

Big five personality model



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Of course not all people have the same perception and behavior for same situations. That is why we see ourselves reacting by different behaviors for the same situations. There are many reasons for this concept some of them related to the cognitive part and others related to personality part. Trait theories clearly state that " people have certain inherent traits which determine their behavior". (Brooks, 2009, P. 45) The different education and experience relate to the cognitive part while the personality traits differences relate to the personality part.

Personality means " specific characteristics of individuals which may be open or hidden and which may determine either commonality or differences in behavior in an organization" (Brooks, 2009, P. 43) In order to assess the effect of these personality trait differences on the individual behavior an assessment model was developed. It divided the personality traits into five main groups: (Brooks, 2009) Openness: it is the perception for art, imagination, openness to new experience. People who have high rate in this category are more creative and more aware of their feeling than those with low.

Conscientiousness: it reflects to what extent the person is organized and achieve more than the expectation and has a planned behavior more than the spontaneous behavior. The opposite trait is unconscientiousness.

Extraversion: this trait reflects positive emotions, engagement with external world and being with other people and seeking every opportunity for excitement, showing themselves in groups and attracting the attention of other people to their talks. The opposite trait is introvert. Agreeableness: is the tendency for people to cooperate with other rather than to be suspicious.

Agreeable people tend to go along with other, willing to compromise their interests with others and are friendly. They view other people to be honest, decent and trustworthy. The opposite of this trait is disagreeable people.

Neuroticism: people with high rate in this trait are more apt to be subjected for negative emotions such as: anger, anxiety and emotional reactive and because of these traits they are more likely to be in a bad mood for a long time if they are subjected to bad situations so they will be less likely to think clearly, act effectively with stress. The opposite will be for people with low score in this trait.

Human resource professional understand the benefit for this assessment model for the purpose of selecting and recruiting new candidates for their company but actually there is a criticism to this usage as candidates will try to select the most appropriate answer which in most cases will not reflect their true personality. (Brooks, 2009) Understanding the personality differences enable us to select the right mix of people to form teams so we can get the desired effective performance, on the contrary misunderstanding for the different personality in the single team might create hostility between the team members (Brooks, 2009).

If leader search for a solution for a critical problem he might depend on people with high openness. Results of the Assessment Model: (<http://test.personality-project.org>, 2012) | Average of the same Age Range - Percentile| A's Score| B's Score| Extraversion Report| 20| 2. 8| 5. 1| | | | Agreeableness Report| 39| 4. 1| 6. 3| | | | Conscientiousness Report| 38| 3. 8| 1. 2| | | | Emotional Stability Report| 14| 2. 7| 8. 1| | | | Openness Report| 8| 3. 8| 6. 5|

Comments on Both Tests: Extraversion: A's Score indicates that he is

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introverted, reserved, quiet and his socializing tends to be restricted to a few close friends * B's Score: indicates that he tends to be extrovert and willing to socialize with other people. Agreeableness * A's Score indicates some concern with others' Needs, but generally, unwilling to sacrifice himself for others. * B's Score: indicates that he tends to sacrifice/ compromise his interests for the favor of others and more concern about their needs. Conscientiousness: A's Score indicates: reasonably reliable, organized, and self-controlled * B's Score: tends to be unconscientiousness and less organized and less reliable. Emotional Stability: * A's Score indicates: he is easily got upset. People consider him to be sensitive and emotional. * B's Score: indicate he is more able to control his emotions and take things easily. Openness: * A's Score indicates: likes more likely to be described as down to earth, practical, and conservative. * B's Score: indicate that he is more open to new experience and has a higher ability to imagination.

In some situations, they will both react differently to the same situation. For example: upon signing the annual promotions, if (A) was expecting to be promoted this year, while he didn't have it and (B) was alternatively promoted. If (A) sees himself deserves this promotion he might not accept this decision and makes many un-recommended behavior (not controlling his emotions) without even setting with his manager to check the reasons and why he hadn't been promoted so he will get known what skills he misses so he will work to develop them.

On the contrary, would (B) subjected to the same situation, he might act in very calmly and will prove high control degree to his feelings. In the current globalization, companies plans to open new markets. In her study for the

relationship between the performance of the expatriates in Malaysia in the overseas assignment and the personality traits Rose reached that expatriates with greater conscientiousness and openness are better in their tasks. Rose, 2010) Working in multinational companies with multi diverse culture, people need to understand that high differences in the personality traits are existed. Example from my previous employer, some of my female colleagues were agreed to meet together outside the company and after working time for socialization, unfortunately their agreement was in front of one of their male colleagues who was from another country. They got surprised when they met at the agreed place and found him waiting them without even inviting him to this event.

Of course this guy was from a culture with a high extraversion that was very sociable with other people. (Klaus, 2012) states that under the tight situations people with high rate of agreeableness and stable personality traits will have " strong positive relationship with job satisfaction"

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