

Organizational Behavior, 18e (Robbins)
Chapter 5 Personality and Values

- 1) Which of the following is true about how we speak of peoples' personalities?
- A) We tend to use the same small set of adjectives to describe how people act.
 - B) A recent survey revealed a succinct set of 112 adjectives to describe people they know.
 - C) We tend to use many adjectives to describe how people act and seem to think.
 - D) A recent survey revealed just 211 adjectives to describe people they know.
 - E) We tend to describe personality traits using approximately 55 adjectives.

Answer: C

Explanation: When we speak of someone's personality, we use many adjectives to describe how they act and seem to think, in fact, participants in a recent study used 624 distinct adjectives to describe people they knew.

LO: 5.1: Describe personality, the way it is measured, and the factors that shape it.

Difficulty: Easy

Quest. Category: Concept

- 2) Which of the following is true about personality assessments used in organizations?
- A) Personality assessments are used by approximately 10 percent of all large U.S. companies.
 - B) Personality assessments have been decreasingly used in diverse organizational settings.
 - C) Personality assessments have been increasingly used in diverse organizational settings.
 - D) Personality assessments have become increasingly expensive and thus, have slightly lost favor.
 - E) Personality assessments are used by approximately 25 percent of all large U.S. companies.

Answer: C

Explanation: Personality assessments have been increasingly used in diverse organizational settings. In fact, eight of the top 10 U.S. private companies and 57 percent of all large U.S. companies use them.

LO: 5.1: Describe personality, the way it is measured, and the factors that shape it.

Difficulty: Easy

Quest. Category: Concept

- 3) _____ is the sum of ways in which an individual reacts to and interacts with others.

- A) Talent
- B) Skill
- C) Knowledge
- D) Heredity
- E) Personality

Answer: E

Explanation: Personality is the sum of ways in which an individual reacts to and interacts with others.

LO: 5.1: Describe personality, the way it is measured, and the factors that shape it.

Difficulty: Easy

Quest. Category: Concept

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