

INNOVATION AND ENTREPRENEURSHIP (UTA025)

ASSIGNMENT-1



THAPAR INSTITUTE
OF ENGINEERING & TECHNOLOGY
(Deemed to be University)

Comparison of Big 5 traits of Michael Dell and Tarun Mehta

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Michael Dell



Michael Dell is an American businessman, entrepreneur, investor, philanthropist, and author. He is the founder and CEO of Dell Technologies, one of the world's largest technology infrastructure companies. He is ranked as the 39th richest person in the world by Forbes, with a net worth of US\$ 28.6 billion as of September 2018.

“People ask me all the time, ‘How can I become a successful entrepreneur?’ And I have to be honest- It’s one of my least favorite questions, because if you’re waiting for someone else’s advice to become an entrepreneur, chances is you’re not one.” -Michael Dell

Characteristic Traits of Michael Dell:

Openness (HIGH): Michael Dell is highly open to experience. Michael Dell cherishes difference as a factor breeds innovation. He encourages different thinking in his team, and gathered a diversified work force and external consultants in his teams to diagnose problems and search solutions with different angles. In 2007, he declared a two-month “amnesty” within the company to encourage people to discuss problems and deal with them quickly, without fear of being fired or demoted. He said “To be successful, what you have to do is have an acceptance of risk and you have to be pretty explicit about that, because if you don’t accept the risk, you don’t get any innovation”. He also said that real entrepreneurs have three P’s and none of them stands for permission. These statements clearly depicts his openness to experience.

Conscientiousness (HIGH): Michael Dell is highly focused on his goals. He likes to do just the things he likes to do i.e. it means the things that cause the company to succeed. He does not devote a lot of time doing his desired accomplishments. Michael Dell is ever-striving, heading for the top, and enjoying an enterprising, ambitious and determined personality to do things well, and an unyielding dedication to his plan until the goals are achieved.

Michael devotes ceaseless passion in work and regards it as his responsibility to keep his company

growing sustainably, maintain its leading position in market and also pursue its growth ambitions in the computer industry. His focus is so obvious and significant that many business analysts even regarded it as one of Dell's secrets to success.

Extraversion (LOW): Michael Dell is an introvert. He is a reserved individual who is sometimes described as having a vanilla personality. Always seeking the forefront and the limelight, Michael needs to feel in command of important undertakings, and resists supportive roles. He can become irritated and even domineering when important things do not go his way. Dell can be impatient with his shortcomings and those of others.

Michael Dell is very concerned with his status and fosters the appearance of success and self-satisfaction. Interestingly, that very same need to appear well-off can be the fuel that propels Michael to strive for growth, success and the finer things of life. Michael Dell assumes the responsibility to be the protector and provider for those he loves, but demands their respect and attention in return. He knows his shortcoming and has attempted to become more extroverted.

Agreeableness (HIGH): Michael Dell trusts his subordinates and is open minded. He has a good memory, is highly intelligent, well balanced and with strong mental abilities. His thinking process is logical, and his problem-solving skills are outstanding. In 2007, he declared a two-month "amnesty" within the company to encourage people to discuss problems and deal with them quickly, without fear of being fired or demoted. This shows that he is high on agreeableness.

Emotional Stability (HIGH): Michael Dell has high emotional stability. He bounces back easily from setbacks and can overcome any adversities or obstacles thrown in his way. He is highly optimistic. There are very few people in the world who don't get depressed by failure but take it as a learning opportunity, Michael Dell is among them. He always sees a challenge as an opportunity with a positive vibe by keeping in mind that he can do it. He strongly believes that negative situations are temporary, limited in scope and manageable.

Tarun Mehta



Tarun Mehta Born on October 31st, 1998 in Ahmedabad Gujarat, India, he holds a dual degree in engineering design from IIT Madras. After serving as an intern at BHEL and Mercedes- Benz, he later spent a year working for Ashok Leyland. From 2013 to 2014, he and Swapnil Jain worked together on establishing Ather Energy. On 23 February 2016, the company unveiled its first scooter, 5340, at a technology conference in Surge in Bangalore.

Characteristic Traits of Michael Dell:

Extraversion (HIGH): Tarun Mehta, in a recent seminar at IIM-A, explained how he and his friend from college developed a prototype of their first electric bike and how they started working on swappable battery packs. In one of Ather's first video on YouTube, Tarun Mehta explained that before starting a company, there is always a need for an engineering organization first. In 2016, Hero MotorCorp invested nearly \$40 million in Ather because they were pretty much convinced with the idea of Ather's electric bikes and how they (Ather) were the first ones to begin making e-scooters.

Agreeableness (HIGH): At the beginning of 2022, it was revealed by Money Control that Hero MotorCorp had acquired a 34.4% stake in Ather by converting its convertible debt (a bond that can be converted to shares of common stock) provided to Ather and investments made by Tiger Global, Sachin Bansal (co- founder of Flipkart), and other early investors had created significant finance for Ather's production facilities.

Conscientiousness (HIGH): For almost a decade now, Ather has wholly focused on making e-scooters that have higher efficiency and can complement the building of an infrastructure for electric vehicles in most parts of India. An impressive fact is that no Ather e-scooter has yet caught fire while functioning. This tells us that Tarun Mehta has always motivated his team to be perfect with the manufacturing and testing of their e-scooters.

Openness to Experience (HIGH): In a piece about Tarun Mehta published in The Mint, it was said that Tarun has always believed in the idea of "Building" from the start of Ather Energy. It was developing technologies that can improve the efficiency of current machines and solve problems in the real world. The company's primary goal when Ather's first e-scooter manufacturing facility was built in the IIT- Madras innovation cluster was to continuously improve its original e-scooter.

Emotional Stability (HIGH): In 2022, Tarun Mehta also said in an interview that by 2030 there would be at least 20 to 30 million e-scooters on the road, and Ather will be making its e-scooter manufacturing tenfold because of the recent funding received by the National Investment and Infrastructure Fund. A sense of calm and optimism showed by Tarun Mehta regarding his company's growth and future agenda explains that he'll remain resilient irrespective of the market situation.

Comparative Analysis

Similarities:

- Both Michael Dell and Tarun Mehta are highly conscientious, displaying intense focus, ambition, and determination in achieving their goals.
- They both exhibit openness to experience, embracing innovation and exploring new ideas to drive their respective companies forward.

Differences:

- Michael Dell is introverted, while Tarun Mehta is extraverted, influencing their leadership styles and communication approaches.
- Dell emphasizes trust and open discussion within his company, while Mehta's pragmatic focus on meeting immediate needs suggests a possibly assertive decision-making style.
- While both demonstrate emotional stability, Dell's resilience is evident in his optimistic outlook amid setbacks, while Mehta's calm demeanor reflects his confidence in Ather's future growth.

In summary, while sharing traits like conscientiousness and openness, Dell and Mehta differ in personality orientation, leadership style, and specific expressions of traits like agreeableness and emotional stability.

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