

MSB 305
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Organizational Behavior Portfolio

Throughout this semester in MSB 305, Organizational Behavior, I have discovered many things about myself and what type of person I am. These self-evaluations are valuable to me because they also tell me where a person with traits similar to mine has room for growth. I took many tests, which varied from personality traits to having my knowledge about foreign cultures tested. The most accurate of all these self-evaluations was the M.B.T.I., which stands for the Myers Briggs Type Indicator. Other resources I used for self-evaluating were the "How Well Do You Play the Culture Game?" Personality Profile, the Socialization Quiz, and "How Ready Are You to Assume the Leadership Role?" All of these resources have helped me realize where I need improvement, and where I excel.

*Excellent
opening*

The most accurate evaluator that I have used was the M.B.T.I. My results from the M.B.T.I. were ESFP which stands for extroverted, sensing, feeling, and perceiving. Extroverted people are defined as people who focus their attention on the outside world of people and things. People who prefer sensing take in information through their five senses. Feeling is defined as making decisions based on values. A person who perceives is defined as one who keeps a flexible and spontaneous approach to life and like keeping their options open. I believe that these all describe me very well. When describing areas

We all know some areas to work on!

for growth, ESFP personality types tend to be easily distracted, and avoid complex situations. I can see how I fall into these categories. These are two things I must learn to work on, and improve upon. The more positive aspects of an ESFP that I demonstrate are being observant, realistic, and sympathetic. I did not think that this test could be as accurate as it was, and was surprised with the results. I now understand why many Fortune 500 companies use it for their employees. I feel fortunate myself for being allowed I believe that I can build on these characteristics, and they can help me one day to become the best manager I can be.

I have great faith that you will be an outstanding manager.

The other self-evaluator I took was the "How Well Do You Play the Culture Game?" quiz. This quiz tests how well one knows and understands different cultures around the world. I scored rather poorly on this quiz, only getting four out of the 10 questions correct. I realized I have to take time to recognize how other cultures work, and learn more in depth about low and high context cultures. This was one of the more difficult quizzes I have taken in a while, and I was disappointed in my score. Learning more about other cultures can also definitely help me in the future. If my future occupation entails dealing with representatives from foreign countries, knowing more about other cultures will be vital for my success.

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The Personality Profile asks the person taking it to rate themselves on a certain question pertaining to their personality on a scale of 1 to 10, 10 being the highest. The subjects for each were Introversion-Extroversion, Agreeableness, Conscientiousness, Neuroticism-Emotional Stability, and Openness to Experience. I gave myself high scores on most categories, except the anxious or calm scale. I am mostly a calm person, but I do have a tendency to be anxious with certain things. I rated myself as an extrovert, an

agreeable person, emotionally stable, and open to new experiences. My total score on this was 127 points out of a possible 150 points.

The Socialization Quiz tests how well ones degree of socialization is. The highest score one could get on this quiz was a 50. I scored a 32, putting me in the category of being moderately socialized. This quiz is more aimed towards people who are currently working for a company. As a student who is not currently working for a company, I find this to still be a useful quiz. The two questions I gave myself a low score on had to do with my future at an organization, which is tough to answer because I am not currently with an organization. This quiz still can help me grow in my social skills; by asking I how can enhance my socialization skills? And why socialization skills are very important to have when working for an organization.

The "How Ready Are You to Assume the Leadership Role?" self-evaluation also helped me realize if I am ready to lead or not. Out of a possible 100, I scored an 87. This puts me in the category of being moderately ready for a leadership role, 2 points away from being highly ready for the leadership role. The only question I scored myself low on asked if it is acceptable to ask people provocative questions about their work. I did not think that this was acceptable. However, as someone in a leadership position, this is something that must be done. The questions asked in this ask things such as if one is ready to put their personal ventures aside for the good of their team, and if they can give credit where credit is due to others. These are two things I believe that I excel at. I never truly asked myself if I was ready for a leadership position, but since I've taken this quiz, I believe I can be.

Great!

In conclusion, I believe that the M.B.T.I., "How Well Do You Play the Culture Game?" Personality Profile, the Socialization Quiz, and "How Ready Are You to Assume the Leadership Role?" were all good self-evaluations that I've learned through my Organizational Behavior course. They help me realize where I excel, and where there is room for improvement. My classmates and I were very fortunate to have been given some of these self-evaluation sheets, especially the M.B.T.I... I believe that all students of the McGowan School of Business should have access to these self-evaluation sheets, to help them reach their full potential. Self-evaluations are highly helpful in helping one identifying their weaknesses and improving their growth in areas where they excel. The M.B.T.I. pinpointed my strengths and weaknesses very accurately. I now know certain things about myself I have never known, and know where I can grow to achieve my full potential as a manager.

*Wonderful
suggestion!*