit higher growth potential and stress tolerance. Education level positively affects turnover, as higher-educated individuals tend to have more defined aspirations and are more likely to leave for better opportunities. Age negatively affects turnover, indicating that younger employees are less stable and more likely to leave.

### 4.3 Impact of Team Performance Results

This survey sampled 10 regional divisions, with a total of 54 participants, representing 53.85% of team members in the surveyed divisions. The survey was conducted through in-person interviews and online video discussions. Shenzhen Sales Division 2 and Shenzhen South Sales Division 6 were conducted in-person, while the other divisions participated via online video discussions. The blood type distribution of the participants is shown in Table 6.

Table 6. Percentage of Introverted & Extraverted Employees by Blood Type

Blood Type	Introverted (Count)	Introverted (%)	Extraverted (Count)	Extraverted (%)	Total Participants
AB	5	55.56%	4	44.44%	9
A	4	50.00%	4	50.00%	8
B	5	27.78%	13	72.22%	18
O	4	21.05%	15	78.95%	19

We found that when teams are assessed, higher proportions of extroverted blood types correspond to higher team performance, while lower proportions lead to reduced performance. Even without knowledge of specific blood type distributions, extroverted team members still constitute a majority, with 36 of the 54 participants (67%) categorized as extroverted.

The survey revealed the following characteristics for different blood types: O blood type employees exhibit confidence as their most prominent characteristic. They are extroverted, possess strong communication skills, willingly face challenges, and demonstrate excellent adaptability, goal orientation, and execution abilities. A blood type employees are characterized by meticulousness. They are organized, logical, cautious, comprehensive in their thinking, and highly focused in their work. B blood type employees are defined by their enthusiasm and optimism. They enjoy adventure, challenges, and pushing boundaries, with a positive attitude and quick adaptability to new environments and ideas. AB blood type employees are complex individuals, demonstrating both meticulousness and adventurousness. They are expressive, open to suggestions, maintain good interpersonal relationships, but are prone to internal emotional conflicts.

## 5. Discussion and Conclusion

Based on the empirical analysis and interviews in Section 4, the three hypotheses presented in Section 2 are validated. Through employee interviews at Kinlong Hardware, H1 is validated: blood type can distinguish introverted and extroverted personality traits to a certain extent, and introversion and extroversion can transform under specific environmental influences. As shown in Table 6, B and O blood types demonstrate higher proportions of extroversion, with 72.22% and 78.95%, respectively. Many employees also noted differences between their work and personal personalities, where some introverted employees became relatively extroverted after familiarizing themselves with their workflows.

Through the first empirical model, H2 is validated: extroverted blood types achieve better sales performance. All else being equal, sales performance for extroverted blood types is 36.48% higher than for introverted ones, with significance at the 1% level. A simple analysis of data from the HR department's Oracle database during the 2015–2023 study period reveals the average sales performance ranking: B > O > A > AB. B blood type employees demonstrated the highest performance due to their rich emotional and strong action-oriented traits. Overall, B and O blood types, classified as extroverted, had higher average sales performance, while A and AB blood types, classified as introverted, had lower average performance.

Through the second empirical model, H3 is validated: extroverted blood types exhibit higher turnover rates. All else being equal, extroverted blood types had a 15.29% higher probability of turnover compared to introverted ones, with significance at the 1% level. Turnover patterns in the HR system also show notable results, especially for B blood types, who are described as a "love-hate" group—while delivering high performance, they also introduce more uncertainty and higher turnover risk.

Given this understanding, team composition requires more comprehensive consideration, accounting for the characteristics of the four blood types and the team's core objectives. Combining introverted and extroverted members ensures both performance and stability. From the author's HR experience and observations, A blood type

employees, while introverted and not ideally suited for direct sales, excel in management roles due to their strong logical skills. O blood type employees are emotionally stable, highly patient, energetic, and passionate about work and life, making them ideal stabilizers in teams. They can balance B and A blood types effectively, and it is recommended to include a higher proportion of O blood type employees in teams. B blood type employees, as previously analyzed, tend to seek independence and dislike constraints, delivering the highest performance but with lower stability. AB blood type employees show indifference to work and life, are more prone to emotional influence, but are diligent and quick learners in the workplace.

Thus, in team composition, it is suggested to allocate 60% of O blood type employees for stability, 20% of B blood type employees for front-line performance, and 20% of A and AB blood type employees for leadership and decision-making roles.

In terms of HR recruitment, regional managers also provided valuable insights. For example, extroverted individuals excel in information and networking, making them suitable for developing new markets and engaging key stakeholders, while introverted individuals are better suited for maintaining and deepening relationships with premium clients and handling internal processes. In practice, employees can also be categorized by rationality and emotionality, with rational individuals being comprehensive in their considerations and contributing to harmonious and stable team dynamics. Emotional individuals often struggle with managing emotions and may exhibit weaker personal initiative, particularly among younger generations. Recruitment should focus on candidates who are passionate about their roles, possess relevant experience, and align professionally, while avoiding overly individualistic candidates. Finally, a balance of mature, steady older employees and youthful, energetic younger employees is crucial for team development. These recommendations should be considered in Kinlong Hardware's future HR strategies.

## 6. Conclusion

This study's main innovation is referencing the theory of blood type and personality to measure personal traits, which is relatively uncommon. By combining quantitative and qualitative methods, the study uses different empirical models to evaluate the impact of blood type on sales performance and turnover rates and adopts interviews to explore the effects on team performance. Additionally, the use of real data from Chinese industrial enterprises provides a representative understanding of the industrial sales workforce.

However, the study has limitations. Only 2,241 of the 9,291 employees had recorded blood type data, limiting the sample size. Expanding the sample's coverage could improve the model's accuracy in the future. The relationship between blood type and personality is not absolute; while many extroverted blood types (B and O) exhibit extroverted traits, some behave introvertedly in practice. Nevertheless, the findings suggest blood type can serve as a reference in HR recruitment. Evaluating individual abilities also requires consideration of education, professional background, and work experience.

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## Appendix

### The Impact of Employees' Blood Type (Personality) on Team Dynamics and Performance

Background Information: This interview aims to explore how employees' personality traits influence team dynamics and performance, particularly by analyzing the role of blood type (extroverted blood types: B and O; introverted blood types: A and AB) in their behavior and contributions within teams. The interview will target sales team managers at Kinlong Hardware, with the goal of providing valuable insights for the company's future human resource recruitment strategies.

#### I. Opening the Interview

II. "Hello, I am [Interviewer's Name] from [Department/Organization]. The purpose of today's interview is to understand how employees' personality traits, particularly those categorized by blood type, impact team dynamics and performance. Your insights are crucial for helping us better understand team dynamics and optimize HR management."

"The interview will consist of several sections, including personal background information, blood type and personality traits, team collaboration experiences, and recruitment and management suggestions. Please answer based on your actual experience and observations."

#### III. Personal Background Information

"Could you briefly introduce your position and work experience with the company?"

"Can you share your blood type and provide a brief description of what you consider to be your personality traits?"

#### IV. Blood Type and Personality Traits

"Based on your experience, do you think there is a noticeable connection between blood type (e.g., B/O and A/AB) and employees' personality traits? If so, could you provide examples?"

"Do employees with different blood types show significant differences in work attitudes and career goals? For instance, how do extroverted and introverted employees behave in the workplace?"

#### **IV. Team Collaboration Experiences**

“What differences have you observed between extroverted and introverted employees in team interactions? How do these differences impact team communication and collaboration?”

“How do employees with different blood types perform in teams? Do their personality traits influence the team’s overall performance?”

“In conflict resolution, do employees with different blood types adopt different approaches? How do you think these differences affect team harmony and efficiency?”

#### **V. Suggestions for Human Resource Recruitment**

“Based on your observations and experience, how should employee personality traits, particularly blood type, be considered during recruitment? Are there any specific recommendations?”

“How do you think the company should adjust its strategies for team building and management to accommodate the characteristics of employees with different blood types? For example, how can the company balance the work assignments of extroverted and introverted employees?”

“For employees with different blood types, how should the company design training and development programs to enhance team collaboration and overall performance?”

#### **VI. Closing the Interview**

“Thank you very much for taking the time to participate in this interview. Your insights are extremely valuable for our research. If you have any additional input or further suggestions, please feel free to share them.”

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