Structure Written Summary : Chapter 03

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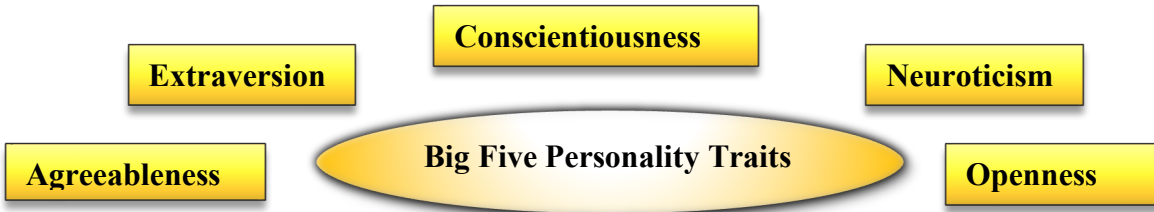**Date**

PERSONALITY AND HOW IT INFLUENCES BEHAVIOR

Personality is referred to as a set of characteristics that affect their ideas, feelings, and behaviors. It speaks of set of characteristics, ideals, and interests that a person possesses that influence how they act in different circumstances. It plays a major role to determine behavior in an organization by affecting an individual's *work style, decision-making, communication, job satisfaction and performance.*

Conscientiousness

Extraversion

Neuroticism

Big Five Personality Traits

Agreeableness

Openness

Core Self Evaluation | Self Esteem | Locus of Control | Emotional Stability | Generalized self-efficacy

The process through which individuals generate opinions and judgements about others based on their actions, looks, and other characteristics is known as **SOCIAL PERCEPTION**.

Different natures of social perception include :

Stereotyping: It is the process of classifying people according to their appearance, color, gender, or other traits.

Self-fulfilling prophecies: is the process through which people's expectations and beliefs about other people impact their conduct, which in turn affects how those they are perceiving behave.

Fundamental attribution error: This is the tendency to explain other people's actions by their character or personality instead of by circumstances in which they occur.

Social identity theory	Kelley's theory of causal attribution
Discusses how people create a sense of who they are and the communities they belong to. They classify everyone based on race , gender, and nationality	Describes how people judge the reasons behind other people's conduct. They determine conduct using consistency, consensus, and distinctiveness
The process of social perception is flawed and prone to many biases like Confirmation bias , Halo effect , Self-serving bias	

|| **LEARNING** is described as a generally permanent modification of behavior brought on by experience. Different kinds of learning include *classical conditioning , operant conditioning, social learning , cognitive learning* ||

|| Principles of learning can be applied in various ways to support organizational goals and objectives ,few ways include *training and development programs , performance management , organizational change, and workplace culture* ||