**Ashlyn Hanks**

1. **Describe the differences between person-job fit and person-organization fit.**

**Person-job fit is the fir between personality type and occupational environment determines satisfaction and turnover. Person-organization fit is when a person is attracted to and selected by organizations that match their values and leave when there is no compatibility.**

1. **Define personality, the way it is measured, and the factors that shape it.**

**Personality is the sum total of ways in which an individual reacts to and interacts with others. It is measured through self-report surveys. There are different factors that shape it as seen through situation strength and trait activation theories. External factors mostly shape it.**

1. **Identify the big five personality model. Give an example of each.**

**The big five is a personality model that proposes five basic dimensions encompass most of the differences in human personalities.**

* **Conscientiousness – A person who develops higher levels of job knowledge, learn more, less likely to engage in counterproductive work behaviors.**
* **Emotional stability – A person who has high job satisfaction, low stress levels, and easily adapts to change.**
* **Extraversion – A person who has higher performance, enhanced leadership, and high job satisfaction.**
* **Openness – A person who has enhanced training performance and enhanced leadership.**
* **Agreeableness – A person who has high performance levels and low levels of deviant behaviors.**

1. **Why are generational values important in today’s workforce?**

**Generational values are important because this is how people are often perceived and stereotyped in the workplace.**

1. **Describe attribution theory.**

**Attribution theory is an attempt to explain the ways we judge people differently depending on the meaning we attribute to behavior, such as determining whether an individual’s behavior is internally or externally caused.**

1. **What is rational decision-making? What are the six steps of the rational decision-making model?**

**Rational decision-making is a model that describes how individuals should behave in order to maximize some outcomes.**

* + - 1. **Define the problem**
      2. **Identify the decision criteria**
      3. **Allocate weights to the criteria**
      4. **Develop the alternatives**
      5. **Evaluate the alternatives**
      6. **Select the best alternative**

1. **What are the indicators of creative potential? Explain their significance.**

* **Intelligence – this is significant because intelligence is necessary to be creative.**
* **Personality – This is significant because creative people are more likely to be open, more divergent in thinking, and proactive in personality, self-confidence, and risk-taking.**
* **Expertise – This is significant because it is the foundation of creative work because they have the knowledge.**
* **Ethics – This is significant because ethics and rule-following are important, and creativity can lead a person to be imaginative concerning moral issues.**

1. **Define motivation. What motivates you to obtain a Master’s degree?**

**Motivation is the process that accounts for an individual’s intensity, direction, and persistence of effort toward attaining a goal. Fear of failure and the desire to prove people wrong motivates me to obtain my master’s.**