

Complete the self-assessment to better understand your management style and strengths.

SELF-ASSESSMENT 3.1

LIFE EXPERIENCES

Though attaining self-knowledge is an ongoing lifelong process, the following are some exercises designed to help you reflect on the experiences, values, and perspectives that have shaped who you are. Obviously, the culture in which we live, our life experiences, and our interactions with others affect our self-concepts and our views of the world. What events and relationships have influenced you? Make some notes in response to the following:

- What world or national events have taken place during your lifetime?
- Which of these influenced your life most dramatically?
- How was your life influenced by those events?

Examples might include 9/11 and the mortgage crisis. More positive influences might have come from an admired leader or public figure or from travel.

- Are there local events that have been particularly influential in your life?
- Were there cultural opportunities or political events in your hometown that were particularly influential?

Examples might include activities in a local theater, library, sports team, or government.

- What were your most important educational experiences?
- Which personal relationships influenced you the most?
- What roles have these individuals played in your life?

Examples might include relationships with grandparents, parents, teachers, siblings, spouses, or children.

Your Lifeline

On the chart below, plot the major events and relationships of your life and then draw your lifeline. On the horizontal axis, fill in the years beginning with your birth and ending with the current year. On the vertical axis, use a 5-point scale with 0 as the midpoint (5, 4, 3, 2, 1, 0, -1, -2, -3, -4, -5) to represent the level of significance of each event or relationship and whether it had a positive or negative impact. This timeline should represent people and events that have had an impact in formulating your values, your style, and your orientation to life. This information might help you later in answering questions regarding your motivation for change and capacity for decision making.

Lifeline of Experiences and Relationships

5
4
3
2
1

(Continued)

| | | | | | |
|-------------|-------|-----------|-------------|-------------|-----|
| (Continued) | | | | | |
| 0 | | | | | |
| -1 | | | | | |
| -2 | | | | | |
| -3 | | | | | |
| -4 | | | | | |
| -5 | | | | | |
| | Birth | Childhood | Adolescence | Young Adult | Now |

Understanding Individual Differences

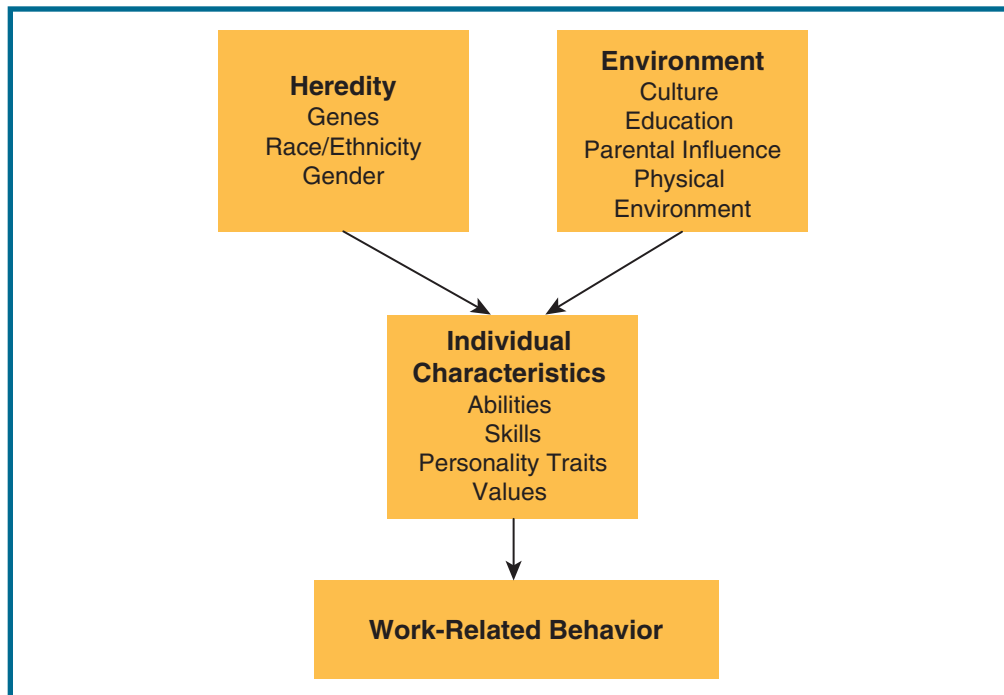
Every person is unique because of a combination of many factors, including demographic, physical, psychological, and behavioral differences. These are at the core of who you are. Figure 3.1 presents a framework for organizing individual differences and their complex components.

The **interactionist view** of individual differences, as shown in Figure 3.1, suggests that heredity and the environment interact, and that both influence the development of individual differences. This view is widely accepted, though many experts debate the relative



Individual Differences

FIGURE 3.1 INDIVIDUAL DIFFERENCES FRAMEWORK



Interactionist view: suggests that heredity and the environment interact to influence the development of individual differences