

Personal Assessment Results and Feedback for

Sample Student

ORGB 511

**Leading in Dynamic Environments:
A Personal, Relational, and Strategic
Approach**

Full-Time MBA



Unit 4

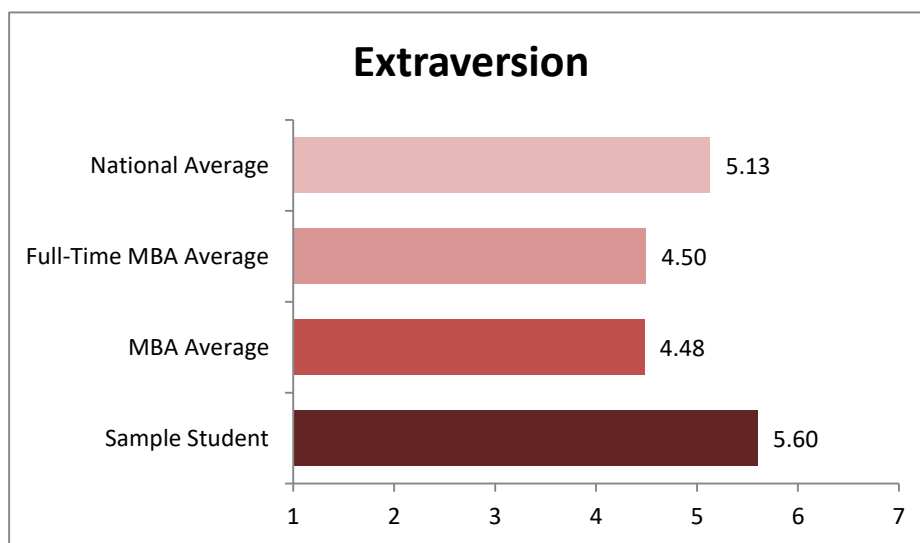
Self-Awareness - Personality, Values and Fit

Extraversion

A personality trait that captures one's tendency to be sociable, assertive, active, dominant, and talkative.

Sample items:

1. I am the life of the party.
2. I feel comfortable around people.
3. I start conversations.

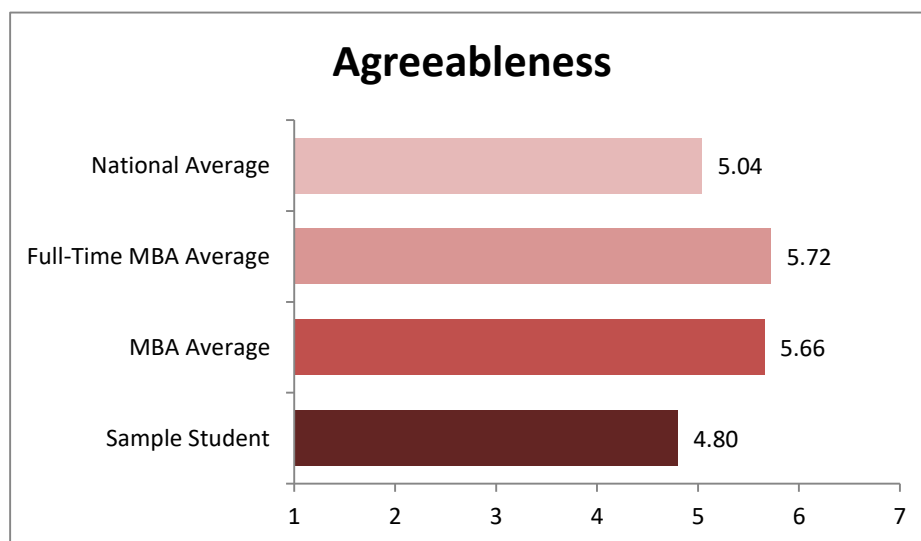


Agreeableness

A personality trait that captures one's tendency to be cooperative, trusting, compliant, helpful, caring, and gentle

Sample items:

1. I am interested in people.
2. I sympathize with others' feelings.
3. I have a soft heart.

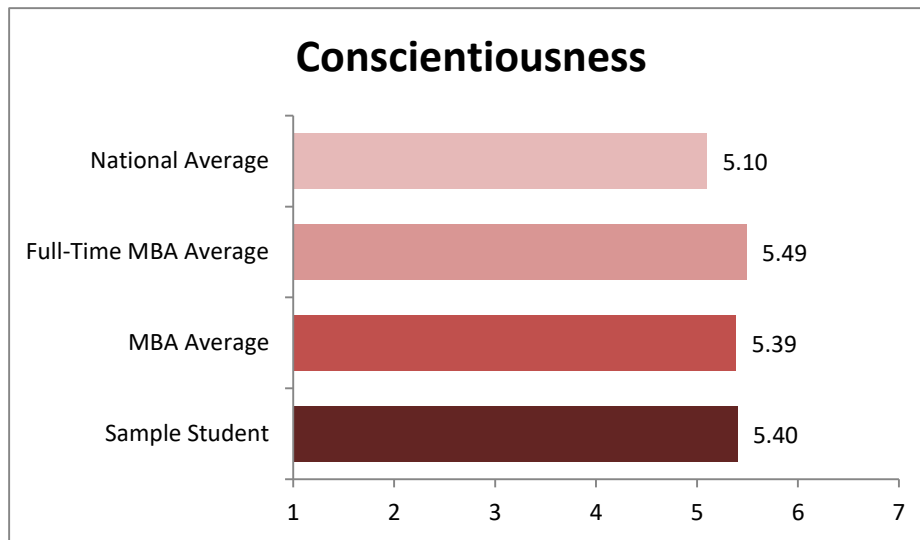


Conscientiousness

A personality trait that captures one's tendency to be dependable, organized, reliable, ambitious, and hardworking.

Sample items:

1. I am always prepared.
2. I pay attention to details.
3. I get chores done right away.

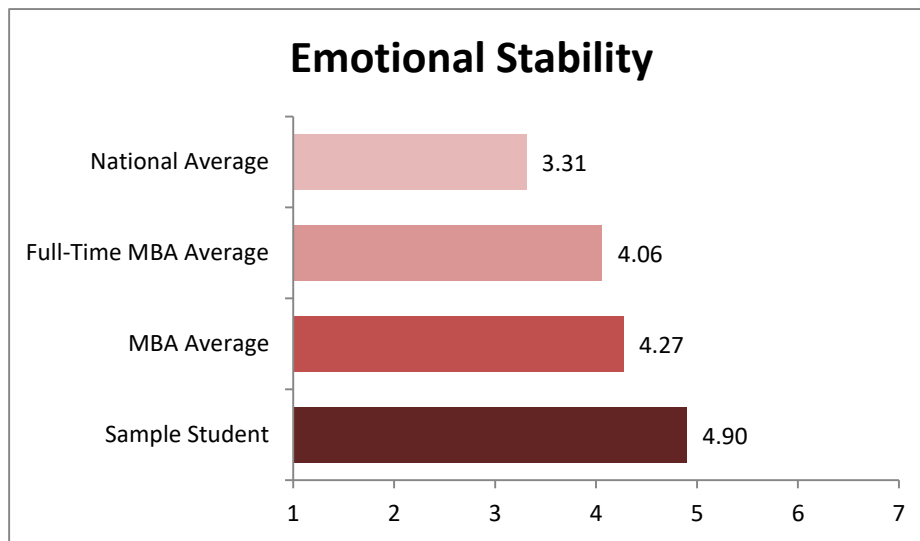


Emotional Stability

A trait that captures one's tendency to be resilient, calm, secure and rational.

Sample items:

1. I am relaxed most of the time.
2. I seldom feel blue.
3. I get stressed out easily.

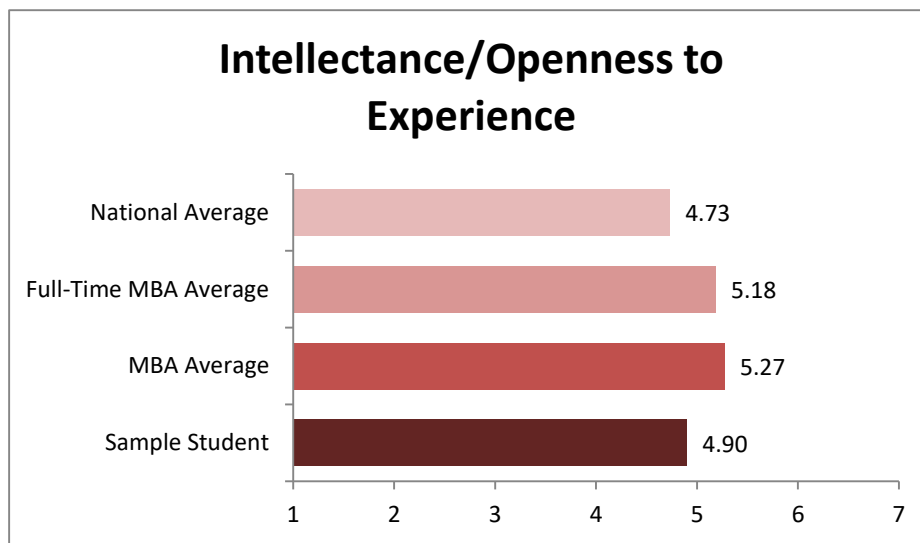


Intellectance/Openness to Experience

A personality trait that captures one's tendency to be imaginative, creative, curious, and nonconforming.

Sample items:

1. I have a rich vocabulary.
2. I have a vivid imagination.
3. I have excellent ideas.

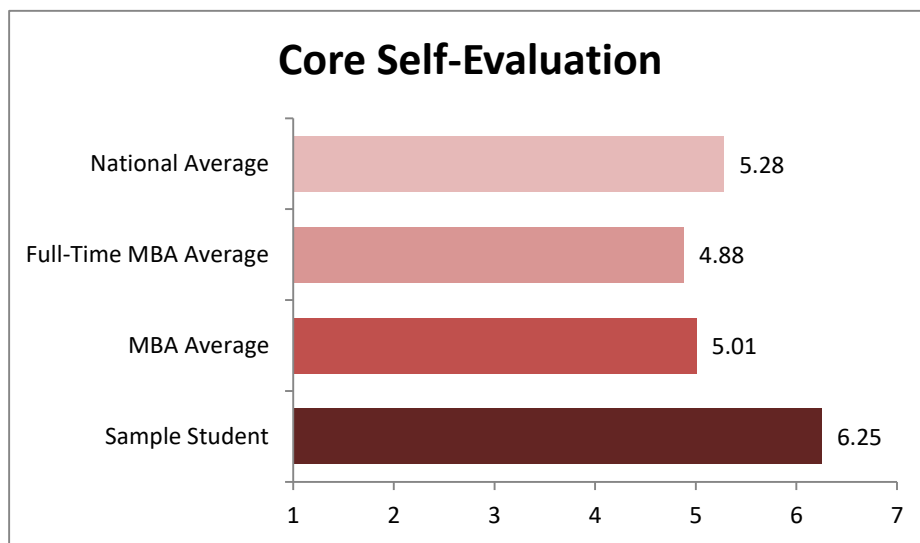


Core Self-Evaluation

A personality trait that encompasses the fundamental appraisals individuals make about their self-worth and capabilities.

Sample items:

1. I am confident I get what I deserve in life.
2. Overall, I am satisfied with myself.
3. I am capable of coping with most of my problems.

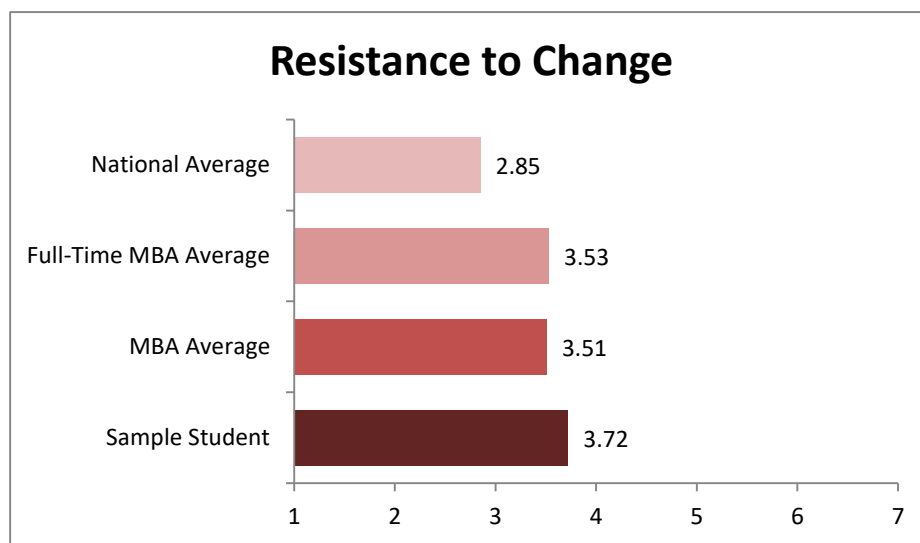


Resistance to Change

A trait that captures one's tendency to resist or avoid change.

Sample items:

1. I generally consider changes to be a negative thing.
2. When I am informed of a change of plans, I tense up a bit.
3. Once I've come to a conclusion, I'm not likely to change my mind.

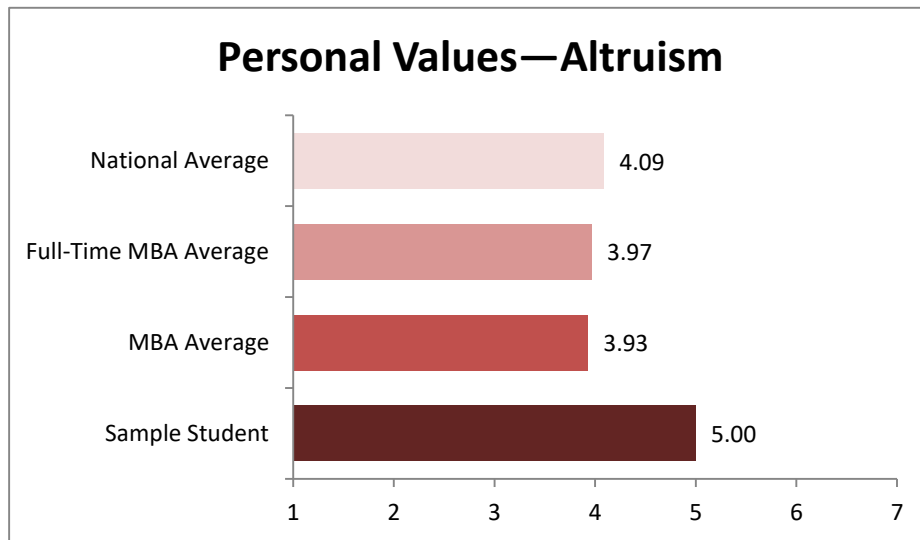


Personal Values—Altruism

Beliefs regarding the importance of understanding, appreciating, tolerating, and protecting the welfare of others.

Sample items:

1. Making the world a better place.
2. Being of service to society.
3. Contributing to humanity.

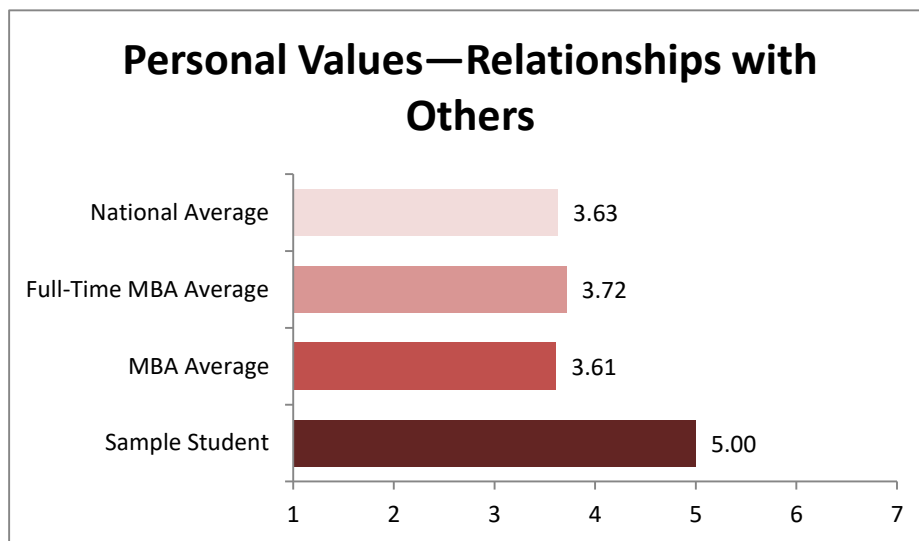


Personal Values—Relationships with Others

Beliefs regarding the importance of developing close relationships with coworkers.

Sample items:

1. Forming relationships with coworkers.
2. Getting to know your fellow workers quite well.
3. Developing close ties with coworkers.

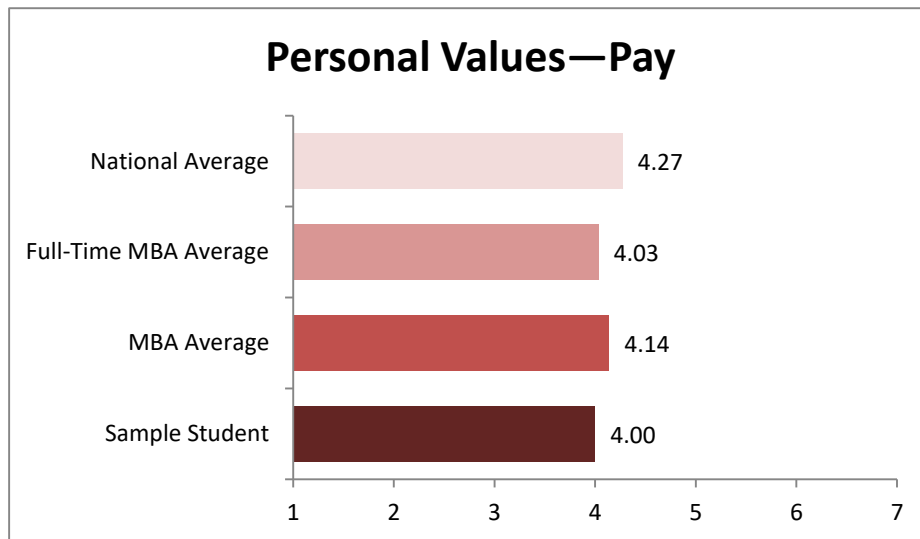


Personal Values—Pay

Beliefs regarding the importance of compensation.

Sample items:

1. Salary level.
2. Total compensation.
3. The amount of pay.

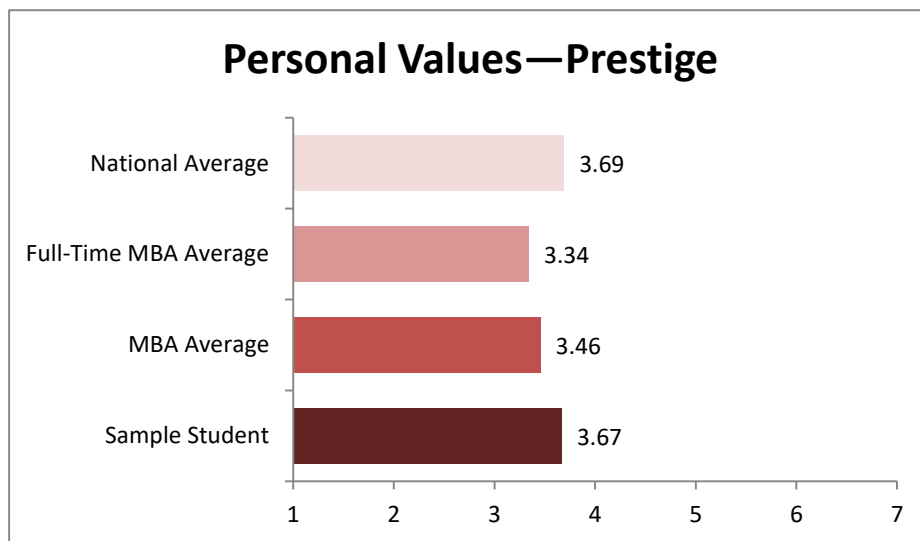


Personal Values—Prestige

Beliefs regarding the importance of social status and prestige.

Sample items:

1. Gaining respect.
2. Obtaining status.
3. Being looked up to by others.

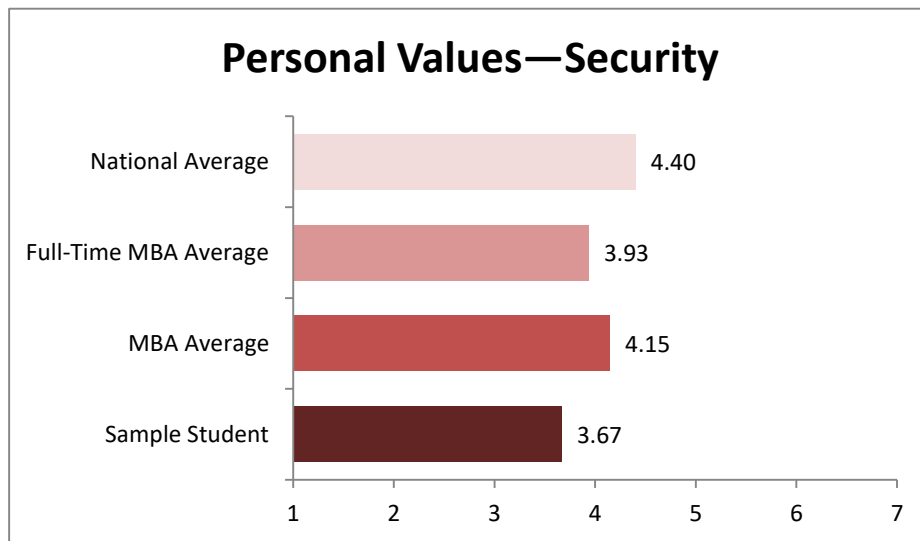


Personal Values—Security

Beliefs regarding the importance of the future certainty of a job.

Sample items:

1. Being sure I will always have a job.
2. Being certain my job will last.
3. Being certain of keeping my job.

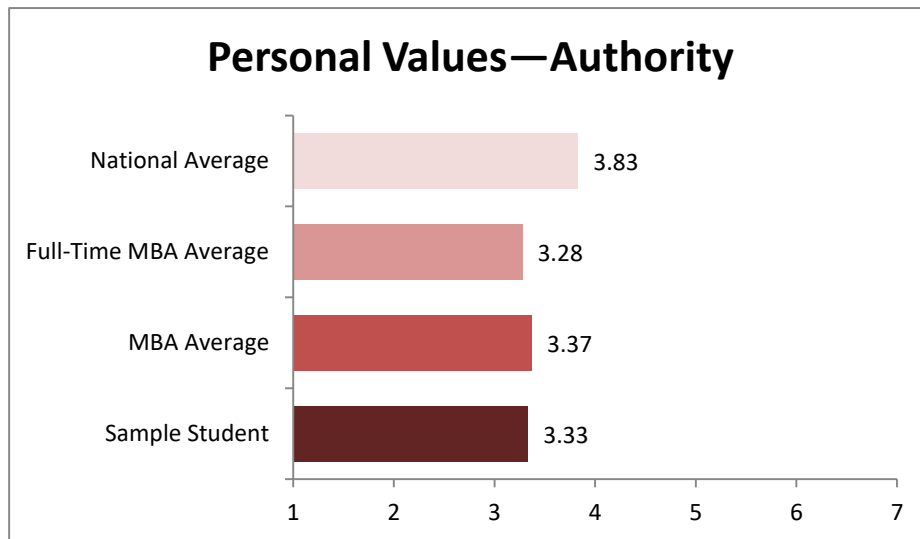


Personal Values—Authority

Beliefs regarding respect for, commitment to, and acceptance for lines of authority.

Sample items:

1. Distinct reporting relationships.
2. A clear chain of command.
3. Definite lines of authority.

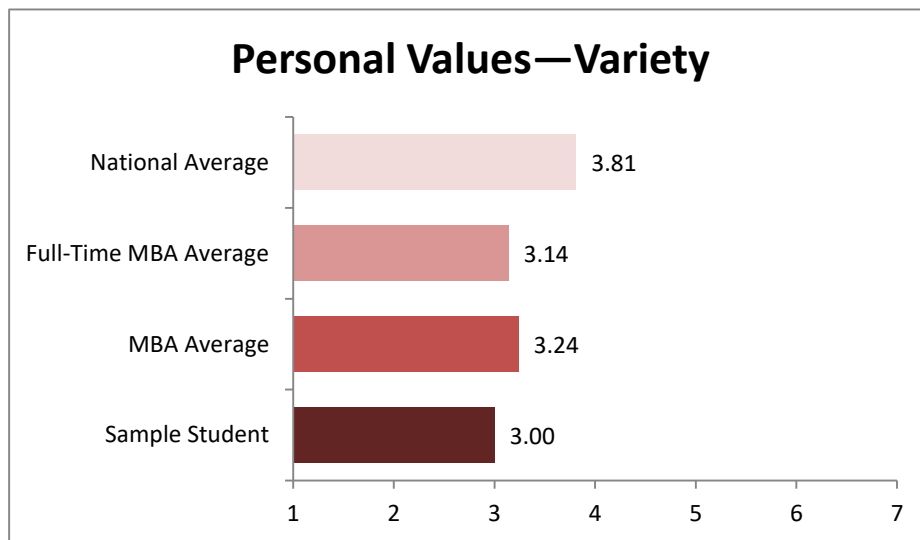


Personal Values—Variety

Beliefs regarding the importance of excitement, novelty, and challenge on the job.

Sample items:

1. Doing a variety of things.
2. Doing something different every day.
3. Doing many different things on the job.

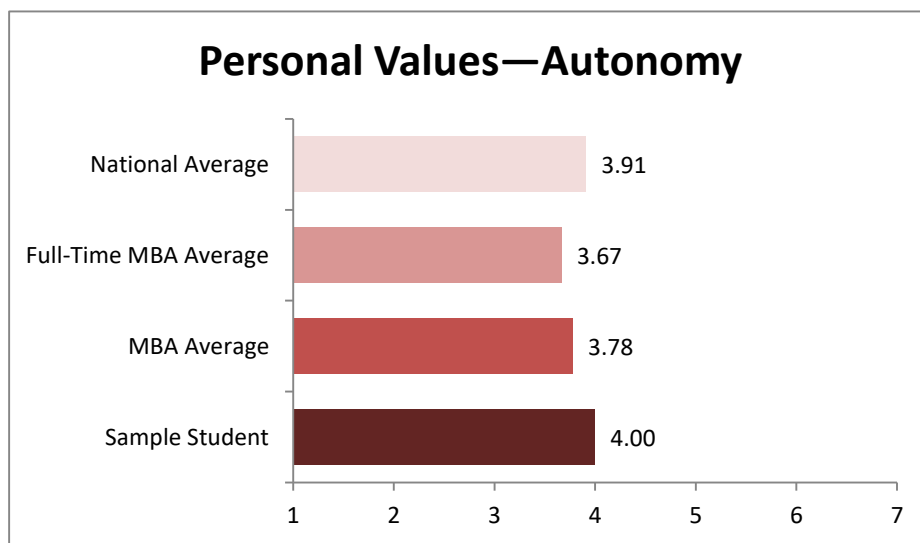


Personal Values—Autonomy

Beliefs regarding the importance of independent thought and action in accomplishing job tasks.

Sample items:

1. Doing my work in my own way.
2. Determining the way my work is done.
3. Making my own decisions.



Personal Values Ranking

Ranking Instructions

Look back across the eight values. Please rank the eight values according to your scores and how important they are to you.

_____	<i>Most Important</i>

_____	<i>Least Important</i>

Personality, Values and Fit Reflection

A. Reflect on your scores. What did you learn about yourself? Do the scores fit your expectations? What surprises you?

B. What do they mean for you in your current role and your future goals?

C. How can you leverage your strengths? What are your developmental areas and how can you develop these competencies?
