

DREXEL MBA ASSESSMENT WORKBOOK

PERSONAL ASSESSMENT RESULTS:



DREXEL UNIVERSITY
LeBow
College of Business

Section 1

Self-Awareness

Extraversion

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

Agreeableness

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



Your Score



Drexel MBA Average

Conscientiousness

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

Emotional Stability

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



Your Score



Drexel MBA Average

Intellectance/Openness to Experience

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

Core Self-Evaluations

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



Your Score



Drexel MBA Average

Resistance to Change

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



Your Score



Drexel MBA Average

Section 2

Building & Leveraging Social Networks

Network Size

The size of your network indicates the number of key individuals with whom you have developed a professional relationship. The pattern of relationships that you have with these individuals, and the overall pattern of relationships that you have with members of your network provide access to professional “goodwill” in the form of support, resources, advice, and forgiveness.



Your Score



Drexel MBA Average

Strength of Network Ties

The frequency of contact and emotional intensity of the relationship that you form with other members of your network.

- **Strong ties** are formed with individuals that you have regular contact with, have a close, personal, and important relationship with, are characterized by some level of emotional intensity, and tend to be long lasting. These individuals are part of your close circle of trusted contacts.

- **Weak ties** are formed with individuals that you have infrequent contact with, know more distantly and in a more narrow aspect of your professional life, and have little emotional intensity in the relationship. Weak ties provide access to new and non-redundant information by helping you make connections to new groups of people.



Your Score



Drexel MBA Average

Network Breadth

The informational and functional diversity of members of your network. Greater network breadth increases access to novel and non-redundant resources.

Components:

1. *What percentage of your network contacts work in other functions?*
2. *What percentage of your network contacts work in other organizations?*
3. *What percentage of your network contacts hold higher-level positions?*



Your Score



Drexel MBA Average

Political Skills

The ability to effectively understand others at work, and to use such knowledge to influence others to act in ways that enhance one's personal and/or organizational objectives.

Political Skills—Networking Abilities

Investing time and effort to develop relationships with a diverse network of individuals. Leveraging these relationships to gain access to resources and opportunities, build alliances, and provide support to others.



Your Score



Drexel MBA Average

Political Skills—Interpersonal Influence

Possessing a subtle and convincing personal style that has an influence on others.

Political Skills—Social Astuteness

Being an astute observer of others to understand social situations and make accurate interpretations of others' behavior.



Your Score



Drexel MBA Average

Political Skills—Apparent Sincerity

Portraying one's self to others in a manner that conveys authenticity, genuineness, and integrity.



Your Score



Drexel MBA Average

Section 3

Leadership and Motivation

Contingent Reward

A leadership style where leaders work with followers to establish agreements that incorporate what each will do to achieve stated objectives and the material or intrinsic rewards to be earned for successful completion. This type of leadership provides clarity about what needs to be done, how it should be done, and makes rewards contingent on achieving expected levels of performance.

Self-Rating

Rating of Supervisor



Your Score



Drexel MBA Average

Transformational Leadership

A leadership style where leaders inspire followers to invest extraordinary effort and transcend their own self-interests to achieve a vision for the future.

Self-Rating

Rating of Supervisor



Your Score



Drexel MBA Average

Value-Based Leadership

Values-based leadership aims to build a shared, value-based sense of purpose.

Self-Rating

Rating of Supervisor



Your Score



Drexel MBA Average

Visionary Leadership

Forming a clear vision of the future and communicating it in a compelling manner.

Self-Rating

Rating of Supervisor



Your Score



Drexel MBA Average

Empowering Leadership

A manner of leading in which the leader shares power with employees to enhance employee motivation and engagement in their work.



Your Score



Drexel MBA Average

Empowering Leadership—Leading by Example

Leading by example refers to a set of behaviors that show the leader's commitment to his or her own work as well as the work of his/her team members.

Empowering Leadership—Participative Decision Making

Participative decision making refers to a leader's use of team members' information and input in making decisions.



Your Score



Drexel MBA Average

Empowering Leadership—Coaching

Coaching refers to a set of behaviors that educate team members and help them to become self-reliant.

Empowering Leadership—Informing

Informing refers to the leader's dissemination of company wide information such as mission and philosophy as well as other important information.



Your Score



Drexel MBA Average

Empowering Leadership—Showing Concern

Showing concern is a collection of behaviors that demonstrate a general regard for team members' well-being.

Psychological Empowerment

An intrinsic form of motivation that encompasses a sense of meaning, competence, self-determination and impact.



Your Score



Drexel MBA Average

Psychological Empowerment—Meaning

The personal importance of work and the extent to which work demands align with personal values.

Psychological Empowerment—Competence

Self-efficacy beliefs regarding the capacity to perform tasks and responsibilities successfully.



Your Score



Drexel MBA Average

Psychological Empowerment—Self-Determination

A sense of control over the initiation and regulation of behavior.

Psychological Empowerment – Impact

The belief that work tasks influence strategic, administrative and operational goals.



Your Score



Drexel MBA Average

Section 4

Ethical Leadership

Ethical Leadership

Demonstrating normatively appropriate conduct and actively promoting that conduct among others.

Self-Rating

Rating of Supervisor



Your Score



Drexel MBA Average

Bottom-Line Mentality

One-dimensional thinking that revolves around securing bottom-line outcomes to the neglect of competing priorities.

Self-Rating

Rating of Supervisor



Your Score



Drexel MBA Average

Supervisor Expediency

Demonstrates a supervisor's use of unethical practices to expedite work for a self-serving purpose.

Self-Rating

Rating of Supervisor



Your Score



Drexel MBA Average

Ethical Mindsets

The active management of ethics-focused attention through vigilance to ethical issues and adaptive regulation of ethical cognition and behavior.



Your Score



Drexel MBA Average

Section 5

Leading High-Performance Teams

Psychological Collectivism

A value representing preferences to work in groups, willingness to rely on team members, concern for the well-being of the group and group members, adherence to group rules and norms and prioritizing group over individual goals.

Team Role Orientation—Organizer

Someone who acts to structure what the team is doing and keeps track of accomplishments and how the team is progressing relative to team and individual goals and timelines.



Your Score



Drexel MBA Average

Team Role Orientation—Doer

Someone who willingly takes on work and gets things done. A Doer can be counted on to complete tasks, meet deadlines and take on responsibilities to ensure team success.

Team Role Orientation – Challenger

Someone who will push the team to explore all aspects of a situation and to consider alternative assumptions, explanations and solutions. A Challenger often asks "why" and is comfortable debating and critiquing.



Your Score



Drexel MBA Average

Team Role Orientation—Innovator

Someone who regularly generates new and creative ideas, strategies, and approaches for how the team can handle various situations and challenges. An Innovator often offers original and imaginative suggestions.

Team Role Orientation—Team Builder

Someone who helps establish norms, supports decisions, and maintains a positive work atmosphere within the team. A Team Builder calms members when they are stressed and motivates them when they are down.



Your Score



Drexel MBA Average

Team Role Orientation—Connector

Someone who helps bridge and connect the team with people, groups, or other stakeholders outside of the team. Connectors ensure good working relationships between the team and “outsiders,” whereas Team Builders work to ensure good relationships within the team.



Your Score



Drexel MBA Average

References

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