

PSY 328 Module Three Journal Template

First, complete the [Big Five Personality Test](#) and take a screenshot of your results. Next, complete this template by replacing the bracketed text with the relevant information.

- **Identify one trait from the Big Five (openness, also known as intellect/imagination; conscientiousness; extraversion; agreeableness; or neuroticism, also known as emotional stability) that promotes effectiveness in one of the following areas: communication, motivation, or adaptability. You can also speak to an area of your choice. Your response should be 2 to 5 sentences in length. Include the following in your response:**
 - Where do you see evidence of this trait in your behaviors?
 - Explain why you chose your trait and area.

I believe that extraversion promotes effectiveness in communication, motivation, and adaptability. I seek out social interactions and I'm outgoing, sociable and talkative. I enjoy being around others, have high energy, I'm assertive, and very adaptable. I chose this trait because out of all 5, this is the reason why I communicate, get motivated and are willing to be adaptable.

- **Identify one trait from the Big Five that you would like to improve and explain why. Your response should be 2 to 5 sentences in length. Consider the following in your response:**
 - Where do you see evidence of this trait in your behaviors?
 - What behavior would you like to see?

I would like to improve my emotional stability. I often have anxiety, depression or mood swings. I have greatly improved my emotional stability in the last year, began taking medication and seek therapy often. I would love to see my behavior switch my survival mode off so I can enjoy my happiness without worrying or second guessing. My life is good now, yet I still worry.

- **Identify one trait from the Big Five that you think helps you cope with challenging situations and provide an example. Your response should be 2 to 5 sentences in length.**
[Insert text]

I believe conscientiousness helps me cope with challenging situations because being well-organized, responsible and motivated helps me overcome conflict. I'm good at problem solving, planning, adaptability, seeking support and I'm resilient. These mindsets and behaviors help me navigate challenging situations with little stress.

- **Identify one trait from the Big Five that you think is particularly important for your current or desired profession and justify your response. Your response should be 2 to 5 sentences in length.**

I think Agreeableness will help me in my career as a therapist. This includes me being kind, considerate, and trustworthy. I am motivated to maintain harmonious relationships and have a sense of empathy and concern for others. Agreeableness does not mean I'll agree with every patient, rather I'll have more positive and supportive relationships with them.

- **Your textbook describes which personality traits are most important to employers: conscientiousness followed by agreeableness. Provide one reason why these traits would be desirable in an organizational setting and one reason why they would not. Your response should be 2 to 5 sentences in length.**

These would describe an employee that was ready to work and meet expectations, goes above and beyond, and has positive behaviors. This is the employee who is happy doing what they are told, usually there just for a paycheck. Other professions and jobs require different traits. Sales, for instance, is not based on agreeableness or conscientiousness fully. You must have emotional stability to deal with a job that is mentally exhausting. Without this trait, nothing else matters, an employee will burn out fast.

- **Describe at least one limitation of trait theory when it comes to characterizing a person or their behavior. Your response should be 2 to 5 sentences in length.**
 - **Consider topics related to social justice issues, such as gender and atavism.**

One limitation of trait theory when it comes to characterizing a person or their behavior is its potential to oversimplify complex human characteristics and behaviors. Trait theory focuses on identifying specific traits that individuals possess, such as conscientiousness, extraversion, or neuroticism. However, this approach may overlook social, cultural, and environmental factors for an individual's behavior. It may perpetuate stereotypes and biases related to gender by suggesting that traits are inherently masculine or feminine, reinforcing harmful gender norms and expectations, limiting self-expression and personal development. Trait theory may also reinforce harmful ideas by categorizing individuals based on primitive traits without considering the new social context, leading to stigmatization and marginalization of certain groups of people.

- **Considering that the traits are on a continuum, describe the extent to which you think you can change your traits over time. Your response should be 2 to 5 sentences in length.**
[Insert text]

There are several ways an individual can change their traits over time. Developing self-awareness and understanding your own traits and behaviors can be the first step to change. Practicing assertiveness can help individuals develop confidence and leadership skills over time. By challenging negative or limiting beliefs and replacing them with empowering thoughts can shift an individual's mindset or behavior. Seeking self-help strategies or therapy can also provide individuals with tools and techniques that can change maladaptive traits and behaviors.

References:

- (Shirayev, E. (2016-09-06). Personality Theories. [[VitalSource Bookshelf version]]. Retrieved from vbk://9781506300795
- Gino, F. (2015). Introverts, Extroverts, and the Complexities of Team Dynamics. *Harvard Business Review Digital Articles*, 2–5.