Personality and Behavior

Name:

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**Introduction**

Experts study human behavior by focusing on cues that influence their relationships within the larger community. Numerous models have been created to facilitate the study of human behavior. One of the dimensions used in studying human behavior is the personality test. This framework provides a reliable approach for understanding the factors shaping humans and their relationships within the larger populations. Additionally, understanding the role of the various mechanisms used in assessing human personality equips experts with the necessary knowledge and insight about the best interventions to adopt to influence positive relationships. This project discusses the followership perspectives defined by Howell and Mendez and the personality models according to the big five and Myers-Briggs frameworks.

**Discuss Howell and Mendez's three perspectives on followership. Note how these behaviors influence work productivity.**

In the corporate setting, employees and staff members must exhibit the ideal skills and competencies to accomplish their assigned tasks. Their success is dependent on the ability to maintain a positive relationship with their workplaces. Howell & Mendez (2008) claim that vital organizational forces influence the abilities to assume various roles such as followership. These factors play a crucial role in shaping the employees' behavior and arise from their interactions with the business leaders. These dimensions define the different roles that employees can assume within their workplace concerning the interactions with the primary stakeholders. According to the experts above, there are three primary active roles involved in followership. These perspectives are interactive, shifting, and independent. These perspectives define human behavior towards certain aspects within their environments. One issue influencing organizational success is the levels of relationships that the management exhibits with the underlying employees. This interaction plays a critical role in influencing workforce behavior and productivity.

According to the first perspective, employees can work closely or at a distance within the organizational environment. This perspective claims that employees can be interactive or dormant within their workplace, influencing their capacity to create meaningful links with stakeholders such as the other workers and the management. This dimension offers insight into the factors that may influence organizational success, outlining the employees' role in assuming their organizational responsibilities to accomplish the intended goals. Employee interactions position them with increasing business demands, focusing on alignment and engagement within their assigned tasks. Highly interactive employees are likely to report increased productivity since they can learn and accommodate lessons from the workplace within their projects.

Likewise, employees can work independently or depend on various resources within their workplaces to inform their decisions. Employee autonomy allows businesses to invest in their workforces, focusing on aligning the available resources and the prevailing consumer and market demands. Finally, employee dependence on external factors or players to make decisions affects workplace performance. However, promoting autonomy invokes a positive relationship with the employees since they can implement decisions without necessarily seeking the approval of other players. The last dimension can be used as a framework for referencing the employees’ behavior according to their expectations. Dynamic employee behavior may influence positive or negative organizational performance depending on the interactions held with the rest and other primary players.

**What is the big five personality model?**

The big five personality model is a framework that allows experts to understand the factors shaping human behavior using the psychological traits theory. This model presents a taxonomy of personality traits depending on their behavior and assesses human interactions within their respective application areas. The five areas that define the personality exhibited by a given individual include neuroticism, agreeableness, openness, extraversion, and conscientiousness (Oshio, Taku, Hirano & Saeed, 2018). These dimensions allow individuals to interact with each other depending on their perceptions. For example, openness defines the creativity and adventurous nature of a given individual. Conscientiousness defines attributes such as good impulse control and exhibiting a goal-oriented direction.

Additionally, extraversion defines the social aspects and capacities of a given person. Agreeableness is the ability to build trust with other people and exhibit pro-social behaviors. Finally, neuroticism defines mood, emotions, and sadness. The ability to control emotions is essential for the ideal personality.

**What is the Myers-Briggs test? How is it similar to the Big five model? How is it different from the Big five model?**

The Big 5 framework assesses personality traits that define each individual. On the other hand, the MBTI framework is used to assess the unconscious aspects defining each individual. The MBTI model assesses the individual`s personality, preferences, and strengths. It helps experts determine how people perceive the world around them using four primary categories: introversion/extraversion, sensing, feeling, and judging. This model is similar to the big five frameworks in that they both focus on personality assessment through analyzing human behavior. The two frameworks use almost the same categories. Their differences, however, arise from the primary focus. The MBTI framework focuses on the unconscious aspect of human traits (King & Mason, 2020). On the other hand, the big five framework measures the aspects defining the conscious aspects of a given individual.

**Conclusion**

Understanding human behavior is essential for experts to evaluate the factors shaping human interactions. The big five personality test measures the conscious aspects and human traits, while the MBTI measures the unconscious elements that shape human behavior. Additionally, diverse experts have assessed human behavior from multiple dimensions focusing on their traits and the effects on relationships within the workplace. While numerous models have been developed and deployed, it is worth noting that they differ in application and ability to document the accurate representation of the underlying populations.

**References**

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