

# What is Organizational Behavior? Essay

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Organizational behaviour is the “study of what people think, feel, and do in and around organizations” (McShane & Steen, 2012 p.480). In seminar class on week 6, we completed both in person and in team the winter survival exercise as a class. The winter survival exercise is made up of a list a group of survivors need after crash-landing with a small plane in the woods of Southern Manitoba. The list ranges from ball of steel wool, newspaper, ..... and family-size chocolate bar (one per person). During the seminar class, we found out that there were significant differences in what we each rated personally and as a team. Teams are “groups of two or more people who interact and influence each other and are mutually accountable for achieving common goals associated with organizational objectives and perceived themselves as a social entity with an organization” (McShane & Steen, 2012 p.212). Some organizational behaviour concepts came into play in this reflection paper such as group dynamics, communication, perception, motivation, personality and decision making. I started the exercise by ranking the list given in order of importance, then I compared it to that of my team members. I came to realize that every member of my team and I have different opinions and ranking scores on the exercise. During my self-assessment, I took a personality test called the “Big Five” Model of Personality. I was given an overall score of 15 and my score shows that my extraversion level is low which indicates that I am introverted, reserved and quiet.

My team is made up of six members and a majority of them are not afraid to let their voices be heard. By having a different personality on extraversion, it makes me try harder to be heard and to le..... middle of paper .....and whoever that contributed the most is acknowledged and thanked. Finally, my perceptions of my team members have not changed over the course of the winter survival exercise. I met my team members and I got the impression that every one of them is flexible and open-minded. Even though we formed the group by ourselves without knowing each other, I feel like they are a group of individuals I can trust. There is an easy flow of communication that was there right from the moment we formed the group. We are a relaxed group and have deep respect for each other. Just like Maslow's Needs Hierarchy Theory, there is a sense of belonging and safety in the group. It's as if I can say anything or be myself and no one will judge me. Works Cited McShane, S. L. & Steen, S. L. (2012). Canadian Organizational Behaviour. 8th ed. United States: McGraw-Hill Ryerson.

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