

## MGNT201 Lecture summaries:

### Lecture number two:

#### Personality and Values:

- Personality: is the sum of ways in which an individual reacts and interacts with others, measurable traits a person exhibits. It is relatively stable aspects of us which makes us different from other people and at the same time allows us to make predictions regarding our future behaviour.
- The individual performance equation:
  - Job performance = Individual attributes x work effort x organisational support

#### Nature-Nurture debate:

- Nature- (Heredity) argues that our genetics determines who we are
  - Determined at birth
  - Stable and unchanging
- Nurture- (Environment) Our personality is not determined by genetics but by our life experiences, culture, group membership.
  - It is changing and evolving throughout life.
- Immaturity > Maturity
  - Passivity > Limited behaviour > Much self-awareness > Diverse behaviour
  - Dependence > Shallow interests > Activity independence > Deep interest
  - Little self-awareness > Short term perspectives > Superordinate position > Long-term perspectives
  - Subordinate position
- Eysenk's "Big 3":
  - **Neuroticism/emotional stability:**
    - Below-average: emotional control, will-power, and capacity to exert self;
    - Slowness in thought and action;
    - Suggestibility;
    - Lack of persistence;
    - Tendency to repress unpleasant facts;
    - Lack of sociability;
  - **High Neuroticism-** Anxious, tense, worried, depressed, moody.
  - **Low Neuroticism-** Sense of well-being, emotionally stable, easy-going.
  - **Extraversion/Introversion:**
    - Introversion:
      - Tender-mindedness;
      - Introspectiveness;