

Personal Evaluation Paper

1. This written assignment of ~1500 words will assess your ability to analyze/apply OB concept (s) to a personal experience. In brief, for this assignment, you will reflect on an organizational problem that *you have experienced*. I use the term “organizational” quite broadly; you can write about an experience at a summer job, on a sports team, a school work group, or any other situation in which you have worked with other people for the purposes of completing a collective task. Once you have selected a work or organizational challenge from your past, you should describe and diagnose the situation using concepts from the course, outline the factors that contributed to the situation, and discuss how the concepts could have helped you and/or others deal with the situation more effectively.
2. **Step 1:** Think through the many work experiences that have left an impression on you, and that will likely influence your future actions in the workplace. Select one such experience that affected you the most (positively or negatively). This experience should broadly relate to any of the OB subjects we have done in the first six weeks (such as diversity, perceptions, emotions etc).
3. **Step 2:** Briefly (in ~ 150 words) narrate your experience.
4. **Step 3:** Now analyze this experience against the OB concepts that have been discussed in class. For example, if you had an experience that was emotional and possibly caused stress, you will analyze it against the concepts discussed in Chapter 4. This analysis will include 5-6 concepts (the word ‘construct’ is also used synonymously with ‘concept’) from that chapter. Such concepts could be Emotional contagion, Attitudes, Counterproductive work behavior, Deep acting, Emotional labor etc. (note that the chapter has >20 such concepts). You can choose any five (or more) concepts that relate to your experience
5. **Step 4:** For the structure of your paper, provide an appropriate introduction (~100 words). In the main body of paper, follow the structure of a) mention the concept; b) define the concept; and c) how it relates to your experience. This will be one paragraph (~ 180 words). Create similar 5-6 paras (one for each concept). Now, write an analysis (~200 words) in which you will rationalize and prioritize the various concepts in relation to your experience. Finally, write a paragraph about your 'Takeaways' (~ 100 words); such takeaways will influence your actions and stay with you for your work life. You are

not expected to add appendices, but if you are fond of providing additional details through these, you may do (such appendices will not count towards your word limit nor will these have any additional marks allotted)

6. **Step 5:** Finally, review your paper. Does it have a good flow? Does your choice of concepts fit well with the experience? Are the lessons learnt (takeaways) applicable in a future work scenario? Has the paper been edited for formatting, grammar, and spellings?
7. **Step 6:** Upload your narrative as a PDF file by 6pm on 30 Oct.

Remember, it is NOT the experience, *per se*, that will be judged; what is expected from you is articulation of your understanding of the OB concepts, how these apply to real life situations, and your ability to rationalize, prioritize, and modify behavior/take decisions based on such concepts. As managers, you will be expected to deal with such experiences - both within yourself, or when these happen with your team members.