

My Self Concept - Reflections Assignment
Guidelines and Rubric
FTMBA OB 1, Trim I, 2022-23

Total Marks: 30

Assignment Due Date: Day of Session 14, EOD.

CRs will collect all soft copies, zip them and email them to the
Course Faculty on day of 14th session EOD.

Assignment Type: This is an individual assignment, and should begin once Session 12 is over.

Part 1: Self Concept

You have completed the following instruments and tools

- Big Five
 - Locus of Control, Narcissism, Machiavellianism
 - Rokeach Value Survey
 - Johari Window
 - FIRO-B
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- 1) Please take the time to know your group members in terms of their background, to discuss, know and understand their personal and professional aspects and expectations.
 - 2) Based on the instrument outcomes, carry out self-reflections on your personality, character, values, orientation towards team work while responding to the following probes:
 - My self-concept
 - What past experiences have been important forces in shaping me
 - If the findings from the instruments and tools have surprised you, reflect on the same and seek them

- These reflections should also include your strengths and areas of development that concern you, based on dominant behaviours.
- Reflect on what steps you might need to begin taking to build your character and enabling habits, as well as to work well with others. What would you need to stop doing? Continue doing?

Part 2: Social Mirror

3) Post this, you will meet your study group and ask for feedback on several dimensions of your self. You will seek the feedback in the following format. Spend around 20 minutes in discussion with each member on a one to one basis.

i) What are my key strengths?

Peer 1	Peer 2	Peer 3	Peer 4

ii) What do I do that creates a positive impact on my team members?

Peer 1	Peer 2	Peer 3	Peer 4

iii) What do I need to stop doing in order to be more effective as a team member?

Peer 1	Peer 2	Peer 3	Peer 4

iv) What would I need to start doing in order to be more effective as a team member?

Peer 1	Peer 2	Peer 3	Peer 4

v) What would I need to continue doing in order to be effective as a team member?

Peer 1	Peer 2	Peer 3	Peer 4

Please clarify to the feedback givers that the aim of this feedback exercise is to help you to respond to your developmental needs. Please also seek feedback that may be backed by anecdotal evidence giving you specifics of the situation and your behavior.

Your role is to listen closely, make notes using this template during the feedback sessions and then create a consolidated action plan based on the feedback received. Reflections from this exercise (process, contents, insights) are to be integrated with your Self Concept assignment.

Once you have collected all the peer group feedback, consolidate the feedback, assess the significance of the same and how you plan to work on the feedback received, as well as the outcomes hoped for. You will notice common emerging areas to be addressed by you.

Prepare a report integrating Part 1 and 2 and. This report need to be submitted for evaluation. The total word count of this report is not more than 2000 words.

Evaluation Criteria: A detailed description of each criterion and the distribution of marks is provided in the accompanying rubric.

- Detailed Description of the “My Self Concept” (instrument based). (8 Marks)
- Articulation and assessment of the gaps between the “Self-concept” and “Social Mirror” (feedback from peer group) (8 Marks)
- Detailed Description of Development Plan for self, particularly mentioning “Things to start doing, stop doing and continue doing”. (8 Marks)
- Relevance and Accurate application of concepts learned in the OB1 course. (6 Marks)

Assignment Deliverable: Report must be left-flushed, double-spaced, in Times New Roman font of size 12.

Note:

- 5 marks will be deducted on account of late submission.
- Submissions 2 hours beyond the deadline will not be accepted.

- Any form of cheating or plagiarism is unacceptable. If discovered, such reports will be downgraded or will receive a zero.

Rubric for “My Self Concept- Reflections” (Total 30 Marks)

FTMBA OB1, Trim 1, 2022-23

Parameter	Excellent (7-8)	Average (3-6)	Poor (0-2)
Detailed Description of the “ Self Concept” instrument based (8 Marks)	Provided a clear and detailed description of the student’s Self-concept by referring all the instruments. Provided a clear explanation of student’s self-assessments and self-reflection done in the course.	Provided some information in the description of the student’s Self-concept by referring few instruments. Provided some clarity in the explanation of student’s self-assessments and self-reflection done in the course.	Provided no valuable Information on the student’s Self concept and less evidence of using instruments to arrive for the same. Provided no valuable information on the self-assessments and self-reflection done in the course.
Parameter	Excellent (7-8)	Average (3-6)	Poor (0-2)
Articulation of the gaps between the “My Self-concept” and My Social Mirror(feedback from my peer group)(8 Marks)	Articulated the gaps between the “self-concept “and “social mirror” from the peer feedback. The reasons for those gaps are reflected with student’s complete understanding.	Some gaps between the self-concept and “social mirror” from the peer feedback are articulated, and the reasons for those gaps are reflected with some understanding.	Explanation of the gaps between the Self-concept and social mirror has a lot of missing information and reasons for those gaps are either not provided or are irrelevant.
Parameter	Excellent (7-8)	Average (3-6)	Poor (0-2)
Detailed Description of Development Plan of myself as start doing, stop doing and continue doing. (8 Marks)	Provided a detailed description of how student plans to develop and manage the Self (Plan includes specific tasks/activities/goals student will undertake with clear timelines for accomplishment of those tasks/activities/goals.	Provided some details in student’s plans to develop and manage the Self. Some tasks/activities/goals listed are specific with clear timelines for accomplishment, while others are not.	Extremely generic and vague description of how student plans to develop and manage the Self. A lot of information about specific tasks/activities/goals is missing.
Parameter	Excellent (5-6)	Average (2-4)	Poor (0-1)
Relevance and Accurate application of concepts learned in the OB1 course. (6 Marks)	Provided accurate application of relevant concepts throughout the report. Student was able to appropriately integrate theoretical frameworks into discussions of My self-concept and my social mirror and Developmental Plans.	Some theoretical concepts are accurately applied and integrated throughout the report, while others are not.	A lot of inaccuracies and irrelevance in the application and integration of theoretical concepts and frameworks.

