

Final report

The purpose of the final report is to reflect upon and summarize what you have learned during the course.

It consists of two parts:

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| 1) Movie analysis | 20 points |
| 2) Personal learning points | 10 points |

Movie analysis

In this part of the task, you'll watch a movie where a certain workplace plays a prominent role. In other words, by watching the movie you can learn quite much about the workplace the main characters are working in. Your task is then to analyze that workplace through the lens of the concepts and theories of this course.

Below, you will find a list of questions as regards the workplace.

1. When watching the movie, make notes during your watching (it might be helpful to pause the movie occasionally) based on the list of questions. That way you ensure that you are able to capture all relevant aspects from the movie.

2. After having watched the movie, compile your final answers to the questions based on the notes you made.

The movies to choose from:

- Glengarry Glen Ross (Myyntitykit, 1992)
- Up in the air (2009)
- Devil wears prada (2006)
- The Intern (2015)
- Spotlight (2015)
- Margin Call (2011)
- Stupeur et tremblements (Fear and trembling / Nöyrin palvelijanne 2003)

Note: If you want, you can watch the movie with other students. And you can discuss the movie afterwards together. But each student has to write separate answers to the questions

When watching the movie, write detailed observation notes about the following aspects of the leading characters' work-life situation:

- Motivation
 - What motivated the main characters to perform their job?
 - Would you characterize the people as highly engaged, highly disengaged or somewhere in between?

- Was their motivation more autonomous (integrated or intrinsic) or more controlled (internalized or extrinsic)?
- How well did the workplace satisfy their basic needs for autonomy, competence, and relatedness (and benevolence)?
- Job demands
 - What are the key challenges and hindrances that the main characters are facing at work?
- Other demands
 - What demands their social environment outside of work places on them, especially as regards work?
- Personal resources
 - What personal resources do the main characters have? (skills, competencies, attitudes),
 - What character strengths (from the VIA list of 24 strengths) best describe the main characters?
- Social resources
 - What kind of instrumental and emotional support do the main characters receive from their co-workers and other important people in their lives (family, friends, etc.)?
- Organizational resources
 - What policies, practices, values, and cultural norms and characteristics does the organization have that support the main characters?
 - Would you characterize the workplace as highly hierarchical or highly self-managing or somewhere in between?
- Autonomy support and servant leadership
 - Could the organization and/or the supervisors be characterized as autonomy supportive? Why/Why not?
 - Could the supervisors be seen as servant leaders? Why/Why not?
- Psychological safety
 - Is there a high/low level of psychological safety in some of the teams/situations shown in the movie? How is this visible?
- How do these various factors affect the well-being of the main characters? Are there any changes during the movie as regards their well-being?
- How do these various factors affect the work performance of the main characters? Are there any changes during the movie as regards their performance?
- Extra: Was there something in the movie that seemed relevant from the point of view of the well-being/engagement/performance of the main characters, but that was not captured by the above questions. Please report any such key events/happenings.

Personal learning points

Think about the course as a wholeness. All the lectures, readings, discussions, and other parts of the course. Reflect on what you have personally learned through this process.

- 1) What new things did you learn about the nature of human motivation and engagement? What were the key new insights that you took from the course as regards them?

- 2) What new things did you learn about how to lead engagement and human potential? What were the key new insights that you took from the course as regards them?
- 3) Of the seven lectures, which lecture was most interesting from your point of view? Why?
- 4) Critique: What claims of the lecturer or theories presented were the least convincing from your point of view? What were the things where you had a different opinion as compared to what was presented in the course?
- 5) How will you personally be a different leader in the future because of this course?

Each question should be answered with 1-4 paragraphs of text. One paragraph is approximately 70-120 words.

The structure of your report:

- 6) Cover page with your name and student number
- 7) Movie analysis
 - a. The title of the movie you watched
 - b. A brief one paragraph summary of the main plot of the movie.
 - i. Who were the main characters you observed?
 - ii. What was the workplace where they worked?
 - c. Answers to each of the question in the list of questions
 - i. If, for some reason, a certain question does not apply to the movie you watched, just write why you think the question is not relevant in the context of that movie.
 - ii. The answers don't have to be too long, one paragraph (~70-120 words) is enough. But they should provide a justification for your insight (e.g. not only stating that psychological safety is high/low, but also explaining why you think it was high/low)
 - d. Reflection on the movie report: What did you learn from this exercise? What were the key takeaways you got from watching the movie and analyzing the workplace in question?
- 8) Personal learning points
 - a. Provide answers to the questions listed above

Technical instructions

- Answer the questions in Word-format, not in PowerPoint format
- Please return the report through MyCourses
- Return preferably in pdf-format
- Use a basic font, font size 12, and line spacing of 1.5.
- Name the file: SURNAME_FINALREPORT.pdf
- Deadline for returning the final report is 19.12.
 - Final report returned within 1 week after the deadline will be evaluated on a scale from 0-20 points
 - Final report returned more than 1 week after the deadline will be evaluated on a scale from 0-10 points

- Final report returned more than 3 weeks after the deadline will not be evaluated

Grading criteria

- The student demonstrates that she/he has understood the key theories and concepts of the course and is able to apply one's understanding of them in a new context
- The student demonstrates his/her ability to think critically, reflectively, and independently. The student's observations and remarks are insightful, justified, and to the point.
- The student demonstrates his/her capability to understand "the big picture" and limit the analysis to the most essential points.
- The answers are well-written: The structure is consistent and compact. The writing is fluent and readable.