

## OB Chapter 4 In-Class

### Personality, Values, and Ability

- Review disposition from job satisfaction sections
- What is personality?
  - What people are like.
  - **Relatively stable** set of psychological **characteristics** that influence how we interact with our **environment**.
- What's your personality profile?
- Personality inventories or questionnaires
- The Big Five
  - Conscientiousness (C)
    - Highly dependable, organized, on-time, achieving, goal-oriented, hard-working
  - Agreeableness (A)
    - Kind, cooperative, helpful, friendly
  - Neuroticism (vs. emotional stability)
    - Sad, stressed out,
    - Vs. self-confident,
  - Openness to experience (O)
    - Adventurous, imaginative, creative, trying new things
  - Extraversion (E)
    - Talkative, social, dominant, outgoing
    - Vs. independent, shy, smaller groups
  - CANOE
- Do the big 5 matter?
  - Task performance
    - **Conscientiousness (most important)**
    - Neuroticism (-)
    - Extraversion
    - Agreeableness
    - Openness
  - Citizenship behaviour
    - Conscientiousness
    - Counterproductive behaviour
      - Conscientiousness (-)
    - Training proficiency:
      - Openness to experience
      - Extraversion
      - Conscientiousness
  - What determines behaviour at work?
    - Personality?

- The environment?
    - Both?
  - → situation strength
    - It is the interaction between the personality and the environment.
  - The conscientiousness-task performance relationship is
    - More pronounced when occupations lack
      - Structure
      - Situational constraints
      - Industry norms, rules, and procedures to follow
- Other personality traits
  - Self-monitoring: **Observing** and **regulating** behaviour in **social settings**.
    - Someone with high self-monitoring will be in tune with their environment
    - Self-esteem: degree to which a person has a **positive self-evaluation**.
    - General self-efficacy: Belief in one's **ability to perform** successfully across situations
      - Are we capable of meeting demands of our job.
    - Positive and Negative Affect: propensity to view the **world** in a **positive or negative light**
    - Locus of control: see book pg. 98-99
- Cultural Values
- Organizational Values
  - Teamwork
  - Excellence
  - Leadership
  - Fun
  - Engagement
  - Responsibility
- Personal Values
  - Guiding Principles
  - Jerry Maguire scene
- Values: Work Centrality
  - The extent to which work is an individual's central life interest.
  - What's your work centrality?
    - The major satisfaction in my life comes from my job.
    - The most important things that happen to me involve my work.
    - I live, eat, and breathe my job.
    - I would probably keep working even if I didn't need the money.
- Cognitive Ability
  - **General intelligence**
  - Involves ability to
    - Reason
    - Solve problems

- Comprehend complex ideas
    - Learn from experience
  - Facets of cognitive ability
    - The g factor figure in textbook
- Cognitive Ability and task performance
  - Maximal vs. typical performance
  - Strong correlation
- Emotional Ability (Emotional Intelligence)
  - Self-awareness
  - Other awareness
  - Emotion Regulation
  - Use of emotions
- Physical Abilities
  - Read book pg. 117-120