**Assignment 1**

**Part 1:**

**Big Five Personality Results**

**Part 2:**

**Summary of the TED Talk: *Why Being Respectful to Your Coworkers is Good for Business***

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**Part 1**

Every individual has a unique personality. I will examine my personality score, achieved through the *Big Five Personality* *Test*. My scores were: 42% in openness, 50% in conscientiousness, 37.5% in extraversion, 71% in agreeableness, and 52% in neuroticism. Through a wide variety of sources and my personal experiences, I will analyze the positive and negative aspects of my *Big Five Personality* *Test*.

The five characteristics of my personality all have positive factors. Firstly, in openness to experience, low scoring people, like myself, tend to be more resistant to change, less open to new ideas, and more traditional in their ways (McShane, 2021). During work, a situation occurred where a co-worker wanted to change our positions in the kitchen. In the past, we would designate people to specific spots, but my co-worker wanted to try something new. I told him that once we got busy, we would have to resort to the original spots and that it be best if we stuck to the traditional way. Within a few hours, it became chaotic as the dinner rush began; however, we were able to keep up with the rush because I told him we could try his way on a different day. Although he insisted that his way was better, I knew that the old way was more reliable. In contrast, I am more likely to resist change, more closed minded. My co-worker’s method could have been better than our traditional way. Because of this, I am less likely to leave my comfort zone and have new experiences (Peterson, 2020).

In people with high scoring conscientiousness, they tend to be more disciplined, methodical, and thorough, with low scoring people being more careless and disorganized (McShane, 2021). Although I scored an even 50%, I believe that I am closer to the higher end. A recent study done on 715 Brazilian adults found that higher scoring conscientiousness people were more likely to adhere to COVID-19 regulations (Carvalho, 2020). This is because people with high conscientiousness tend to think more rationally and dependant (Gordon, 2022). On the contrary, because people with high scoring conscientiousness tend to be more methodical and disciplined, they are usually less likely to take risks, and more likely to struggle with perfectionism (Gordon, 2022).

Extraverted people are more talkative, energetic, and sociable. Because I scored lower, I am more introverted, quiet, and cautious (McShane, 2021). Throughout school, I generally found myself with a very small friend group and avoided interactions with people who I was unfamiliar with. The positive side to this was that even though I knew very few people, they were people that I could trust. Introverts typically spend more social time within small groups because larger groups feel overwhelming (Davies, 2020). Because of this, introverts are generally better as social scientists as they are more likely to listen and take in information (Buckley, 2021). In contrast, I usually struggled with expressing myself, often keeping ideas to myself. Introverts are more likely to listen than contribute, and less likely to take leadership roles (Davidson, Gillies, Pelletier; 2015)

People with high agreeableness, like myself, tend to be more trusting, helpful, good-natured, and selfless (McShane, 2021). Throughout school, I usually found myself proficient in math. If someone asked me for help, I usually set aside the task I was currently doing to help them. Studies point to agreeableness as the most significant trait out of the Big Five because people who score high in agreeableness are concerned with helping people and building positive relationships (Robinson, 2022). Although there are many positives, there are some negatives. Because I am more willing to help others, it is common for some to take advantage. Agreeable people tend to avoid conflict and are more likely to be overworked because they usually take on more tasks (Mavengere, 2020).

High scores in neuroticism, the last personality trait, tend to be anxious, insecure, self-conscious, depressed, and temperamental, with low scores as secure and calm (McShane, 2021). Although higher scorers in neuroticism, like myself, tend to have more negative attributes than positive, if determined, people can use their negative attributes to improve themselves. During the pandemic, neurotic people had a lower chance of catching COVID-19 because of their anxious tendencies (Robson, 2020). Anxiety can become an issue for me because neurotic people respond poorly to environment stress and experience minor frustrations (Widiger & Oltmanns, 2017).

By analyzing the positives and negatives of my Big Five Personality Score, I better understood myself and others. I am more likely to use more traditional ways, think more rationally, listen rather than talk, help others, and turn negatives into positives. The understandings made will be applied to future endeavours within the workforce but should be adaptable as people change.

**Citations**

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**Part 2**

Collectively, we should set a common goal in the workforce to eradicate incivility. People perform better in an environment where they feel safe and welcomed. Incivility leads to high employee turnover and an unproductive workplace. This happens because small disrespectful actions can lead to big problems. To prove how and why this happens, studies were done to find the effects. They found that it not only effected the victims but witnesses as well. It proved that incivility spread throughout the workplace as the witnesses’ performance decreased significantly. The presence of incivility impacted not only the workplace. It spread further into communities, homes and more. An experiment was done where half of participants were given a list of harmful or impolite words to form a sentence, and the other half were given a list that had none of the disrespectful words. The participants who were given the rude words performed five times worse than the other group. They also took longer and made more errors. A medical team experienced this but in a real-world scenario. A lead doctor shouted towards his team, and they incorrectly administered their patient the wrong medicine. Some factors that lead to incivility include stress and scepticism. Profound researchers found that the number one reason that contributed to executive failure is incivility. Just like small actions can lead to incivility, small actions can also lead to a comfortable workplace, with the most important action being respect. CEO of Campbell Soup used these methods to completely restore a once uncivil workplace. He would set high standards with high civility. A civil environment increases performance, productivity, creativity, and overall health of employees.