



Personality

PERSONALITY



“A relatively stable set of characteristics that influences an individual’s behavior”

Or

A sum total of ways in which an individual reacts to and interacts with others

PERSONALITY TRAITS

- The research on personality revolved around attempts to identify characteristics that describes an individual's behavior.
- Popular characteristics include shy, aggressive, submissive, lazy, ambitious, and loyal

THE BIG 5 PERSONALITY MODEL

- The personality theory that states that in order to understand individuals, we must break down behavior patterns into a series of observable traits.

EXTRAVERSION

AGREEABLENESS

CONSCIENTIOUSNESS

EMOTIONAL STABILITY

OPENNESS TO EXPERIENCE

BIG 5 TRAIT**WHY IT IS RELEVANT?****WHAT DOES IT AFFECT?****EMOTIONAL STABILITY**

- Less negative thinking & fewer negative emotions
- Less hyper-vigilant

- Higher job & life satisfaction
- Lower stress levels

EXTRAVERSION

- Better interpersonal skills
- Greater social Dominance
- More Emotionally expressive

- Higher performance
- Enhanced leadership
- Higher job & life satisfaction

OPENNESS TO EXPERIENCE

- Increased learning
- More creative
- More flexible & Autonomous

- Training Performance
- Enhanced leadership
- More adaptable to change

AGREEABLENESS

- Better Liked
- More compliant & conforming

- Higher performance
- Lower levels of deviant behavior

CONSCIENTIOUSNESS

- Greater effort & persistence
- More drive & discipline
- Better organized & planning

- Higher performance
- Enhanced leadership

EXTRAVERSION / INTROVERSION

Extraversion-

A preference indicating that an individual is energized with other people.

Introversion-

A preference indicating that an individual is energized by time alone.

EXTRAVERSION-(E)

- Auditory
- Expressive
- Enthusiastic
- Initiator
- Gregarious

INTROVERSION- (I)

- Quiet
- Intimate
- Receptor
- Contained
- Visual

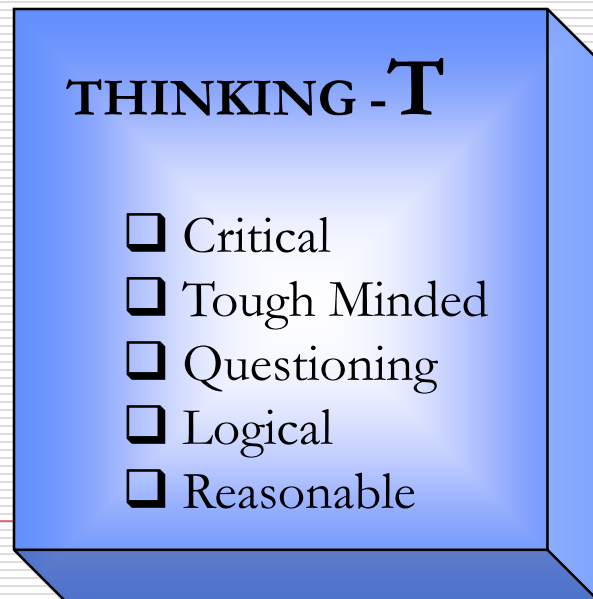
3-THINKING / FEELING

THINKING-

Making decisions in a logical, objective fashion.

FEELING-

Making decisions in a personal, value oriented way.



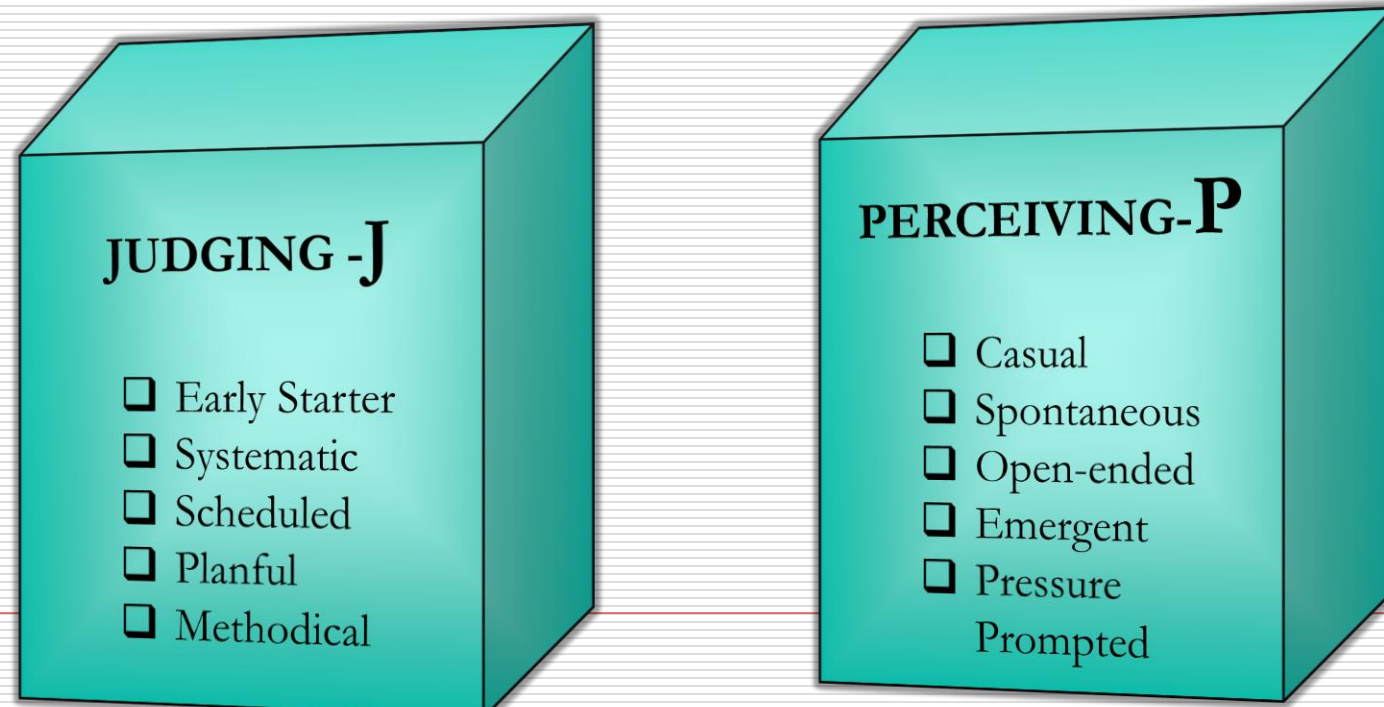
4-JUDGING / PERCEIVING

JUDGING-

Preferring closure and completion in making decisions.

PERCEIVING-

Preferring to explore many alternatives and flexibility.



PERSONALITY-JOB FIT THEORY

- Holland (1985) has proposed a “personality-job fit” theory of personality.
- This theory makes a case for job-specific personality types.
- He has suggested 6 personality types and has prepared an instrument containing 160 occupational titles.
- Based on respondent’s preferences, their personality profiles are prepared.

Holland's Personality Types for Different Occupations



TYPE**PERSONALITY
CHARACTERISTICS****CONGRUENT
OCCUPATIONS**

Realistic: Prefers physical activities that require skill, strength & coordination

Shy, genuine, persistent, stable, conforming & practical.

Mechanic, drill press operator, Assembly-line worker & farmer.

Investigative: Prefers activities that involve thinking & organizing.

Analytical, original, curious & independent.

Biologist, economist, News reporter & mathematician.

Social: Prefers activities that involve helping & developing others.

Sociable, friendly, cooperative & understanding.

Social worker, teacher, Clinical psychologist & Counselor.

Conventional: Prefers rule-regulated, orderly & unambiguous activities.

Conforming, efficient, practical, unimaginative & inflexible.

Accountant, bank teller, corporate manager & file clerk

Enterprising: Prefers verbal activities.

Self-confident, ambitious, energetic & domineering.

Lawyer, real estate agent, Public relations specialist & Small business manager.

Artistic: Prefers ambiguous & unsystematic activities that Allow creative expression.

Imaginative, disorderly, Idealistic, emotional & impractical

Painter, musician, writer, & interior decorator.