

Assignment 1: personality

[Psychology](#), [Personality](#)



Assignment 1: Personality Strayer University Kenneth Baez BUS322 January 25, 2013 Describe each of the ' Big 5' personality traits. For each trait, provide an example of how it might contribute positively to an individual's performance.

1. Extraversion- A person that is extraverted is someone that is outgoing and full of life. Most people like to think of extraverts as those people in a social group that love to be the center of attention or outspoken. According to Kendra Cherry, writer for About. com and psychology guide, "[e]xtraversion is characterized by sociability, talkativeness, assertiveness and excitability. " (Cherry, 2013, par1) she also explains how, "[a]ccording to researchers, extraversion is associated with leadership behavior. Since extraverts are more likely to assert themselves in groups, it makes sense that these individuals often take on leadership roles when working with other people. " (Cherry, 2013, par6). An example of how this trait may be beneficial to an individual's performance is by helping them to communicate better with others and at the same time give off positive influences or ideas that they may benefit those around them.

2. Agreeableness- I see agreeableness as someone that does what they can to please another person in order to move on with a task at hand. It doesn't mean that they have to fully submit to the others wishes, however it is a form of surrendering one's own will in order to achieve a goal or to come to an understanding with another in order to move forward. Many people practice this trait on a daily basis, for example some people accept job demands from their bosses, some tell their kids, " OK, you can have fifteen more minutes before bed. ", and others even engage in full scale one way listening skills of others ideas' in joint venture opportunities. An interesting fact about

agreeableness conducted in a study at the University of California, Berkeley, and published in the Journal of Personality and Social Psychology (Vol. 84, No. 5) is how, “[a]greeableness changes most in your 30s when you're raising a family and need to be nurturing” (Kersting, 2003, par6). 3.

Conscientiousness- As defined in the book “ Organizational Behavior” written by Nelson and Quick is a person that is hardworking, organized, and dependable. (Nelson/Quick, 2013, pg. 39) An example of how this personality trait helps people in their performance at work is by allowing them a better opportunity for advancement in any organization through reliability and punctuality on the job. These people can be counted on when the business needs them most and can greatly influence development within a company’s structural capabilities 4. Emotional Stability- I see this trait as being able to control your emotions. Many people look at emotions as a negative personality trait when it comes to doing business, however, it is my belief that emotions can be controlled and used to aid us in making the right decisions depending on the circumstances at hand. For example, say a company manager for “ Johnson and Johnson” was told to use a product that was hazardous to the environment until he could find the right replacement product. Ethically that manager would use their emotional stability trait to make the right decision and turn down the offer made by the manufacturer. Instead of following their weak emotions of worry, fear, and hastiness because of the products deadline their emotional stability would help them to make the right decision. 5. Openness to experience- People with this trait seek new outlets or innovative ways to doing things and thinking on things. These people search for new experiences and are always working on new

projects; they are willing and ready to learn more and are apt to seeking new ways of accomplishing goals and reaching new heights in organizations. I like to see myself as having this trait because I am always intrigued by newly learned projects and am always looking to learn something new or pick up another trade through experience and hands on. Michael Hogan, Ph. D and lecturer in psychology explains how, “[p]eople who are high on Openness to experience are generally receptive to entertaining new and challenging facets of cultural life, as well as personal thoughts and emotions (McCrae & Costa, 2003) References: Cherry, K. (2013). What is Extraversion? Retrieved from: <http://psychology.about.com/od/trait-theories-personality/f/extraversion.htm>

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