

## 12.5: Discussion- Exploring Personality in the Workplace

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### Post 1: Initial Post

#### Instructions

This posting should be a minimum of one short paragraph and a maximum of two paragraphs. Word totals for this post should be in the 100–200-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate.

#### For Discussion

Choose ONE of the following questions to respond to in your initial post.

1. In your reading, you learned about person-environment fit and person-job fit. Do you think one of these is more important than the other? If so, which one, and why? If you think they're equally important, explain your reasons.
2. Take an online personality test to measure the Big Five factors (you can search for "Big Five personality test," or [access an online Big Five Personalist test here](#)). Which factors did you score highest in? Identify at least two jobs that you think would be a good fit for you, and explain how your traits would help you excel in those jobs.
3. Review the biases covered in your text (stereotypes, selective perception, confirmation bias, first impression bias, recency bias, spillover bias, ingroup bias, and similarity bias). Have you ever experienced bias toward yourself or others at work or school? Describe your experience. How do you think managers can avoid bias in their treatment of employees?

### Posts 2 and 3: Respond to Classmates' Posts

#### Instructions

After you have created your initial post, look over the discussion posts of your classmates and give at least two thoughtful responses to two different classmates (one per classmate).

A response posting should be a minimum of one short paragraph. Word totals for these posts should be in the 75–100-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate. The goal of your response posts is to extend discussions already taking place or pose new possibilities or opinions not previously voiced. Your goal should be to motivate the group discussion and present a creative approach to the topic.

#### Contributors and Attributions

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- General Discussion Instructions. **Authored by:** Linda Williams and Lumen Learning. **Located at:** <https://courses.lumenlearning.com/wmopen-introbusiness/chapter/discussion-external-factors-internal-pressure/>. **License:** [CC BY: Attribution](#)

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