

Organisational Behaviour Notes

Self and Authenticity objectively reach a clear understanding of yourself

Individual Difference - traits or characteristics to distinguish individuals from each other (stable for long period of time)

Demographics:

1. Gender
2. Age
3. Ethnicity
4. Height
5. Weight ...etc

Personality Traits style of interacting with the world, especially with other people

Openness to Experience

curious or imaginative vs. dull or unimaginative

Conscientiousness

dependable vs. careless

Extraversion

tolerant vs. cold

Agreeableness

sociable vs. withdrawn

Neuroticism

stable vs. depressed

Self-Monitoring

High: fit behaviour to social situation

Low: behaviour mostly disregards social situation

Locus of Control

Internal: what happens in my life is decided by me (Eg. effort)

External: behaviours decided by external factors (Eg. fate, luck)

Narcissism tendency to be arrogant, grandiose sense of importance, require excessive admiration and a possess a sense of entitlement.

High: **tends to think they are great leaders, but colleagues rate them as in fact poor leaders**

Low: **don't focus too much on themselves**

Machiavellianism tendency to engage in social conducts to manipulate others for personal gain; against the best interests of others

Type A Personality

- I. Moves, walk and eats rapidly
- II. Impatient
- III. Multitasks
- IV. Dislikes leisure time
- V. Obsessed with numbers

- VI. Measures success in terms of how many or how much of everything is acquired

Type B Personality

- I. No sense of urgency
- II. No need to brag about achievements

- III. Plays for fun and relaxation, not victory
- IV. Relax without guilt

Individual Difference

How does individual difference account for job performance and career success?

More than 50% is dependant on skills and abilities you can learn, rather than individual difference

Can personality differences change?

With effort, it is possible