
WGU - C715 Organizational Behavior - Essay Questions with answers

Briefly describe the five key traits in the Big Five personality model. -

ANSWERS ✓✓ Openness

- how comfortable to experience new things

Extraversion

- how comfortable to move with others

Conscientiousness

- how dependable and responsible

Agreeableness

- how easy to come to a resolution

Neuroticism

- Typically emotional people

Describe conscientiousness and explain how it can predict behavior at work. -

ANSWERS ✓✓ It describes how dependable someone at work.

Discuss John Holland's personality-job fit theory. - ANSWERS ✓✓ Describes personality profiles which matches different types of jobs.

1. Realistic - require physical activities and strength. Eg: mechanic
2. Investigative - prefer activities with analytics eg: mathematician
3. Social - prefer activities which perform with others eg: teacher
4. Conventional - prefer regulated and unambiguous activities. eg: accountant
5. Enterprising - prefer to influence others. eg: lawyer, real estate agent
6. Artistic - prefer unambiguous and creative expression eg: writer

Organizational Behavior Essay Questions And Answers

Yijin Wang



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