

Organisational Leadership

Self Evaluation Report

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A bit about myself

Being raised among a diverse group of people in Dubai, a city with majorly more expats than its own locals, gives me exposure to many different types of people, their cultures, their behaviour in an organisational setting. I have found myself always socialising among many groups of people growing up, I absolutely love people, thanks to different schools, family friends, and internship opportunities, and Dubai! My background will aid this report in making the readers aware of how the OCEAN personality test links my personality to my behaviour, and how I would use these to my benefit in other social situations, specifically, under professional circumstances.

The OCEAN personality test is designed to help individuals understand their personality traits better. The test measures five personality traits: Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism. Based on the test results, I scored 83% in Openness, 42% in Conscientiousness, 77% in Extraversion, 85% in Agreeableness, and 46% in Neuroticism. In this self-evaluation report, I will analyse each of these traits and discuss how they reflect my personality, including how my peers and people who know me have scored me on the above qualities.

Openness

According to the test results, I scored 83% in Openness, which indicates that I tend to think in abstract, complex ways. I enjoy playing with ideas and discovering novel experiences. This trait also suggests that I am creative, adventurous, and intellectual. I am not afraid of exploring the unknown and breaking away from traditional ways of thinking. I tend to be curious and appreciate art and beauty, in terms of interior designing my house in Dubai, or dressing up my parents for their formal events. My peers have scored me 71%, 73%, 79%, 81%, 85%. Which further points towards my level of openness with others. In fact to add on, I also enjoy talking to people about my experiences, and call myself an openbook with nothing to hide. Based on my personal experience, I think the test results accurately reflect my personality. I have always been interested in exploring new ideas and experiences. I enjoy trying out new things and engaging in creative activities such as cooking, travelling, and hosting. Overall, I believe that my openness to a multitude of cultural experiences has helped me grow as a person and has opened up new opportunities for me.

Conscientiousness

According to the test results, I scored 42% in Conscientiousness, which suggests that I have an obstacle when exercising self-discipline and controlling my impulses. This trait also indicates that I may struggle with organising my tasks and my time management. While

I acknowledge that there may be some truth to this trait, I believe that the test results do not fully reflect my personality. The reason is because when it comes to group work or projects together, my peers have scored me 54%, 67%, 70%, 81%, 87.5%. The reason this data is more dispersed is because when it comes to people whom I get very comfortable with, I tend to relax the importance of completing my tasks with them. While I do struggle with procrastination, I believe that I am generally determined, especially when it comes to my previous experience from internships. I set goals for myself and work hard to achieve them. While I may not always succeed in following through with my plans, I do believe that I am conscientious in my approach to life.

Extraversion

According to the test results, I scored 77% in Extraversion, which indicates that I tend to seek stimulation from the outside world. I enjoy engaging with others like I mentioned earlier through my upbringing and my everlasting need to earn friendship, admiration, and excitement for what I am truly passionate about. 77% is a lower percentage than what I generally hold myself to, this is because I am generally an outgoing and confident person. I like to be around people and find it energising to interact with them. My peers have scored me 67%, 87.5%, 87.5%, 94%, 96%. The one peer I received 67% from I am still in the midst of getting to know her well and this justifies why she has given me an average number, because I am exponentially extroverted in the sense that, the more I get to know someone, the more sociable I tend to become. However, I also think sometimes I need to appreciate my alone time and learn to be happy with myself or just existing without the need to be constantly surrounded by others

Agreeableness

According to the test results, I scored 85% in Agreeableness, which suggests that I tend to put others' needs ahead of my own and cooperate rather than compete with others. I experience a great deal of empathy and tend to get pleasure out of serving and taking care of others. I am usually trusting and forgiving. I believe that this trait accurately reflects my personality. I value kindness and empathy and try to treat others with respect and compassion. I enjoy helping others and find it fulfilling to make a positive impact on their lives. My peers have scored me with 56%, 67%, 67%, 77%, 96%. Truth be told, the 56% is given by my brother, who I have grown up with, hence why he feels like I do not always agree with him. Especially because we argue more often over things we both care about. While I do have my boundaries and can be assertive when necessary with my friends, this is usually when I feel the need to include everyone and be on the same page, which is why I try to explain my

perspective more clearly and definitively. I generally try to avoid conflict and prioritise maintaining harmonious relationships with others but can be very persuasive that makes me sound agreeable.

Neuroticism

Based on the results of the OCEAN personality test, I scored 46% in Neuroticism, which suggests that I tend to experience negative emotions to a very low degree. While I am not immune to feelings of fear, sadness, anxiety, guilt or shame, I am generally able to cope with them in a healthy and constructive way. I believe that this level of neuroticism allows me to be empathetic and understanding towards others while also being able to learn to overcome this trait. My peers have scored me with 15%, 27%, 30%, 37.5%, 40%. This furthermore supports the fact that I usually am a happy and a positive individual, which is also what I believe. Mostly because I am a self aware person when it comes to feeling my own emotions, and usually when I know I am not feeling my best, I tend to approach my hobbies or friends who I know will help me in coping with any sort of negativity.

Main Motivational Drivers

My main motivational drivers are variable to what I am usually feeling, for instance, if I had taken the OCEAN personality test when I was feeling low, my motivational drivers would have been a different story. However, according to my personality, I am driven to be open through new ideas, experiences, and intellectual stimulation, which is why I love sharing and communicating with others. I enjoy exploring new concepts and pushing boundaries, and am often driven by a sense of curiosity and wonder. This goes hand-in-hand with my motivation to be more agreeable and extroverted, which is because I want to drive people together without leaving anyone behind and create harmonious relationships with everyone around me. Social events and activities are always a chance for me to collaborate with others and talk to them about interesting things that are ongoing, which is the exposure I have received as my father has always shared his social platforms with my brother and I while growing up, which is why this is another sort of motivation.

The Professional Forefront

All five of the OCEAN traits can be very valuable in a professional setting, as the outcome is often based on individual personalities which translates to how one manages time, work, pressure, and social conflicts. Having worked in huge multinational corporations, it is safe to say that I have received the experience to put my personal traits into action. Based on my previous observations, my openness helps me in improving my

creative problem-solving skills, because it shows a willingness to explore new ideas and approaches that may come from anyone, including the ability to adapt to change. My agreeableness score suggests that I can perform as a good team player and as mentioned earlier, I love to be outgoing and collaborate with others. This quality could be used efficiently when participating in company meetings or when serving other clients. It can help in conflict resolution, as I am more capable to empathise with others and seek mutually beneficial solutions. As for extraversion this is applicable in any sort of field; such as sales, public relations, or event planning. It can prove beneficial in leadership roles, as I love to work and earn the admiration and trust of others when doing business. As long as I can keep my time management and punctuality more optimised to a professional setting, I believe I can thrive in whichever passion I choose to take forward with me in life.

It is important to note that while these traits can be advantageous in certain professional settings, every person has their own unique strengths and weaknesses. It is important to explore different career paths and find roles that align with one's individual goals, values, and interests.