

A2: Assignment #2
Personality Assessment
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[updated: Thursday, October 4, 2007]

Course: MGT 360
Title: Management and Organizational Behavior (3 units)

“He who looks outward sleeps, he who looks inward wakes.”
---Carl Jung (1875-1961)

Goal:

The goal of this assignment is to learn about the world of personality assessments by taking one of the leading and most widely accepted inventories -- the Big Five (the other one is the Myers-Briggs, which you probably took in BUS302, the “Gateway” course).

Instructions:

Go to the web site below and take the online assessment. The assessment consists of 120 items. First, you will need to check two boxes (look carefully on the screen) to indicate that you understand there is a slight chance the program might crash (but that highly unlikely) and that you understand the limitations of the test (which I will also explain in class). Second, go to the bottom of the page, click “Send” and begin. I estimate that actually filling out the web page (the 120 questions are split into two sections of 60 questions each) will take between 15 and 45 minutes, depending on a range of factors.

Take your time and answer each question as honestly as you can. *There are no right or wrong answers.* Also, answer the questions how you really ARE versus how you would LIKE TO BE (what researchers call social desirability) – otherwise you will not get a true assessment of your personality.

<http://www.personal.psu.edu/faculty/j/5/j5j/IPIP/ipipneo120.htm>

Confidentiality:

Please keep your responses confidential—that is, do not share them with anyone but me.

Due Date:

This work is due at the beginning of class, Thursday, October 18, 2007.

Deliverable:

After you finish the assessment you will receive a printout (approximately 8 or 9 pages) of your results. Print out **TWO COPIES** – one for you to keep, and one for you to turn in to the instructor along with your write-up essay.

The assessment will measure your personality along five dimensions – *extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience.* After

reading your results and reflecting on them thoroughly carefully, prepare a short essay that answers the following three questions:

- 1) To what degree do you feel this is an accurate assessment of your personality?
- 2) What are your strengths that will serve you well, especially in terms of a career?
- 3) What are your weaknesses which might hinder you in your career – and which you might want to work on?

Turn in the essay and the actual print-out with your results. Please staple the two printouts together. Please be sure to put your name on both the essay and Personality print-out in case they get separated.

Length:

This essay is to be no less than one page in length and no more than two pages in length.

Format:

The style requirements of the essay are as follows: 12-point Times Roman font, double line spacing, and approximately 1 inch page margins. Do not justify the text to the right margin. You may indent the first line of each paragraph if desired. The first three lines on each page should be left-justified and look as follows:

Terry Student, MGT 360, <due date>
Assignment #2
Personality Assessment Essay

Please double-check the spelling and grammar before you turn in the paper (especially for errors that were common on Assignment #1). Also, I recommend starting this assignment as soon as possible, in case there are technological issues that require resolution. And with all essays, I recommend letting your essay “sit” for a day, and then coming back to it for re-writing. Such a writing strategy enables the best results.

Performance Measurement:

The scoring rubric for this assignment is as follows:

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|---|---|---|
| 4 | - | acceptable work |
| 3 | - | no more than two grammar errors (e.g., punctuation, verb tense) |
| 2 | - | no more than two spelling errors (including homonyms) |
| 1 | - | assignment turned in anytime after the beginning of class |
| 0 | - | did not turn in the assignment |