

8 Personality

Answer key

1 Possible methods of organization

argument essays	
A 1 Introduction with main line of argument 2 Arguments for + support 3 Arguments against + support 4 Conclusion	B 1 Introduction with main line of argument 2 Arguments against + support 3 Arguments for + support 4 Conclusion
problem/solution essays	
A 1 Introduction highlighting the problem 2 Solution 1 3 Solution 2 4 Solution 3 5 Conclusion	B 1 Introduction highlighting the problem 2 Solution 3 Further details on the solution 4 Further details on the solution 5 Conclusion
comparing/contrasting essays	
A 1 Introduction 2 All parts of the first idea 3 All parts of the second idea, showing similarities and differences 4 Conclusion	B 1 Introduction 2 First part of the first idea 3 Comparison/contrast with the first part of the second idea 4 Second part of the first idea 5 Comparison/contrast with the second part of the second idea 6 Conclusion

2 d, a, f, b, e, c

3 1 an argument essay

2 There is a statement followed by the instruction word *Discuss*.

3 Either of the methods of organization listed in Exercise 1 above would be suitable.

4 Suggested answers

To sum up, ...

To conclude, ...

In conclusion, ...

The following conclusions can be deduced.

In summary ...

To summarize ...

The main ideas can be summarized thus: ...

In brief, ...

In short, ...

5 Features that should be included in a conclusion:

b, e, g, h

6 Suggested answers

1 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.

2 In summary, identifying a potential employee's emotional intelligence should be one aspect of the hiring process, since this measurement strongly indicates how a person will relate to other employees.

7 1 As a result, organizations should not base their hiring decisions solely on these tests, and in fact should find other methods during this process.

2 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 USA and thus not generalizable in other countries.

3 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.

4 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.