**Assignment for personal case analysis**

**Overview**

The final paper asks you to do a four-frame analysis of your personal case situation. The purposes of the paper are to: (1) provide opportunities to work with and integrate the four frames as a useful tool for diagnosis and action, (2) integrate your learnings from the course and apply them to a real-life situation from your work experiences, and (3) reflect on yourself, your leadership and your actions.

**Assignmen**t

First, use the structural, human resource, political, and symbolic frames to analyze your case. For each frame, explore: (1) from the perspective of this frame, what are the most important elements of this case? What is going on viewed through this lens? (2) what options for actions does your analysis suggests?

Second, after doing each of the frame analyses, explore (1) how you could integrate the insights into an integrated diagnosis, and (2) what could you do differently if you could relive your personal case? How might your strategy alter how the case played out?

**Criteria for Grading**

Papers will be graded on the following:

1. Quality of your insights: the most important thing about the exercise is what you learn from it. Do you see things about yourself or your organization that you didn’t see before. Do you see new possibilities for how you could approach your case situation?

2. Clear focus, organization, writing, and presentation

3. Internal consistency of the arguments

4. Accurate and effective use of theory to reflect on and provide new insights into personal case experiences

**Characteristics of a good paper**

1. *Strong analysis.* A good analysis goes beyond the facts of a case to develop a coherent understanding of what happened and what it means. It tells a coherent story about What are the most important factors that influenced why the case played the way it did.

2. *Focus and selectivity.* It’s better to write thoroughly about a few well-defined topics than superficially about many.

3. *Use case facts to support your analysis.*  Make sure the connection between your case and your analyses is clear. When you make inferences or generalizations, tie them to data in the case.

4. *Use concepts from the* course. A good paper shows that you understand concepts and ideas from the course, and know how to use them. Good papers take theoretical ideas and show how those ideas can be applied to the case. They use theory to support insights and to cast a new light on personal experiences and observations.

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