

Assignment:
Personality Assessment
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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 (another such assessment is the Myers-Briggs Type Indicator, 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 (don’t worry—it won’t crash) 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.* Answer the questions as you really ARE as opposed to 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:

You may share the results of the profile with anyone you like, except another student (even a close friend) in class.

Due Date:

This work is due at the date and time listed on the “Course Outline.”

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*. You may wish to keep a College dictionary handy to look up words for which you don't know the meaning. 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?

As long as you address the three questions above, both the thesis and the structure of the essay is not fixed in any way.

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

Length:

This essay is to be no less than two full pages in length and no more than three full pages in length.

Performance Measurement:

The scoring rubric for this assignment is as follows:

- 6 - answered all three questions (2 points for each question)