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Project Two Guidelines and Rubric

Competencies

In this project, you will demonstrate your mastery of the following competencies:

- Use personality theories in multidisciplinary environments
- Analyze various personality states

Supporting Materials

The following resource(s) may help support your work on the project:

- [Project Two Template Word Document](#): Use this template to complete your blog post.
- [Tips for Writing Popular Blog Posts](#): Review this Shapiro Library resource for useful tips about creating a blog post.
- [Does Your Office Betray Your Personality?](#): Review this APA blog style article as an example of what your finished blog might look like. The article includes elements above that are present: a catchy title, an image, and a well written body organized into headers like the Project Two Template.

Directions

For this project, you will reflect on recognizing characteristics of personality theory in a professional context and its importance. A success factor is your ability to apply your critical thinking and intelligence skills, including knowing yourself and your needs, as well as being observant of your team around you.

You will create a professional blog post highlighting what you have learned about personality theory applied to yourself in the workplace. You will also include a similar reflection from peers. You can include personal examples or take a more hypothetical response in your blog post. The Project Two Rubric will prepare you for this assignment.

You must address the rubric criteria listed below in 3 to 5 sentences each:

1. Personality and the Individual

- A. Describe how the results from your **Big Five personality** assessment provide insights into how you perform work or the work environment.
- B. Describe a type of **work setting** that may be a good fit for your personality (remote, group, hospital, private practice, open office, etc.).
- C. Describe the traits that you would seek in your **ideal manager**. Justify your response.

2. Personality and Teams

- A. Describe how your behavior could shift as a result of the **type of work** you are doing (group work, individual work, etc.).
- B. Describe which traits may be viewed as **strengths** in a team setting, and how those traits may be a strength in one situation.

C. Describe an example of the **person-situation debate** in the workplace.

D. Describe how you would handle **potential conflict** with a coworker and how your personality traits play a role in this situation.

3. Personality, Stress, and Coping

A. Describe how you could approach differentiating between a team member's **personality traits and personality state**.

B. Describe an approach you could take to reduce a **peer's stress** at work. Justify your response.

C. Explain how you would determine whether **your own stress** in the workplace is too high and the steps you would take to reduce it.

What to Submit

To complete this project, you must submit the following:

Personality in the Workplace Blog Post

Submit your completed Project Two Template. If you cite external resources, you must use APA citation style.

Project Two Rubric

Criteria	Exemplary (100%)	Proficient (85%)	Needs Improvement (55%)
Personality and the Individual: Big Five Personality Assessment	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Describes how the results from your Big Five personality assessment provide insights into how you perform work or the type of work that interests you most	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include details related to how the assessment provides insights into how you perform work or the type of work that interest you most
Personality and the Individual: Work Setting	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Describes a type of work setting that may be a good fit for your personality and justifies answer	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include details related to a type of work setting that may be a good fit for your personality
Personality and the Individual: Ideal Manager	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Describes the traits that you would seek in your ideal manager and justifies response	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include details related to the traits of your ideal manager
Personality and Teams: Type of Work	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Describes how your behavior could shift as a result of the type of work you are doing	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include

			details related to how your behavior could shift as a result of the type of work you are doing
Personality and Teams: Strengths	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Describes which traits may be viewed as strengths in a team setting, and how those traits may be a strength in one situation and not in another	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include details related to which traits may be viewed as strengths in team setting, and how those traits may be a strength in one situation and not another
Personality and Teams: Person- Situation Debate	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Describes an example of a person-situation debate in the workplace	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include details related to an example a person-situation debate in the workplace
Personality and Teams: Potential Conflict	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Describes how you would handle potential conflict with a coworker and how your personality traits play a role in this situation	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include details related to how you would handle a potential conflict with a coworker and how your personality traits play a role
Personality, Stress, and Coping: Traits and States	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Describes how you could approach differentiating between a team member's personality traits and personality states, especially when it relates to stress	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include details related to the approach to differentiating between a team member's personality traits and personality states, especially related to stress
Personality, Stress, and Coping: Peer's Stress	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Describes an approach you could take to reduce a peer's stress at work and justifies response	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include details related to an approach you could take to reduce a peer's stress at work

<p>Personality, Stress, and Coping: Your Own Stress</p>	<p>Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner</p>	<p>Explains how you would determine whether your own stress in the workplace is too high, and the steps you would take to reduce it, and justifies your response</p>	<p>Shows progress toward proficiency, but with errors or omissions; areas for improvement may include details related to how you would determine whether your own stress is too high and steps you would take to reduce it</p>
<p>Articulation of Response</p>	<p>Submission is free of errors related to citations, grammar, spelling, and organization and is presented in a professional and easy-to-read format</p>	<p>Submission has no major errors related to citations, grammar, spelling, or organization</p>	<p>Submission has some errors related to citations, grammar, spelling, or organization that negatively impact readability and articulation of main ideas</p>

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