

OTMT 671.24, Spring Trimester 2016, Session B — Dr. M. Phillips
GRADING RUBIC FOR CCAI ACTION REPORT AND PERSONAL REFLECTION

Feedback for: Farah Alabtain

☐ Action Report:

- + / ✓
- ☒ new action step for each dimension chosen & taken
 - ☒ appropriateness for you explained
 - ☒ experience & new learning described
 - ☒ further development specified

some excellent
next steps already
started.

(see note below + bring confirmation of meeting w/ Writing Center, please)

well-chosen action steps,
thoughtfully crafted to meet
your needs + vividly
described here; important
personal insights gleaned
from these experiences

☐ Assessment of fit & performance potential within _____ business culture:

- ☐ your fit explicitly assessed
 - ☐ personal strengths and challenges identified
 - ☐ personal performance potential appraised
- ☐ assessments linked to:
 - ☐ CCAI inventory results
 - ☐ target country Culture Scan
- ☐ strength of rationale / quality of insights

☐ Culture Scan constructed [3-column: U.S. / your organization / team country]

☐ Personal Action Plan for managerial assignment in _____:

- ☐ examples of additional preparation you need to enhance your strengths & meet your challenges
 - ☐ for managerial practice in target country
 - ☐ for managerial practice in global business context
- ☐ rationale explicit, personally-focused, & well-justified

GRADE for ACTION REPORT & PERSONAL REFLECTION:

[This grade = 25% of your final grade for OTMT 671]

Farah — please take this to Phil Thompson in the Writing Center @ Mubila
+ work with him to polish your English writing skills.
You have so many good ideas + insights that could be expressed
even more clearly + without the distraction of small errors.

Farah Ababtain

OTMT 671

Spring 2016

Professor Margaret E. Phillips

In order to carry a positive action we must develop here a positive vision. Dalai Lama

CCAI Action Report Paper:

I really loved taking the CCAI self assessment it showed me my ability to interact with different cultures, when I was taking the assessment I tried my best to answer all the question's honestly so I can learn more about myself and focus on the areas that needs improvement. From reflecting on each dimension I have learned that I am less adaptable than I considered myself to be. The following are just the first steps that I have taken to develop myself on each dimension of the CCAI.

Emotional Resilience

Score: 82

After listing down my strengths, the next course of action was picking something that did not fall under that category and performing it. The action taken was public speaking due to my incessant stage fright. Being a strong believer in the expression emotions, I chose to perform poetic words to audiences. However, I lack the courage to perform the poetry to a large number of people. To aid in the strengthening of my emotional resilience, I read out the poetry to two groups; one made up of my closest friends and the other composed of complete strangers. The

*what did you list?
How did identifying these as "strengths" make you feel?*

Your own compositions?

purpose of having two separate groups was to test the effects that both performances would have on my emotional equilibrium and how I would cope with the various stress levels. In the first recital, I performed for the group made up of friends. Here, it was relatively less stressful on my part for their humor and awe of how I performed acted as a buffer for the fear and anxiety I felt.

By the end of my first recital, their applause and clear acceptance of my art expression form worked to reduce my stage anxiety considerably. In the latter performance however, the audience's apparent curiosity made them ultimately quiet until the end. They passively listened, some giving a nod in expression of understanding after a few lines. The quiet aura made me tense up and I almost forgot a few of the lines I had memorized. I kept reminding myself that my previous performance was good to say in the least thus their quietness could not be due to

disdain. After the end, they congratulated me on my amazing performance further fuelling my urge to overcome my stage fright. I will undertake poetry competitions in the near future to see how I fare in competitive stress environment. Ultimately, I learnt that every step that I take in doing uncomfortable things will move me closer to conquering my fears.

Flexibility and Openness

Score: 69

I have always felt the need to be around people to enjoy things, even the smallest things like going to the grocery store I always ask my sisters or friends to join me. But I have decided to spend some time alone so I can help myself to be more open and to enjoy being by myself. I decided to go out for dinner alone, I have never done this before and to be honest I was worried to do it, this is a new experience to me because I never eat alone I try to avoid it but this time I am going to go out and have dinner alone, I started the night by choosing a restaurant to go to

did you also remind yourself of your strengths?

what were these circumstances? Are you a member of a poetry group or an artists' workshop?

good attention to your feelings throughout, + important personal insights gleaned.

and I was craving Chinese so I decided to go to PF Chang's, the waiter asked me a table for 2? I said no for one he said would you like to sit by the bar? I said no I would like to have a table please, it made me feel a little embarrassed how this waiter was looking at me maybe it is just in my head but I didn't like how he asked me to sit by the bar because I was alone, I stopped the negative thinking and decided to sit and eat my dinner, while I was there I was looking at the menu for 20 minutes and then I ordered my food and while I was waiting for it I thought about calling my friend but then I said the purpose of this is to spend some alone time I should do something different and instead of calling her I took the time to think about my day and I thought about some other things on my mind, after the meal I walked home. This experience was a little bit uncomfortable to me but I am glad I did it really relieved my stress and I appreciated the time I got to reflect on my life. I decided that in the future I will do this more often because I never give myself some "me" time and I stress a lot about everything, I decided to start doing meditation because I feel it helps with giving myself some quiet and peace and I was into it from the first class when you gave us the 3 minute of silence it was really refreshing and I think it will make me more comfortable being by myself and I decided to go it everyday for 5 minutes at least.

lead
not
step

Perceptual Acuity

Score: 44

In a bid to test out my sensitivity to non-verbal indicators and behaviors, I watched a French film with the volume turned to zero as well as the subtitles switched off. The characters body languages were not really clear at first and seemed meaningless. However with time I became attuned to them and could even discern the complex ones' meanings. Carefully observe

the body language and try to determine the meaning being conveyed. Afterwards, I re-watched it with the subtitles and sounds to confirm my perceptions validity. The non-verbal cues that I detected were roughly in line to the acts performed. The results confirmed that the more focus I input on the actions, the better I became at understanding the underlying connotation. I learned to pay attention to facial expressions and pay a closer attention to people's reactions while having a conversation; I will proceed with studying the cues of people around me to enhance my perceptual insight. *- have you started to do this yet?*

*

Personal Autonomy

Score: 31

Having a strong feeling towards healthy life choices, I took up a decision to live by the ideals that encourage this. The first of this was the choice of food as well as my eating habits. I wrote down a table listed with the types of healthy meals that I would partake and the time at which I would take them. I reduced the intake of junk food to a minimum and signed up to a gym. The actions I took had effects, which I could feel at that week's end however little they were. I felt fresher with every work out and got less tired for I had began to take wholesome meals three times a day and a few fruits thereafter. I shared my health beliefs with my best friend and we scheduled a time in the morning to jog together, thereby giving us more time to bond. In time, I learnt that she had almost as strong a sense of personal values as I and showed my appreciation for this and her other qualities. Her reactions only stood to affirm my own, a clear indication that my own values are sound and valid. It felt new to me because I have not expressed my thoughts

great!
good next step.

on personal beliefs with others. It has always been my understanding that peoples choices and beliefs are their own, that everyone has a right to feel however they desire. However, with my sharing of these beliefs, it has brought me to an understanding that I should express my own thoughts to more people in order to gain enhanced personality. In understanding other people's personal views, I will gain a better appreciation of theirs as well as my own.

Some important personal learning
here, as well as a
nice opportunity to bond
with a friend and engage
in mutually-valued
activities.