

Personality At Work

Wang, Ying,Wu, Chia-Huei

Personality at Work Adrian Furnham, 2002-09-11 Personality at Work examines the increasingly controversial role of individual differences in predicting and determining behaviour at work. It asks whether psychological tests measuring personality traits can predict behaviour at work, such as job satisfaction, productivity, as well as absenteeism and turnover. Importantly, it is a critical and comprehensive review of that literature from psychology, sociology and management science which lies at the interface of personality theory, occupational psychology and organizational behaviour. Drawing on a vast body of published material, Adrian Furnham describes for the first time current state of knowledge in this area. The result is a volume which will be an enormously useful resource to the researcher and practitioner, as well as students of psychology, management science and sociology. Personality at Work is the only exhaustive and incisive multi-disciplinary work to assess the role of psychological testing in the management of the work place.

Personality at Work: The Drivers and Derailers of Leadership Ronald Warren, 2017-02-24 An Evidence-Based Approach to Personality and Leadership A leader's bullying and constant dismissal of his team's concerns nearly take down an entire company—and the global financial system. The U.S. Government has to provide a \$182 billion bailout. A new CEO transforms a near-bankrupt auto company and its infamously competitive culture becomes more collaborative and thrives—making it the only auto manufacturer to not take bailout funds. These stories share a truth: Each leader's personality set the course of their company's future. We all know that IQ, education, knowledge, and technical skills are essential for professionals, but they alone are insufficient for effective leadership. Who you are as a person—your personality and character—drives leadership performance and determines who thrives and who fails. In Personality at Work, psychologist Ron Warren lays out the key personality traits that drive high performance—and the common traits that derail it. Warren clusters closely related traits into four dimensions of behavior: • Teamwork/Social Intelligence • Deference • Dominance • Grit/Task Mastery. Each cluster is broken down into personality traits—13 in all. Personality at Work draws from research using the renowned LMAP 360 with 20,000 leaders and 250,000 360-feedback raters. An assessment used at organizations around the world, LMAP 360 is used at Harvard Business School, Yale School of Management, Underwriter Laboratories, BearingPoint, Deloitte, Teach for America, Clayton Homes, and more than 35 hospital systems throughout the United States. Personality at Work integrates research on personality and performance, teamwork, communications, judgment, and decision-making. You will learn how to ... • Recognize your own personality patterns and those of colleagues • Understand the links between personality, leadership, and organizational effectiveness • Turn insights into action, leading with Grit and EQ to drive individual and team performance

Handbook of Personality at Work Neil Christiansen, Robert Tett, 2013-07-18 Personality has emerged as a key factor when trying to understand why people think, feel, and behave the way they do at work. Recent research has linked personality to important aspects of work such as job performance, employee attitudes, leadership, teamwork, stress, and turnover. This handbook brings together into a single volume the diverse areas of work psychology where personality constructs have been applied and investigated, providing expert review and analysis based on the latest advances in the field.

The Owner's Manual for Personality at Work Pierce Johnson Howard, Jane Mitchell Howard, 2010 This book covers the Workplace Big Five Profile supertraits, subtraits and competencies that describe how people respond to stress, adjust to their environment, determine interests, work with others, and establish their roles and goals. It includes workplace case studies and useful applications in areas such as: leadership, job profiling and selection, education and training, coaching, career planning, teamwork, and after-hours applications.

Personality and Work Murray Barrick, Ann Marie Ryan, 2004-02-01 The subject of personality has received increasing attention from industrial/organizational psychologists in both research and practice settings over the past decade. But while there is an overabundance of information related to the narrow area of personality testing and employee selection, there has been no definitive source offering a broader perspective on the overall topic of personality in the workplace. *Personality and Work at last* provides an in-depth examination of the role of personality in work behavior. An array of expert authors discusses the connection of personality to a wide range of outcomes beyond performance, including counterproductive behaviors, contextual performance, retaliatory behaviors, retention, learning, knowledge creation, and the process of sharing that knowledge. Throughout the book, the authors present theoretical perspectives, introduce new models and frameworks, and integrate and synthesize prior studies in ways that will stimulate future research and practice. Contributors to this volume include: Murray R. Barrick, Michael J. Cullen, David V. Day, Ed Diener, J. Kevin Ford, Lewis R. Goldberg, Leaetta Hough, Jeff W. Johnson, Martin J. Kilduff, Amy Kristof-Brown, Katherine E. Kurek, Richard E. Lucas, Terence R. Mitchell, Michael K. Mount, Frederick L. Oswald, Ann Marie Ryan, Paul R. Sackett, Gerard Saucier, Greg L. Stewart, Howard M. Weiss

Personality and Intelligence at Work Adrian Furnham, 2008-03-19 *Personality and Intelligence at Work* examines the increasingly controversial role of individual differences in predicting and determining behaviour at work. It combines approaches from organizational psychology and personality theory to critically examine the physical, psychological and psychoanalytic aspects of individual differences, and how they impact on the world of work. Topics covered include the role of IQ at work as the best predictor of success, but also the importance of increasingly recognized social intelligences such as emotional intelligence (EQ). The significance of personality traits and the impact of temperaments on work performance are also examined, and the methods used to assess work behaviour and potential are reviewed. Psychological tests, which measure personality traits, are questioned as accurate predictors of behaviour at work, alongside other factors such as job satisfaction, productivity, absenteeism and turnover. This thoroughly revised and updated edition of *Personality at Work* provides a comprehensive review of the relevant literature from psychology, sociology and management science. It will be of interest to students of organizational psychology and business and management studies, as well as HR professionals.

Personality Plus at Work Florence Littauer, 2011-01-01 For 25 years, Florence Littauer's bestselling *Personality Plus* has been required reading for employees of major companies. Now, *Personality Plus at Work* takes things a step further and shows readers how to work successfully with anyone by paying attention to basic personality differences. It shows readers what

happens when personalities are ignored, how each personality can lead, and how to combine different personalities to maintain a vital and harmonious workplace. Managers and leaders will especially appreciate the insights found in this book, but anyone who works with co-workers, whether in a paid or volunteer position, will discover how to harness the power of personality.

Type Talk at Work (Revised) Otto Kroeger, Janet M. Thuesen, Hile Rutledge, 2009-10-21 What's Your Type at Work? Are you one of those organized people who always complete your projects before they are due? Or do you put off getting the job done until the very last possible moment? Is your boss someone who readily lets you know how you are doing? Or does she always leave you unsure of precisely where you stand? Do you find that a few people on your team are incredibly creative but can never seem to get to a meeting on time? Do others require a specific agenda at the meeting in order to focus on the job at hand? Bestselling authors Otto Kroeger and Janet Thuesen make it easy to recognize your own type and those of your co-workers in *Type Talk at Work*, a revolutionary guide to understanding your workplace and thriving in it. fully revised and updated for its 10th anniversary, this popular classic now features a new chapter on leadership, showing you how to be more effective on the job. Get the most out of your employees—and employers—using the authors' renowned expertise on typology. With *Type Talk at Work*, you'll never look at the office the same way again!

Personality Plus at Work Florence Littauer, Rose Sweet, 2011-02 Bestselling author and personality expert shows how to be successful at work by understanding yourself and the people around you.

Work and Personality Change Wang, Ying, Wu, Chia-Huei, 2021-02-04 Can your job change your personality? While traditionally personality has been considered fixed and stable, recent thinking indicates that this is not the case. Personality can be changed by various work and vocational experiences, such as employment conditions, career roles, job characteristics and training or interventions. Drawing on a wide array of research in the field, Wang and Wu provide a conceptual overview on how personality can be changed at work by societal, organisational and job-related factors, while considering how individuals can take an active approach in changing their personality at work.

The Birkman Method Sharon Birkman Fink, Stephanie Capparell, 2013-04-29 The first in-depth book on the personality assessment used by millions of people worldwide, revealing the underlying needs that drive and inspire you Whether you're wondering if you are in the right career, looking to change job roles, or trying to reduce conflict and improve relationships at work and at home, you must begin by fully understanding your own interests and needs, and how they drive your ultimate happiness as well as unleash your stress points. Used by millions of people worldwide, The Birkman Method is the only personality-assessment tool that reaches beyond self-described behavior and situational analysis to unravel the DNA underpinning workplace satisfaction and productivity. The Birkman Method reveals such aspects of your personality as your relationship with authority, communication style, response to incentives, ability to deal with change, and the triggers for stress that can derail you. By explaining how these factors fit together and work off each other, The Birkman Method becomes your guide to a deeper self-awareness that can help you attain more-inspiring leadership, better team harmony, and higher goals for you personally and throughout any organization.

Personality at Work Adrian Furnham,1999

Personality in Work Organizations Lawrence R. James,Michelle D.

Mazerolle,2001-12-06 Organizations are finding an ever-more-pressing need to select people with high probabilities of adjusting to and succeeding in work situations. To understand how and why individuals frame the same set of environmental factors differently, this thorough review of personality theory and measurement in work settings isolates the specific vital impacts on behavior in industrial and organizational settings.

Personality at work Adrian Furnham,1992

Personality Style at Work: The Secret to Working with (Almost) Anyone Kate Ward,2012-05-18 MAKE EVERY WORKPLACE INTERACTION POSITIVE AND PRODUCTIVE Named a "Best Career Book 2012" by FINS Finance "Personality Style at Work provides you with the insight and tools to understand your style and to adapt it to others' preferences. Implement the concepts in this book to ensure that you will be a better communicator, team member, and leader." –ELAINE BIECH, author of The Business of Consulting and editor of The ASTD Leadership Handbook "Kate has done a tremendous job using the Personality Style Model to help us each be the best we can be every day." –LOU RUSSELL, CEO/Learning Facilitator, Russell Martin & Associates, and author of IT Leadership Alchemy, The Accelerated Learning Fieldbook, Project Management for Trainers, and 10 Steps to Successful Project Management "Personality Style at Work is a fresh and timely approach to the interplay of personality styles in the workplace. You may not need this book if you are a hermit, but it is a must-read for anyone working on a daily basis with other people!" –SHARON BOWMAN, international trainer and author of Training from the Back of the Room "Kate Ward presents a simple, useful model for looking at how personality style affects performance. A great find for anyone interested in improving their everyday interactions." –GEOFF BELLMAN, consultant and author of Extraordinary Groups: How Ordinary Teams Achieve Amazing Results About the Book: The most important business skill isn't a skill at all. It's your personality. And only when you develop a keen understanding of your personality style—and the styles of the people you deal with—will you reach your full potential as a business professional. Personality Style at Work reveals the proven personality style model used by HRDQ, a trusted developer of training materials—giving you one of today's most valuable tools for leading others, contributing to teams, effectively communicating with coworkers, and making better decisions. This groundbreaking guide helps you achieve positive results in virtually any workplace situation. Whether you're a high-level manager, a salesperson, a customer service professional, or an entry-level employee, you'll learn why others behave as they do in specific situations and how to use that knowledge to turn every interpersonal encounter into a win-win scenario. The HRDQ model has been administered to more than one million people—and it has generated remarkable results. It is based on four principal personality styles: Direct: High assertiveness, low expressiveness Spirited: High assertiveness, high expressiveness Considerate: Low assertiveness, high expressiveness Systematic: Low assertiveness, low expressiveness Which one describes you? Knowing the answer is the first step to achieving consistently positive and productive personal interactions—which is why Personality Style at Work includes an assessment that you can take to identify your style. Armed with this valuable self-assessment, you can adapt your behavior to create more practical, harmonious working relationships.

Personality Style at Work opens the door to a whole new way of interacting with others in a way that benefits you, your coworkers, your customers, and your entire organization.

Surrounded by Idiots Thomas Erikson, 2019-07-30 Do you ever think you're the only one making any sense? Or tried to reason with your partner with disastrous results? Do long, rambling answers drive you crazy? Or does your colleague's abrasive manner rub you the wrong way? You are not alone. After a disastrous meeting with a highly successful entrepreneur, who was genuinely convinced he was 'surrounded by idiots', communication expert and bestselling author, Thomas Erikson dedicated himself to understanding how people function and why we often struggle to connect with certain types of people. *Surrounded by Idiots* is an international phenomenon, selling over 1.5 million copies worldwide. It offers a simple, yet ground-breaking method for assessing the personalities of people we communicate with – in and out of the office – based on four personality types (Red, Blue, Green and Yellow), and provides insights into how we can adjust the way we speak and share information. Erikson will help you understand yourself better, hone communication and social skills, handle conflict with confidence, improve dynamics with your boss and team, and get the best out of the people you deal with and manage. He also shares simple tricks on body language, improving written communication, advice on when to back away or when to push on, and when to speak up or shut up. Packed with 'aha!' and 'oh no!' moments, *Surrounded by Idiots* will help you understand and communicate with those around you, even people you currently think are beyond all comprehension. And with a bit of luck you can also be confident that the idiot out there isn't you!

50 Best Jobs for Your Personality J. Michael Farr, Laurence Shatkin, 2009 Provides fifty job descriptions for each of six different personality types.

Type Talk at Work Otto Kroeger, 2002 A fully revised, tenth anniversary edition of the guide on typewatching in the workplace is based on Myers-Briggs Type« psychology and enables readers to identify and understand healthy personality differences while applying knowledge about personality dynamics to professional relationships. Reprint.

Handbook of Personality at Work Neil Christiansen, Robert Tett, 2013-07-18 Personality has emerged as a key factor when trying to understand why people think, feel, and behave the way they do at work. Recent research has linked personality to important aspects of work such as job performance, employee attitudes, leadership, teamwork, stress, and turnover. This handbook brings together into a single volume the diverse areas of work psychology where personality constructs have been applied and investigated, providing expert review and analysis based on the latest advances in the field.

Coping, Personality and the Workplace Alexander-Stamatios Antoniou, Cary L. Cooper, 2017-05-15 How an individual responds to crises and critical incidents at work, both immediately and subsequent to the event, is heavily influenced both by personality characteristics and their use of coping strategies. These can, in turn, be affected by levels of education, gender and even the profession within which the individual is working. *Coping, Personality and the Workplace* offers theory, research and practice on our ability to cope with dangerous situations, critical incidents or other work crises. The chapters include perspectives on social and health habits and risks; gender and age differences as well as a range of different sources of threat: financial, psychological and physical; those within and outside the

individual's control; immediate and chronic. For organizations, this collection provides help and advice to build into employee safety and support programmes; for policy makers, a sense of the emerging sources of risk related to occupational health and for researchers, an anthology of original applied research from some of the leading authors in three continents.

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