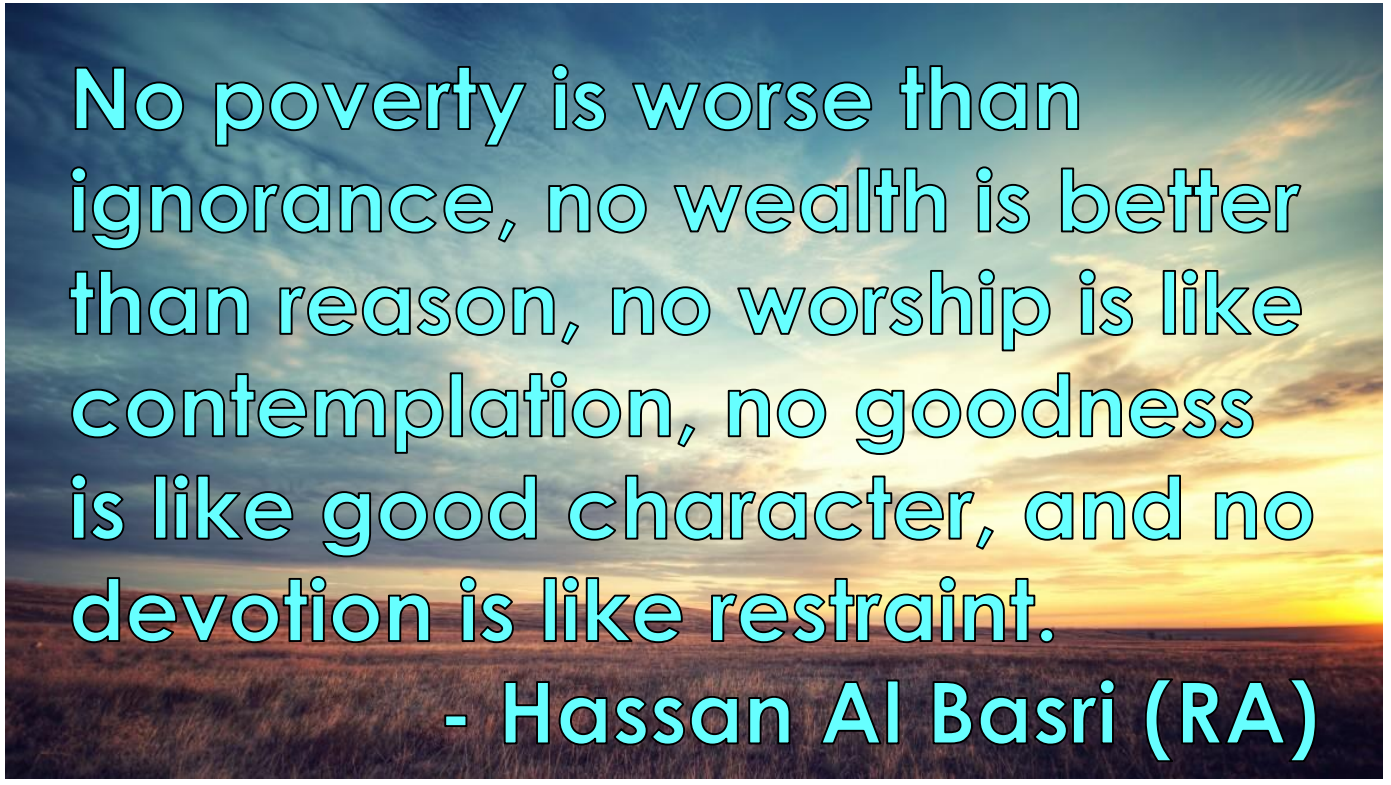
# PERSONALITY




# ORGANIZATIONAL PERSPECTIVE

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# What is Personality?

- The dynamic organization within the individual of those psychophysical systems that determine his unique adjustments to his environment
- Enduring characteristics that describe an individual's behavior
- The combination of characteristics or qualities that form an individual's distinctive character

- Every personality is unique



# Personality Determinants

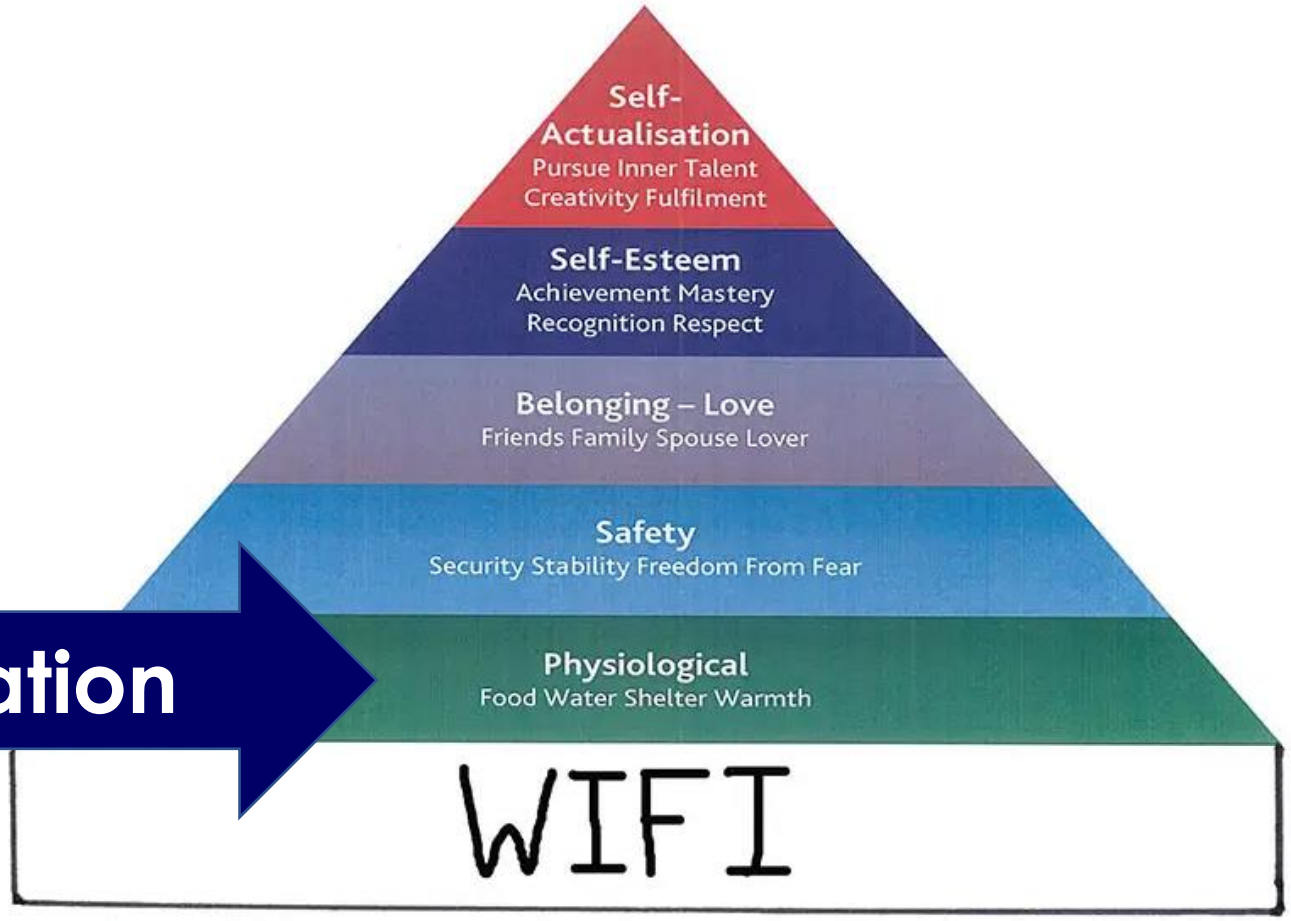
- Heredity
- Physical environment
- Social environment
- Experience
- Culture
- Religion

Significant impact on personality



# Personality Determinants

- Heredity
- Physical environment
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Self Actualization

Significant impact on personality

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# The Big Five Personality Model

- A personality assessment model that assesses five basic dimensions.
- These five basic dimensions underlie all others and encompass most of the significant variation in human personality.

## ❑ Agreeableness.

- ✓ The agreeableness dimension refers to an individual's propensity to defer to others.
- ✓ Highly agreeable people are cooperative, warm, and trusting.
- ✓ People who score low on agreeableness are cold, disagreeable, and antagonistic.



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❑ **Extraversion.**

- ✓ The extraversion dimension captures our comfort level with relationships.
- ✓ Extraverts tend to be gregarious, assertive, and sociable. Introverts tend to be reserved, timid, and quiet.



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## ❑ Conscientiousness.

- ✓ The conscientiousness dimension is a measure of reliability.
- ✓ A highly conscientious person is responsible, organized, dependable, and persistent.
- ✓ Those who score low on this dimension are easily distracted, disorganized, and unreliable.



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## ❑ Emotional Stability.

- ✓ It is a measure of person's ability to withstand stress.
- ✓ People with positive emotional stability tend to be calm, self-confident, and secure.
- ✓ Those with high negative scores tend to be nervous, anxious, depressed, and insecure.



# The Big Five Personality Model

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## ❑ Openness to Experience.

- ✓ It addresses range of interests and fascination with novelty.
- ✓ Extremely open people are creative, curious, and artistically sensitive.
- ✓ Those at the other end of the category are conventional and find comfort in the familiar.



# Other Personality Traits

- Core Self-Evaluation
- Machiavellianism
- Narcissism
- Self-Monitoring
- Risk Taking
- Proactive Personality
- Hardy Personality





# Myers-Briggs Type Indicator (MBTI) of Personality

- Tool to assess personality
  - Interprets response to questions
    - Questions have stimuli

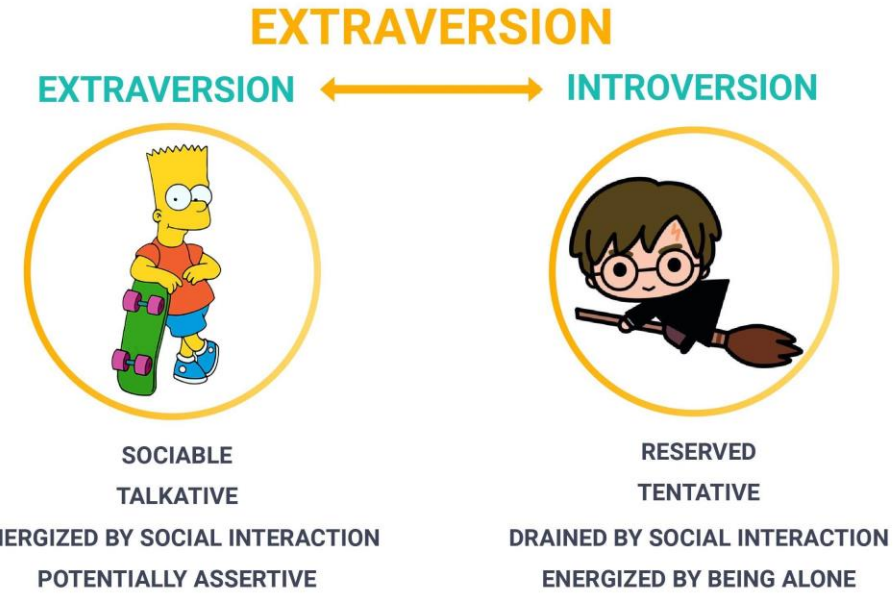


# Myers-Briggs Type Indicator (MBTI) of Personality

- A personality test that taps four characteristics and classifies people into 1 of 16 personality types.

❑ Extraverted (E) versus Introverted (I).

- ✓ Extraverted individuals are outgoing, sociable, and assertive.
- ✓ Introverts are quiet and shy.



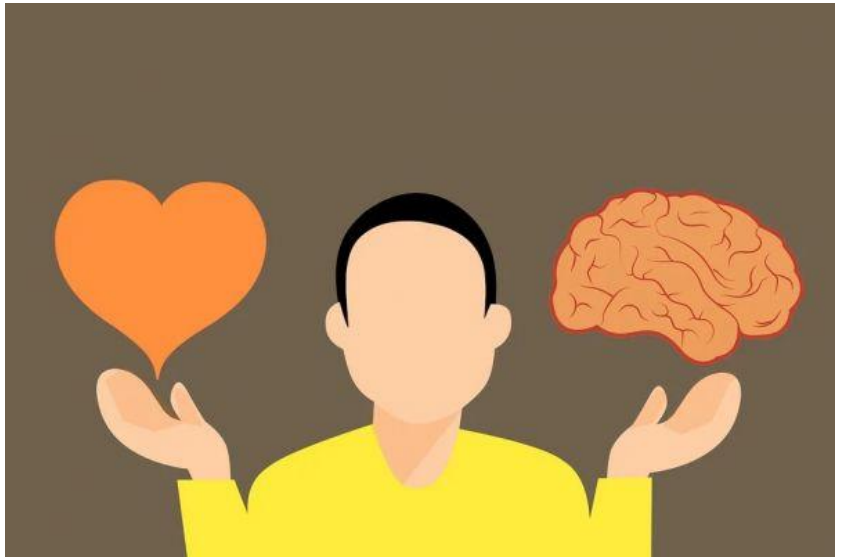

❑ Sensing (S) versus Intuitive (N).

- ✓ Sensing types are practical and prefer routine and order. They focus on details.
- ✓ Intuitives rely on unconscious processes and look at the "big picture."

# Myers-Briggs Type Indicator (MBTI) of Personality

- A personality test that taps four characteristics and classifies people into 1 of 16 personality types.

- ❑ Thinking (T) versus Feeling (F).
  - ✓ Thinking types use reason and logic to handle problems.
  - ✓ Feeling types rely on their personal values and emotions.
- ❑ Judging (J) versus Perceiving (P).
  - ✓ Judging types want control and prefer their world to be ordered and structured.
  - ✓ Perceiving types are flexible and spontaneous.



# Myers-Briggs Type Indicator (MBTI) of Personality

- A personality test that taps four characteristics and classifies people into 1 of 16 personality types.

**Example**




- These classifications together describe 16 personality types, identifying every person by one trait from each of the four pairs.
- For example: Introverted/ Intuitive/Thinking/Judging people (INTJs) are visionaries with original minds and great drive.
- They are skeptical, critical, independent, determined, and often stubborn.

# Why Personality Assessment is Important?

- Identifying personality traits helps organizations select employees and match workers to job.
- By hiring the right candidate you'll also improve the overall effectiveness of your teams.
- Person-job-fit.
- Leaders and managers must know who they lead and manage.
- Self-improvement.

