

See description



Organizational Behavior and Management Style The test describes one as rather introvert. This is an accurate as extra broadness leads to overconfidence. As a good manager, one should have a diverse way of thinking. The evaluation describes one's personality as distinctively intuitive. This is a valuable virtue in management since independence in decision making is crucial. It incorporates direct perceptions of truth, fact, and immediate apprehension that lead to the proper approach in decision making.

I tend to concur with the results proving to be a shallow thinker. In reference to management traits, thinking is a fundamental tool that one should execute in performing various operations of the organization. Inaccuracy is also evident in expressing judging personality. This is as a result of the fact that it describes judging personality as moderate and not distinctive.

How personality affects management style

In reference to the personality depicted above, the expected management style is above average. The characteristic of being slightly introvert is particularly essential since it gives room from externals. This prevents one from shallow-mindedness, thus facilitating the making of informed decisions. Being distinctively intuitive is another factor that affects the management style. This leads to perception of truth and proper understanding that are acutely vital in the various management styles. Thinking is a fundamental element in the management. Shallow thinking adversely affects the management style since one should exercise critical thinking when making management decisions. However, intuition complements the arising gap and deficiency. The characteristic of being moderate in judging is decidedly vital since it determines the management style. It is an admirable virtue in

management that leads to success of an organization (Judge 13).

The management style is all rounded. It possesses various essential traits in management. One can recommend the style as it leads to successful implementation of a management style that leads to success of an entity.

Ambiguity and its effect on management style

Ambiguity should not be tolerated in management. Thorough research and invitation of new ideas reduces ambiguity. Ambiguity should be avoided since it leads to poor management of an organization. This deters an organization from achieving its desired objectives (Judge 17).

Personality type

I possess type “ A” personality. This expresses aggressiveness, ambitiousness, competitiveness, timeliness and business oriented traits. This personality portrays fundamental qualities in business management.

Organizational structure

This encompasses activities such coordination, supervision, and task allocation which aim at meeting an organization’s objectives. It also entails the angle at which individuals employed in the organization view their working environment. An organization can be structured in different ways depending with the key objectives. The organizational structure helps in determining models through which an organization performs and operates. The structure also facilitates responsibility allocation as well as different processes and function executed by different entities such as departments, individuals, branch, and workgroups (Judge 6).

Organizational culture

In reference to book, this refers to a design of shared basic assumptions discovered, developed or invented by a group as it aims to cope with its

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prevailing external and internal business environments. The purpose of designing this model is to improve the effectiveness and knowledge of the organization's operations. It is an area of specialization that applies information about groups and individuals to make organizations work in an efficient manner. It entails people's operations in an organization, in the process of enhancing the performance with the environment (Judge 12).

#### Works cited

Judge, T. A. Essentials of Organizational Behavior. New York: Prentice Hall, 2010.