

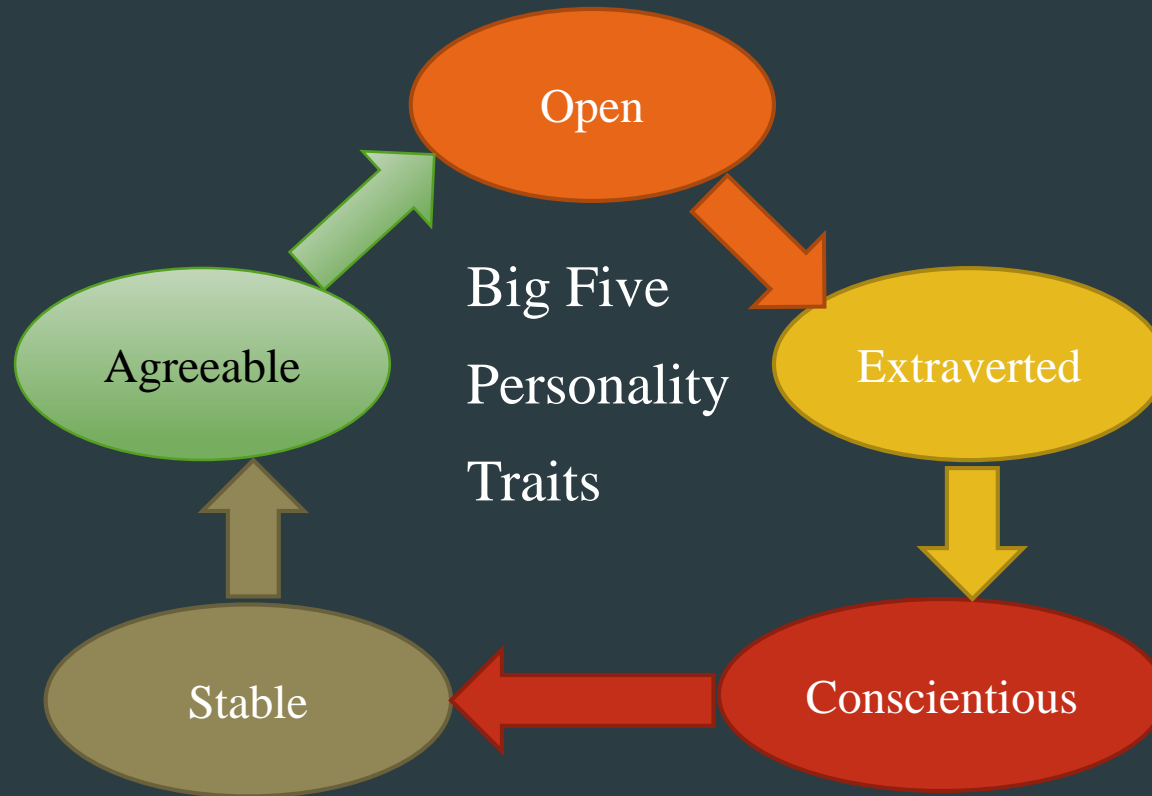
What is the Big Five?

- ▶ Personality Traits Or Personality Dimensions
- ▶ An integration of personality research that represents the various personality descriptions in one common framework.
- ▶ Individual differences in social and emotional life organized into a five-factor model of personality.
- ▶ “broad abstract level and each dimension summarized a larger number of personality characteristics”.

“BIG FIVE” personality model

- ▶ Human resources professionals often use the Big Five personality dimensions to help place employees. That is because these dimensions are considered to be the underlying traits that make up an individual's overall personality:

The BIG FIVE



EXTRAVERSION FOCUSES ON THE COMFORT LEVEL OF AN INDIVIDUAL IN INTERECTION WITH OTHERS.

EXTRAVERSION

- ▶ Assertive
- ▶ Outgoing
- ▶ Talkative
- ▶ Open

INTROVERSION

- ▶ Timed
- ▶ Quiet
- ▶ Reserved

AGREEABLENESS REFERS TO AN INDIVIDUAL'S BEHAVIOR TOWARDS OTHERS WHILE INTERACTIVE WITH THEM.

HIGH AGREEABLENESS

- ▶ Good Natured
- ▶ Co-operative
- ▶ Trusting
- ▶ Sympathetic
- ▶ Kind
- ▶ Appreciative

LOW AGREEABLENESS

- ▶ Assertive
- ▶ Suspicious
- ▶ Distant
- ▶ Unfriendly

CONSCIENTIOUSNESS REFERS TO THE EXTENT TO WHICH INDIVIDUALS SHOW CONSISTENT & RELIABLE BEHAVIOR WHILE WORKING IN THE ORGANIZATION.

HIGH CINSICIENTIOUSNESS

- ▶ High Responsible
- ▶ Dependable
- ▶ Organized
- ▶ Persistent
- ▶ Thorough

LOW CINSICIENTIOUSNESS

- ▶ Unreliable
- ▶ Disorganized
- ▶ Inconsistent
- ▶ Careless

EMOTIONAL STABILITY REFERS TO THE ABILITY OF AN INDIVIDUAL TO CONTROL HIS/HER EMOTIONS AT THE TIME OF CRISES.

POSITIVE EMOTIONS

- ▶ Calm
- ▶ Self-Confident
- ▶ Secure
- ▶ Stable
- ▶ Contented

NEGATIVE EMOTIONS

- ▶ Nervous
- ▶ Depressed
- ▶ Insecure
- ▶ Fearful
- ▶ Moody
- ▶ Tense

OPENNESS TO EXPERIENCE MEASURES THE INDIVIDUAL'S ABILITY TO BE OPEN TO ANY KIND OF EXPERIENCE THAT HELPS HIM/HER TO DO THE JOB EFFECTIVELY.

HIGH OPEN TO EXPERINCE

- ▶ More Approachable
- ▶ Creative
- ▶ Imagination
- ▶ Curiously
- ▶ Original

LOW OPEN TO EXPERINCE

- ▶ Uncomfortable
- ▶ Practical
- ▶ Traditional
- ▶ Down-to-earth
- ▶ Conservative
- ▶ Simple

Advantages

- ▶ Provides explanations of leader and follower tendencies.
- ▶ Useful categorization scheme for discussions.
- ▶ Successfully works in many environments.
- ▶ Tend to be constant over time.
- ▶ Good profiling for corporate and occupational functions.
- ▶ Universally accepted across cultures.

Criticism

- ▶ Limited Scope
- ▶ Methodological Issue
- ▶ Theoretical Status
- ▶ Cultural Influences
- ▶ Responses