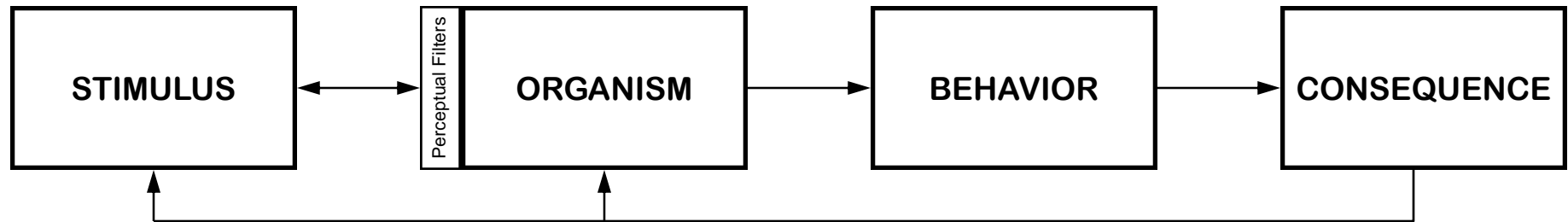


# Organizational Behavior Model



## The Environment

Overt and covert stimuli that are present in the environment.

*Overt Stimuli:* Observable cues in the environment that trigger behavior.

*Covert Stimuli:* Cues in the environment that are not consciously noticed.

## The Individual

### Perceptual Filters

#### Sensory Screens:

Seeing  
Hearing  
Feeling  
Smelling  
Tasting

#### Emotional Screens:

Personality  
Self-concept  
Attitudes  
Beliefs  
Habits

Learning  
Motivation

## Individual Behavior

Overt and covert responses and patterns of behavior.

*Overt Response:* Open and observable behavior.

*Covert Response:* Hidden, concealed, or secret kinds of behavior.

## Results of Behavior

### Positive Result (+)

Consequence that results in satisfaction and a desire to repeat the behavior.

### Negative Result (-)

Consequence that results in dissatisfaction and a desire to not repeat the behavior.