

# 8 Personality

## Activities

*Evaluating critical thinking in writing: paragraph logic*

- 1** Think back to what you studied in Unit 8 of the Student's Book. Note down one way of organizing your paragraphs for each of these essay types.

argument essays	problem/solution essays	comparing/contrasting essays
1 Introduction with main line of argument		

- 2** Put these sentences in a suitable order to form a logical paragraph.

- This approach was heavily influenced by the work of Carl Jung, and categorizes people according to four different dimensions: sensing, intuiting, judging and perceiving.
- So their personality type will be one of 16 different personalities.
- Therefore, it may be a good test to use when hiring for jobs which require good communicative skills.
- One commonly used approach to understanding personality is the Myers-Briggs framework.
- It appears that this framework may be effective at estimating how a person interacts and communicates with others.
- Within these four categories, a person will be measured and placed in one of four positions.

- 3** Read this essay question and answer the questions below.

It is impossible to measure personality accurately; therefore, organizations should use other methods in the hiring process. Discuss.

- What kind of essay would you need to write (e.g. problem/solution)?
- What information in the essay question helped you to decide?
- What would be the most suitable paragraph structure for this essay? (Check Unit 8 in the *Writing skills* Student's Book if you need to.)
- What information would you include in each paragraph? Make a mind map of your ideas. Use the Unit 8 text, as well as any texts in Unit 8 of the Student's Book, to help you.

**4 What phrases can be used to make a concluding statement?**

Example: *To SUM UP, ...*

**5 Which of these features should be included in a conclusion?**

- a Provides an overview of the essay's structure
- b Restates the thesis statement
- c Gives examples
- d Introduces a new idea
- e Summarizes the main idea
- f Gives background information
- g Makes a logical conclusion
- h Includes closing thoughts
- i Provides supporting information

**6 Paraphrase these two thesis statements so that you could use them in a conclusion.**

- 1 Personality tests are inconsistent and cannot fully reveal a person's character, and so companies should find other, more comprehensive measures when making hiring decisions.
- 2 Emotional intelligence (EI) is key to identifying how well an employee will deal with their work relationships, and so it is vital to identify a person's EI during the interview process.

**7 Read this conclusion, based on thesis statement 1 in Exercise 6. Identify a sentence that relates to each of the functions below (1–4).**

This essay has evaluated the traits that are relevant to organizations – namely agreeableness, conscientiousness, neuroticism, extroversion and openness – and has analyzed current personality tests and their ability to measure these traits. It is clear that personality tests are unreliable, and consequently judgements on a person's character based on these tests are likely to be flawed. It is therefore vital that companies find better ways of measuring personality as part of the hiring process. Of the tests that were analyzed, the validity of the Myers-Briggs framework was questionable, and the 'big five' framework may only be valid in the US and is thus not generalizable in other countries. The tests may therefore not be true indicators of personality. As a result, organizations should not base their hiring decisions solely on these tests, and in fact should find other methods during this process. A more thorough interview process, with the inclusion of team and individual tasks, appears to be a more suitable way of identifying a potential employee's true personality.

- 1 logical conclusion
- 2 summarizes main ideas
- 3 restates the thesis
- 4 closing thoughts

**Extension** Write an essay answering the question below. You can use information from the Unit 8 text, as well as any of the texts in Unit 8 of the Student's Book. Remember to:

- write logical paragraphs
- restate the thesis
- pay attention to the conclusion
- make logical conclusions.

It is impossible to measure personality accurately; therefore, organizations should use other methods in the hiring process. Discuss.