

APPRECIATING PERSONALITY DIFFERENCES

Unit Standard	242585/14569
NQF	Level 4-5
Credits	3
Duration	1 Day
Organisational Development Area	All Staff Levels

SYNOPSIS

Individual differences, or the various types of personality and related factors, are still a major emphasis in industrial psychology today. Individual difference factors are applied in many organisational practice areas, for example, in the choice of study or career direction, job selection, promotion, the selection of group members, the determination of managerial, leadership and entrepreneurial attributes and lastly in the undertaking of training courses.

A managers' ability to successfully identify and measure individual differences, and their relationships with work behaviours, empower employers to employ people with the right competencies for jobs and give employees the best chance of being successful and happy. The opposite scenario, a misfit between people and their environment, often leads to much stress, poor adjustment and impaired performance at work.

The course allows the learner to understand and appreciate different personalities in the working environment. With an appreciation of the different personality types the task of managing people and achieving goals and objectives becomes far easier. Appreciating Personality Differences influences relationships positively.

COURSE OUTLINE

- Defining personal and individual differences;
- Varieties of individual differences;
- Individual differences in self esteem;
- The relationship between ability and work.

COURSE OUTCOMES

Upon successful completion of this course, learners will be able to demonstrate their ability to:

- Define personality and individual differences;
- Discuss personality and understand patterns of attributes and behaviour;
- Understand the various types of individual differences;
- Understanding personality traits;
- Using personality differences to build teams that work;
- Discuss cognitive or ability personality factors;
- Define self esteem;
- Understand how levels of self-esteem affect an employee;
- Discuss aspects related to people's motivation and abilities;
- Understand emotions or affective states;
- Discuss work with relation to interest and values;
- Understanding emotions and work.