

PERSONALITY PAPER

Management 349 Organization Behavior, Fall 2020, Section 001

Paper Description

Using several personalities assessments, we have completed in class you will need to write a 4-5-page paper analyzing your personality and how this affects your workplace behavior. These assessments include the 4-Factor Jungian MBTI Personality Inventory, Big 5, What Motivates You, what do I value, stress assessments, dominant brain assessment, locus of control, Emotional Intelligence assessment, and more (all of the assessments are uploaded in a Canvas announcement). Within 4-5 pages please describe what you have learned about yourself after completing the assessments and reading the text. For example, what do the assessments say about who you are? Do you believe the assessments accurately describe you? Why or why not?

Items to Include in Your Paper

In the paper, be sure to include the four letter/factor type for the MBTI and not merely the individual letters. Look up more information about your typology. Be sure to **include a reference section** listing the sources you used for your paper.

The following are some questions to address in the paper:

What is your MBTI typology? What does it say about who you are – use examples from your life to explain. Is there anything that seems inconsistent with how you see yourself? Again, please use examples to explain.

Give examples to show if you have an internal or external locus of control?

Explain why you are a high or a low self-monitor offering examples from your past.

How did you rate on the emotional intelligence assessment? What can you do to further your emotional intelligence?

What do you value and what motivates you? What type of workplace do you believe you will be the most motivated in?

How is your stress level from the assessments? Do you believe this level is accurate? What are some steps you can take to manage stress in your workplace?

How do you prefer to learn? In today's environment with so many classes online, has this had a positive or negative effect on your learning? Explain.

Finally, explain how the assessment results and interpretation can assist you in the work setting, increase your effectiveness as a manager, and help you to better communicate with individuals who may be different from you. **I am especially looking for examples and insights that you uncover.** Do not

waste time by explaining what an extrovert is, for example. Instead, provide behavioral examples to show why you consider yourself to be an extrovert.

Technicalities of Paper

Please include footnotes or bibliographic references that assisted you to more fully understand your personality.

The paper should be typed, double spaced, 11 point font, 1" margins, right margin justified.

How the Paper will be Graded

Grading Rubric

This will be graded on a 100 Point Scale

Points	Corresponding Grade	Points	Corresponding Grade
93-100	A	70-72	C-
90-92	A-	60-69	D
87-89	B+	59 and Under	F
83-86	B		
80-82	B-		
77-79	C+		
73-76	C		

Assessment Rubric:

	Exemplary	Satisfactory	Unsatisfactory	No Marks
Topic/Purpose (15 Pts)	Topic/purpose is clearly identified & selection of topics shows insight & creativity (15 Pts)	Topic/purpose is clearly identified in the document. (13 Pts)	Topic/purpose is not clearly identified in the document. (10 Pts)	0 Pts
Engagement through Content (20 Pts)	Showed solid understanding of the assessments and class materials presented in the course. Discussed relevant topics. Cited specific concepts or examples from the readings, PPT, lectures or other learning activities. (20 Pts)	Showed partial understanding of assessments and course materials. Some information is irrelevant or incorrect. (18 Pts)	Showed Little to no understanding of assessments and relevant course materials. (15 Pts)	0 Pts

Engagement through Analysis Reflecting on your assessments and how they play to your strengths and weaknesses in the workplace (20 Pts)	Paper demonstrates original thinking regarding assessments and application of how your personality affects your workplace performance, interests, and struggles. Expanded on information that is presented in the course and used analogy or example. (20 Pts)	Paper showed some application of knowledge from assessments to course concepts. Statements were not thoughtful and original, or did not use personal examples to tie together information presented in the course. (18 Pts)	Information is repeated without demonstrated original thinking. Did not expand on the material or offer new insight on your personality. Did not use relevant analogies or examples. (15 Pts)	0 Pts
Conclusion (15 Pts)	Develops and explains conclusions that are supported critical analysis of assessments and personality. The conclusions demonstrate creative insight and are based on a thoughtful and critical analysis of the evidence. (15 Pts)	The conclusions are weakly supported by assessments and analysis of personality. (12 Pts)	The conclusions are not adequately explained and supported by the personality assessments. (10 Pts)	0 Pts
Mechanics (15 Pts)	No errors in grammar or spelling. Paragraphs are well organized (topic sentence and support) Paper is well organized (15 Pts)	No major errors in grammar, spelling, paragraph structure, or paper organization AND fewer than five minor errors (such as there for their). (13 Pts)	Multiple (five or more) minor errors OR one or more major errors (such as incomplete sentences). (10 Pts)	0 Pts
Writing Style (15 Pts)	Writing style is appropriate for paper topic and enhances the desire to read the paper. (15 Pts)	Writing style is appropriate for paper topic. (13 Pts)	Writing style is not appropriate for the paper topic. (10 Pts)	0 Pts

Writing Assistance

The University offers drop in writing assistance to all students both in person and online. Learn more here <https://www.uwp.edu/learn/academicsupport/parc/>