



Assessment 1 Information

Subject Code:	MBA502
Subject Name:	Emotional Intelligence, Cultural Intelligence and Diversity
Assessment Title:	Assessment 1
Assessment Type:	Individual Reflective Essay
Weighting:	30 %
Total Marks:	30
Submission:	Via Turnitin
Due Date:	Monday of Week 5

Your Task

Write a reflective essay after:


1. You have taken the two surveys
2. Your two friends complete the two surveys to evaluate you
3. Use the Johari Window to discuss the results
4. Show the results of your surveys to your lecturer (if you are an online student email them to your lecturer)

Assessment Description

This individual reflective assignment requires you to demonstrate a comprehensive understanding of Learning Outcomes 1 and 2, covering topics between weeks 1 and 4.

Assessment Instructions

1. Complete a self-assessment through the Global Leadership Foundation's Global Emotional Intelligence Test (GEIT) here: <https://globalleadershipfoundation.com/geit/eitest.html> and complete Daniel Goleman's EQ Instrument from this free online link: <https://www.mindtools.com/pages/article/ei-quiz.htm>
2. Contact two people who know you reasonably well (e.g. work colleagues, close friends, family members). Provide them with the link or hard-copy version of the same two survey instruments and request that they complete the survey as an assessment of you and mail their survey results to you once completed.
3. Using the Johari Window model for self-awareness, critically analyse your own findings and those of your associates to reflect on what you have learned about yourself. Write a 1200-word reflective essay (+/- 10% word count) based on the assessment results you have gathered. Discuss key areas of strengths and areas for improvement. In particular, review major differences between your self- assessment and those that you received from your chosen two associates.



4. In addition to an introduction and conclusion, the reflective essay should comprise three main sections:

In **Part 1**, critically compare your results with those of the two people who evaluated you. In your analysis, use the four quadrants of the Johari Window; i.e. Open, Blind, Hidden, Unknown (approx. 400 words).

In **Part 2**, analyse your strengths and weaknesses based on your own survey results (approx. 300 words).

In **Part 3**, reflect on what competencies you would like to develop in order to function well as a global citizen. Provide practical examples with the assumption you work in a culturally diverse global organisation (approx. 400 words).

Your reflective essay should include:

- Integration of these reflections with theoretical concepts.
 - A reflective essay can be entirely written in the first person.
 - A brief discussion of identified strengths and areas for development, presenting your own results, your associates' results, and a discussion of the patterns, similarities/differences and trends you discover.
 - Evidence of integration of feedback received from your associates, as well as consideration of your own past experiences and feedback from other sources you have received in years gone by.
 - A clear conclusion reflecting on how your new insights may assist you with a potential career in a culturally diverse organisation.
 - A reference list.
 - Proof of completed surveys, both yours and your associates' (**Face-to-face students to give these to their facilitators in Week 5 at the end of the seminar. Online students to scan the tests and email them to their online facilitator).**
- Please note that the evidence of the tests is worth 6/30.**

Further guidance:

- This paper requires a significant amount of analysis and personal reflection. This means that you should consider the Johari Window model by breaking down its four parts and reflecting on how the various quadrants provide a deeper understanding of yourself.
- The attached marking rubrics guide the marker when awarding marks for your reflective essay. You should review your paper in line with this to ensure there is nothing you have missed.
- It is important to check your similarity in Turnitin. All sentences highlighted must be either paraphrased in your own words or put in quotes and referenced accordingly. You should be aiming for as low a similarity score as you can. Similarity highlighted in a contents page, reference list or appendices is nothing to be concerned about.



Important Study Information

Academic Integrity Policy

KBS values **academic integrity**. All students must understand the meaning and consequences of cheating, plagiarism and other academic offences under the Academic Integrity and Conduct Policy.

What is academic integrity and misconduct?

What are the penalties for academic misconduct?

What are the late penalties?

How can I appeal my grade?

Click here for answers to these questions:

[http://www.kbs.edu.au/current-students/student-policies/.](http://www.kbs.edu.au/current-students/student-policies/)

Word Limits for Written Assessments

Submissions that exceed the word limit by more than 10% will cease to be marked from the point at which that limit is exceeded.

Study Assistance

Students may seek study assistance from their local Academic Learning Advisor or refer to the resources on the MyKBS Academic Success Centre page. Click [here](#) for this information.



Assessment Marking Guide

Criteria	F (Fail) 0%-49%	P (Pass) 50%-64%	CR (Credit) 65%-74%	D (Distinction) 75% - 84%	HD (High Distinction) 85%-100%	Mark
Assessment Content (Subject specific) OUT OF 24 MARKS						
Provided evidence of completed surveys (of self-evaluation and two associates' evaluations)	Attached evidence of required surveys of yours as well as those of two other chosen associates (colleagues, friends or family). Marks will be deducted proportionally for missing or partially completed surveys.					/6
Critical review of assessment of self-integrating feedback received from associates	No evaluation and reflection of the differences in assessment results (own personal assessment vs. feedback received).	Fair evaluation and reflection of the differences in assessment results (own personal assessment vs. feedback received)	Good evaluation and reflection of the differences in assessment results (own personal assessment vs. feedback received).	Very good critical evaluation and reflection of the differences in assessment results (own personal assessment vs. feedback received).	Excellent critical evaluation and reflection of the differences in assessment results (own personal assessment vs. feedback received)	/8
Theory integration	No effort to integrate concepts and theories in support of discussion and reflection.	Little effort to integrate concepts and theories in support of discussion and reflection.	Good use of the concepts and theories in support of discussion and reflection.	Very good use of the concepts and theories in support of discussion and reflection.	Excellent use of the concepts and theories in support of discussion and reflection.	/5
Reflection on insights gained for a potential career in a culturally diverse global organisation	No reflection on insights for a potential career in a culturally diverse global organisation.	Superficial reflection on insights for a potential career in a culturally diverse global organisation.	Good reflection on insights for a potential career in a culturally diverse global organisation.	Very good reflection on insights for a potential career in a culturally diverse global organisation.	Very thorough reflection on insights for a potential career in a culturally diverse global organisation.	/5



Criteria	F (Fail) 0%-49%	P (Pass) 50%-64%	CR (Credit) 65%-74%	D (Distinction) 75% - 84%	HD (High Distinction) 85%-100%	Mark
Structure format and presentation (consistent across all courses) OUT OF 6 MARKS						
Answer clearly and logically presented	Answer presented is not clear and logical.	Answer presented is somewhat clear and logical.	Answer presented is sufficiently clear and logical.	Answer presented is substantially clear and logical.	Answer presented is exceptionally clear and logical.	/1
Appropriate theory and research used to answer question posed	Answer unsatisfactorily incorporates, integrates and applies theory and research.	Answer satisfactorily incorporates but only minimally integrates and applies theory and research.	Answer partially incorporates, integrates and applies theory and research.	Answer predominantly incorporates, integrates and applies theory and research.	Answer completely and comprehensively incorporates, integrates and applies theory and research.	/1
Correct academic writing style used, including correct spelling, grammar and punctuation	Writing quality is of an inadequate standard, with substantial errors.	Writing quality is of a reasonable standard, but with numerous errors.	Writing quality is of a good standard, with some errors.	Writing quality is of a high standard, with minimal errors.	Writing quality is of an impeccable standard, with no errors.	/1
Format of answer consistent with question requirements and KBS guidelines	Format of answer fails to follow question requirements and KBS guidelines.	Format of answer partially follows question requirements and KBS guidelines.	Format of answer sufficiently follows question requirements and KBS guidelines.	Format of answer substantially follows question requirements and KBS guidelines.	Format of answer faultlessly follows question requirements and KBS guidelines.	/1
In-text referencing and reference list follows Harvard style and consistent with KBS guidelines	Frequent errors and/or inconsistent application of Harvard referencing conventions.	Some errors and/or inconsistent application of Harvard referencing conventions.	A few errors and/or inconsistent application of Harvard referencing conventions.	Minimal errors and/or inconsistent application of Harvard referencing conventions.	No errors and a consistent application of Harvard referencing conventions.	/1
Word count is within +/- 10% of requirement	Word count is NOT within +/- 10% of requirement.	N/A	N/A	N/A	Word count is within +/- 10% of requirement.	/1



Comments	
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