

PREWORK SYLLABUS

1. ADMINISTRATIVE INFORMATION:

LESSON NUMBER: PRE-07	EDITION DATE: March 2004
LESSON TITLE: Personal Assessment	
TYPE OF LESSON: Assessments	
CLASSROOM TIME: None	OUTSIDE PREP TIME: 2 hours

2. PURPOSE:

Through a series of psychological assessments, you will discover your personality type and learning styles. Follow-on sessions will help you interpret and apply the results of these tests. Chris Argyris (1991), in *Teaching Smart People to Learn* (Harvard Business Review, 3), presents a basic dilemma for the success of organizations today. He says that success depends on learning, yet most people do not know how to learn.

There is such a heavy emphasis on problem solving today that most people define learning as merely using problem solving abilities. However, if learning is to be truly meaningful and lasting, managers must critically reflect on the behavior, values, and beliefs that drive their actions. Without self-reflection, managers are doomed to repeat their past successes which may, in fact, create failure in the future. Heavy reliance on successful past practices prevents managers from responding to the ever-changing internal and external environments of the organization, leaving the managers and their organizations vulnerable to failure.

3. ASSUMPTIONS: You will complete:

- a. The Kolb's Learning Style Inventory on-line at your home station.
- b. The Myers Briggs Type Indicator and the Torres Learning Style Diagnostic Instrument during the resident sessions that address these assessments.

4. LESSON OUTCOMES: You will:

- a. Review your psychological preference and learning style and determine the implications for you as a leader and manager.

b. Develop and implement a self-improvement program using the knowledge of your preferred learning style and its impact on your learning and leadership development.

c. Evaluate the significance of the MBTI instrument and its applications in various environments.

5. KEY CONCEPTS:

a. Myers-Briggs Type Indicator (MBTI)

b. Kolb's Learning Style Inventory (LSI)

c. Language System Diagnostic Indicator (LSDI)

6. MEASUREMENT OF OUTCOMES: Faculty will assess your accomplishments of the outcomes as you interact with others and apply the knowledge that you gain as a result of these assessments.

7. STUDENT ASSIGNMENTS:

a. Required Readings: Rycroft, L. (2003). Personal assessments: Student instructions. Fort Belvoir, VA: Army Management Staff College.
This reading is attached.

b. Other: None

8. OTHER USEFUL REFERENCES: None

9. AMSC POINT OF CONTACT: Lisa Rycroft at e-mail address lisa.rycroft@us.army.mil or by telephone at DSN 655-4736 or commercial (703) 805-4736.

PERSONAL ASSESSMENT INSTRUMENTS

Student Instructions**

As part of the Sustaining Base Leadership and Management Program, we offer three assessments to help you evaluate and improve your learning, leadership, management, and thinking skills. The three assessment instruments are:

- a.** Kolb's Learning-Style Inventory (LSI).
- b.** The Language System Diagnostic Instrument (LSDI)
- c.** Myers Briggs Type Indicator (MBTI).

The LSDI and the MBTI will be given to you once you arrive at the AMSC. They will be in the welcome packet provided by the Registrar's Office when you check in at Knadle Hall. Complete these instruments on the evening of your arrival, prior to your first seminar session on Monday. You will turn them in to your seminar faculty on the first day of seminar.

You will take the Kolb's LSI on-line at your home station, prior to your arrival at AMSC. You will need Internet Explorer or Netscape Navigator 4.0 or higher to complete the instrument on-line. If you don't have access to the Internet, you may complete the instrument upon your arrival. Follow these instructions:

1. Go to <http://trgmcber.haygroup.com/LSI/default-new.asp?oz=117>. You should see Army Management Staff College on the web site. If you don't see our name, you are not at the correct site. If this is the case, please retype the URL, since it's long and tricky.
2. It is recommended you use your first initial, last name as your username. For example, John Smith's user name would be jsmith. If you get a message saying this name has been taken, simply choose another username.
3. Use any personal password of your choice (must be six characters).
4. Enter the organizational password—**am0302**.
5. Take the test. You must answer all of the questions in order, and you must answer all of the questions.
6. You should now see your results. Print these results and bring them with you.
7. If you get out of the website for any reason, you can get back to your test by going to <http://trgmcber.haygroup.com/lsi> and using the organizational password and your user name and password. This web site is not to be used unless you've already started taking the instrument.

** Rycroft, Lisa. (2003). Fort Belvoir, VA: Army Management Staff College.

If you have questions about the learning style assessments, please contact Lisa Rycroft at e-mail address lisa.rycroft@us.army.mil or by telephone at DSN 655-4736 or commercial (703) 805-4736.