

Chapter 5

Personality and Values

After studying this chapter you should be able to:

1. Describe personality, the way it is measured, and the factors that shape it.
2. Describe the Myers-Briggs Type Indicator (MBTI) personality framework, the Big Five model, and describe their strengths and weaknesses.
3. Identify the three traits of the Dark Triad, and describe the contrasting ideas of the approach-avoidance framework.
4. Discuss how the concepts of core self-evaluation (CSE), self-monitoring, and proactive personality contribute to the understanding of personality.
5. Describe how the situation affects whether personality predicts behavior.
6. Contrast terminal and instrumental values.
7. Describe the differences between person-job fit and person-organization fit.
8. Identify Hofstede's five value dimensions of national culture.

Personality

- **Personality** - the sum total of ways in which an individual reacts to and interacts with others
 - Most often described in terms of measurable traits that a person exhibits such as shy, aggressive, submissive, lazy, ambitious, loyal, and timid