

# Example of hr manager: what about extraversion essay

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



The following is conversation dialogue with a human resource (HR) manager at a work station, where an individual (Mr. Jones) works as a sales representative in a bank. The person is charged with the duties marketing the bank products and services by generating new ideas and business ties. It also includes customer services and advertisement placing to promote awareness of programs. The roles also encompass managing the daily administrative responsibilities of a sales representative. This is a job that requires a positive attitude and ones personality traits will determine an individuals' success in this job.

HR Manager: Welcome Mr. Jones. Am going to look at the personality assessment report that you have presented here in reference to the sale representative job you carrying out. What is the role of personality in the workplace?

HR Manager: I can see you scored high on conscientiousness average on extraversion, agreeableness and openness to experience, but scored low on neuroticism. We will look at each and how they can be modified to fit on the desirability to your job. What is your general personality?

HR Manager: You have said you are a quick decision maker which is true looking at your high conscientious score. This is a beneficial trait when utilized in the work place since such people in work avoid getting into compromising situations. They are successful as they plan purposefully and press on what they want without giving up since they are highly regarded by their colleagues as reliable and intelligent. Care should be taken to avoid them turning into workaholics. They are orderly, dutiful, strive for achievement and are self disciplined, self efficacious and are highly cautious.

These entire characteristics with the few exceptional cases serve well for a sales representative (Lamiell 82). However, take care on and carefully control your impulses especially when they seem antisocial in work (Schacter 656). What can you say about your average score in openness to experience and agreeableness?

HR Manager: You scored low on neuroticism which I suppose means you are calm, relaxed and composed. This is a good character trait for a sales representative who is bound to work in unfamiliar circumstances where other people would find it hard to cope with anxiety, self-consciousness, anger, depression and vulnerability to panic, and confusion ( Lamiell 84 ). I hope you will be more willing to adjust to the few traits that come with persons of your personality to the benefit of this Bank.

The above individual personality traits will determine the level of decision making, eloquence and interpersonal communication, achievement of objective, and personal life involvement in the work place. They are an important part in creating a workplace culture, problem solving, teamwork and team building, airing of ideas and responsibility. The nature of personality traits can be modified to look for a job that best suits that job group or through learning and exposure. A better analysis and understanding of each and every employee is important so that they can be assisted to fulfill their responsibilities and expectations for the job, and for themselves leading to more satisfaction.

## **Work Cited**

Lamiell, James T. (2009). The Cambridge Handbook of Personality

Psychology: The Characterization of Persons: Some Fundamental Conceptual

Issues DOI: [http://dx. doi. org/10. 1017/CBO9780511596544. 008](http://dx.doi.org/10.1017/CBO9780511596544.008) pp 72 -86

Schacter, D. L., Gilbert, D. T., Wegner, D. M. (2011). Psychology. New York:

Worth Publishers