15 August 2020

TO: OB Students

FR: Dr. Villanova

RE: Personal Styles Assignment

Your first assignment requires you to complete the following questionnaires to provide information about your personality and occupational preferences.

As part of the assignment you will also compose a self-assessment narrative to concisely describe your personal styles. Assignments with more complete, thoughtful, and better written narratives will earn better grades.

Follow these directions:

1. Print off a copy of this questionnaire and the instructions.
2. Go to <http://www.humanmetrics.com/cgi-win/JTypes2.asp> and complete the on-line questionnaire. Click on the “Score it!” button and then print out the one-page result describing your Myers-Briggs Personality Type (MBTI). Set this printed page aside for now.
3. Go to <http://www.mynextmove.org/explore/ip> and complete the web-based, RIASEC-compatible, Interest Profiler at the Bureau of Labor Statistics. Obtain your scores and the interpretation such as shown below. Print this page off also. Set this printed page aside for now.



1. Proceed to answer the 60–item HEXACO scale that immediately follows these instructions.
	1. Record your answers to all 60 questions on the questionnaire that follows.
2. Report your responses to the 60 items of the HEXACO scale in the [PSI ENGINE](PSI%20Engine.xlsx) provided in this directory. Enter your numerical responses into the PSI Engine and it performs the necessary calculations for you!
3. Your percentile rank for each HEXACO factor is calculated by the PSI ENGINE.
4. Compose an interpretive narrative pertaining to the scores available to you, and staple the narrative score report, MBTI report, and RIASEC report together.

A completed assignment will include and be evaluated as to how well it meets the following:

* A 2 to 3-page single-spaced narrative memo that includes:
	1. a reporting of your scores on all instruments with a useful, albeit modest, table;
	2. reference to norms and appropriate score interpretation;
	3. a quality essay that demonstrates mastery of the constructs and insight to how the scores characterize your personality and preferences as well as how they might be correspondent (or not) with your chosen major;
	4. with correct grammar and spelling, and;
	5. is organized in a manner that is reader-friendly.
* An attached printed report of your MBTI scores from the HumanMetrics web site.
* An attached printed report of your RIASEC interest profile.
* Stapled narrative memo and score reports.

# HEXACO-PI-R

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## **DIRECTIONS**

On the following pages you will find a series of statements about you. Please read each statement and decide how much you agree or disagree with that statement. Then write your response in the space next to the statement using the following scale:

 **1 = strongly disagree**

 **2 = disagree**

 **3 = neutral (neither agree nor disagree)**

 **4 = agree**

 **5 = strongly agree**

Please answer every statement, even if you are not completely sure of your response.

|  |  |  |
| --- | --- | --- |
| 1 |  | I would be quite bored by a visit to an art gallery. |
| 2 |  | I plan ahead and organize things, to avoid scrambling at the last minute. |
| 3 |  | I rarely hold a grudge, even against people who have badly wronged me. |
| 4 |  | I feel reasonably satisfied with myself overall. |
| 5 |  | I would feel afraid if I had to travel in bad weather conditions. |
| 6 |  | I wouldn't use flattery to get a raise or promotion at work, even if I thought it would succeed. |
| 7 |  | I'm interested in learning about the history and politics of other countries. |
| 8 |  | I often push myself very hard when trying to achieve a goal. |
| 9 |  | People sometimes tell me that I am too critical of others. |
| 10 |  | I rarely express my opinions in group meetings. |
| 11 |  | I sometimes can't help worrying about little things. |
| 12 |  | If I knew that I could never get caught, I would be willing to steal a million dollars. |
| 13 |  | I would enjoy creating a work of art, such as a novel, a song, or a painting. |
| 14 |  | When working on something, I don't pay much attention to small details. |
| 15 |  | People sometimes tell me that I'm too stubborn. |
| 16 |  | I prefer jobs that involve active social interaction to those that involve working alone. |
| 17 |  | When I suffer from a painful experience, I need someone to make me feel comfortable. |
| 18 |  | Having a lot of money is not especially important to me. |
| 19 |  | I think that paying attention to radical ideas is a waste of time. |
| 20 |  | I make decisions based on the feeling of the moment rather than on careful thought. |
| 21 |  | People think of me as someone who has a quick temper. |
| 22 |  | On most days, I feel cheerful and optimistic. |
| 23 |  | I feel like crying when I see other people crying. |
| 24 |  | I think that I am entitled to more respect than the average person is. |
| 25 |  | If I had the opportunity, I would like to attend a classical music concert. |
| 26 |  | When working, I sometimes have difficulties due to being disorganized. |
| 27 |  | My attitude toward people who have treated me badly is “forgive and forget”. |
| 28 |  | I feel that I am an unpopular person. |
| 29 |  | When it comes to physical danger, I am very fearful. |
| 30 |  | If I want something from someone, I will laugh at that person's worst jokes. |

**1 = strongly disagree 2 = disagree 3 = neutral 4 = agree 5 = strongly agree**

Continued…

|  |  |  |
| --- | --- | --- |
| 31 |  | I’ve never really enjoyed looking through an encyclopedia. |
| 32 |  | I do only the minimum amount of work needed to get by.  |
| 33 |  | I tend to be lenient in judging other people. |
| 34 |  | In social situations, I’m usually the one who makes the first move. |
| 35 |  | I worry a lot less than most people do. |
| 36 |  | I would never accept a bribe, even if it were very large. |
| 37 |  | People have often told me that I have a good imagination. |
| 38 |  | I always try to be accurate in my work, even at the expense of time. |
| 39 |  | I am usually quite flexible in my opinions when people disagree with me. |
| 40 |  | The first thing that I always do in a new place is to make friends. |
| 41 |  | I can handle difficult situations without needing emotional support from anyone else. |
| 42 |  | I would get a lot of pleasure from owning expensive luxury goods. |
| 43 |  | I like people who have unconventional views. |
| 44 |  | I make a lot of mistakes because I don’t think before I act. |
| 45 |  | Most people tend to get angry more quickly than I do. |
| 46 |  | Most people are more upbeat and dynamic than I generally am. |
| 47 |  | I feel strong emotions when someone close to me is going away for a long time. |
| 48 |  | I want people to know that I am an important person of high status. |
| 49 |  | I don’t think of myself as the artistic or creative type. |
| 50 |  | People often call me a perfectionist. |
| 51 |  | Even when people make a lot of mistakes, I rarely say anything negative. |
| 52 |  | I sometimes feel that I am a worthless person. |
| 53 |  | Even in an emergency I wouldn’t feel like panicking. |
| 54 |  | I wouldn’t pretend to like someone just to get that person to do favors for me. |
| 55 |  | I find it boring to discuss philosophy. |
| 56 |  | I prefer to do whatever comes to mind, rather than stick to a plan. |
| 57 |  | When people tell me that I’m wrong, my first reaction is to argue with them. |
| 58 |  | When I’m in a group of people, I’m often the one who speaks on behalf of the group. |
| 59 |  | I remain unemotional even in situations where most people get very sentimental. |
| 60 |  | I’d be tempted to use counterfeit money, if I were sure I could get away with it. |

**1 = strongly disagree 2 = disagree 3 = neutral 4 = agree 5 = strongly agree**