

# Person-situation interaction

Psychology



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Person-Situation Interaction DIFFERENT PERSONS RESPOND DIFFERENTLY TO THE SAME SITUATION. In this case we can react differently on being fired.

One can get angry, upset or show some other kind of negative reaction; the other may treat this as a chance to start a new life and show a positive reaction.

SITUATIONS CHOOSE THE PERSON. This way can be illustrated by the following example: in the big office there are a lot of people and everyone wants to be the manager, but not everyone can be a leader and sometimes the circumstances are more significant than the persons will. Here the situation determines one's future.

PERSONS CHOOSE THE SITUATION. Here we can speak about the cases of downshifting. When the person chooses this way this means that he/she reject promotion and other ways of career development; often such people use their will to spend more time with the families as an excuse.

DIFFERENT SITUATIONS CAN PRIME DIFFERENT PARTS OF THE PERSON. For example one and the same person can be a strict manager who doesn't accept any compromises while he/she is at work, but being with close relatives or friends he/she will be the most kind and pliable person ever.

PERSONS CHANGE THE SITUATION. To describe this way of interaction we will consider the critical situation in the office. For example some work isn't done yet while the deadline is very close, all the employees are in panic and there appears the one who changes the situation for good, he either rally the team and organize a kind of brainstorm or finds the best solution and does the work; no matter what the way is here we see how the person changes the situation.

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SITUATIONS CHANGE THE PERSON. This way of person-situation interaction can be observed in such case: two employees work together for some time, they do the same job and generally are alike in their needs and abilities, but then one of them gets promoted; some time later these two people will not be as alike as they used to be. The tastes and abilities of the first one grow, now he is a responsible person and has less free time, while the second one's life doesn't change the same way.

If I will be an industrial/organizational consultant brought into the same office as asked to study these person-situation interactions in order to advise management how to best put them to use to increase employee motivation I would use an observation as a research way and then develop a general tendency of the collective. I consider that this very way of research fits the best because without the researcher's invasion the true situation reveals itself. I would be a supervisor I will give the following advice: in the first case the manager who fires the employee should explain the reasons for which the person was fired; In the 2nd case the manager should create the atmosphere of respect and cooperation in the office so if one of the employees gets a promotion will stay in close contact with his ex-co-workers for them not to feel deprived of smth.; In the 3rd case we need to respect the downshifter and show to the other people that he/she choose this way of career themselves and can succeed in it, that will rise the spirit of the employees-downshifters; The 4th case fits the best for the purpose of to increasing the employee's motivation the work in the office should be arranged according to the employee's best trades, that for example: the most outgoing person should be send to the conferences, the most accurate should do the reports and etc.; The 5th case serves as the example where

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someone increases the motivation for to reach the general goal; And in the final 6 way we can say that the employee is motivated to get a better place, but the second one also needs an encouragement so the promoted person should not distract from his/her previous collective.

#### References

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