

Individual other
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to the

[Business](#), [Management](#)



Individual differences are part of people's character; it shows a whole range of qualities which are important towards organisations as the psychology side examines how people are similar, how they change in thinking, feeling and behaviour. They are important as it shows the individual as a whole. This can be looked at when discussing the personality traits of the Big five, as this is where individuals are categorised in terms of how they act and demonstrate on work. In context to the Birmingham Fitness Gym, the employee's relation with Big Five is illustrated in different ways, for example "Jo, a fitness instructor, who prefers working with a few people at a time". This can show that Jo is an introvert as her skills are showing that she likes to work with less people, this could be because Jo is reserved who may be possible uncomfortable in social situations. This can also determine that Jo's personality can be agreeableness as she is more compliant and obeys rules, "Jo did not have much to bring to the table.

Whatever Phillip suggested, they adopted". This shows Jo's agreeableness as Jo had agreed on some of the things that had been said during the meeting but did not contribute to give ideas. In comparison to Nick, "an experienced trainer who is generally satisfied" this can show that Nick may have a good conscientiousness strategy in the workplace as he performs well being an experienced trainer. However, at BFGym he noticed that he is left with classes that the trainers do not want, this is a downfall to his skills, as he feels neglected and he is treated unfairly. "Nick's input is somehow discarded" this shows that he is treated unfairly and doesn't feel part of the team. Although it can be positive as it shows that he is open to

experience as he is more creative as he is taking more responsibility than other employee's.

This links to the Halo effect as he is good at things which is why he had to take the classes. Finally, we look at Jane " an enthusiastic Physical Education graduate who just enrolled in a master's program". At BFGym she is having to do back to back classes, Jane asked management to change some of her classes but this was declined.

This shows that her emotional stability was positive as she remained calm throughout circumstances. This shows that the Halo effect applies as she holds a degree as well as a contrasting effect as she wants to make a difference in the workplace.