

Survey Complete

Research supports the proposition that stable personality characteristics and dispositional or attitudinal measures are related not only to success in particular occupations but also to job and life satisfaction. The purpose of this exercise is to provide a profile of your personality based on a valid measure of the Five Factors. The Five Factor Model, or the so-called "Big Five," has gained widespread acceptance by personality researchers and has greatly influenced research and practice in the measurement of personality characteristics. The use of instruments that measure the "Big Five" to make personnel decisions is on the increase. There is also strong evidence that personality measures have utility in providing vocational and career guidance. It is clear that certain "Big Five" factors and their combinations are related to career choice, job success, and job satisfaction. This activity provides a short assessment of your "Big Five" profile.

Objectives

After completing this exercise, you should be able to:

1. Understand how your personality as measured could be related to occupational success.
2. Critique the measures for their usefulness in other HR domains and the role of response faking in the interpretation of scores of these transparent personality measures.

Source:

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Prior to class, answer the following 50 questions. Based on your answers, a profile from the "Big Five" personality factors will be presented and you will receive interpretative scores for each of the Five Factors.

Answer each question as honestly as you can. The accuracy of your profile depends on honest responses that reflect your true feelings and not how you would like to feel or act. For each question, try to answer either "yes" or "no." If you cannot decide how to answer, record your answer as "unsure." Note that there are no right or wrong selections.

This question accepts all answers.

1. Do you worry about most things?



Yes



Unsure

No



2. Are you anxious about your life most of the time?



Yes



Unsure

No



3. Do you consider yourself to have low self-esteem?



Yes



Unsure

No



4. Are you often depressed?



Yes



Unsure

No



5. Are you often embarrassed by your behavior?



Yes



Unsure

No



6. Do you feel inferior to most people you know?



Yes



Unsure

No



7. Do you often give in to temptations?

☒ Yes

No

☐ Unsure



8. Do you have trouble making decisions?

☒ Yes

No

☐ Unsure



9. Do you feel vulnerable in many situations?

☐ Yes

No

☐ Unsure



10. Do you have difficulty in stressful situations?

☐ Yes

No

☐ Unsure



11. Do you prefer working in groups?

☒ Yes

No

☐ Unsure



12. Do you really enjoy talking with people?

☒ Yes

No

☐ Unsure



13. Do you think you would be good in sales?

☐ Yes

No

☐ Unsure



14. Do you prefer being around people than being alone?

☒ Yes

☐ Unsure

No

15. Do you prefer work that involves more interaction with people?

☐ Yes

☒ Unsure

No

16. Do you consider yourself outgoing?

☒ Yes

☐ Unsure

No

17. Would you describe yourself as shy?

☐ Yes

☐ Unsure

☒ No

18. Do you tend to dominate most conversations?

☐ Yes

☒ Unsure

No

19. Do you often emerge as a leader in a group?

☐ Yes

☒ Unsure

No

20. Do you enjoy sports that most people consider to be risky?

☒ Yes

☐ Unsure

No

21. Do you like intellectual challenges?

☒

☐

☐

☒ Yes

Unsure

No

22. Do you like associating with people who stimulate your mind?

☒

Yes

☐

Unsure

No

☐

23. Do you really enjoy good poetry or reading the classics?

☐

Yes

☐

Unsure

☒ No☒

24. Do you have a very active fantasy life?

☐

Yes

☒

Unsure

No

☐

25. Are you tolerant of different lifestyles?

☐

Yes

☐

Unsure

☒ No☒

26. Do you like to debate controversial issues of the day?

☒

Yes

☐

Unsure

No

☐

27. Do you always like to hear the other side of an issue?

☒

Yes

☐

Unsure

No

☐

28. Do you often select reading as a leisure activity?

☒

Yes

☐

Unsure

No

☐

29. Do you often find yourself daydreaming?

☒ Yes

No

☐ Unsure



30. Are you fascinated by art and artists?

☐ Yes

No

☐ Unsure



31. Do you have difficulty telling people how you really feel?

☐ Yes

No

☐ Unsure



32. Do you trust most people?

☒ Yes

No

☐ Unsure



33. Do you think most people are honest?

☐ Yes

No

☐ Unsure



34. Do you enjoy a good argument?

☐ Yes

No

☐ Unsure



35. Would you describe yourself as stubborn?

☐ Yes

No

☐ Unsure



36. Do you prefer cooperating over competing?



Yes



Unsure



No

37. Do you like to put people in their place when they deserve it?



Yes



Unsure



No

38. Do you consider yourself superior to most people you know?



Yes



Unsure



No

39. Would most people describe you as courteous?



Yes



Unsure



No

40. Do you hate giving people bad news about themselves?



Yes



Unsure



No

41. Do you do well at most things you try?



Yes



Unsure



No

42. Do most people consider you to be highly competent?



Yes



Unsure



No

43. Do you like to carefully plan things?



☒ Yes

Unsure

No

44. Do you have a clear set of objectives when you work?

☒

Yes

☐

Unsure

☐

No

45. Do you consider yourself very well disciplined?

☒

Yes

☐

Unsure

☐

No

46. Do you always honor the commitments you have made?

☒

Yes

☐

Unsure

☐

No

47. Do you consider yourself to be highly effective in your work?

☐

Yes

☒

Unsure

☐

No

48. Do you try to do the best that you can every time?

☒

Yes

☐

Unsure

☐

No

49. Do you consider yourself well organized?

☐

Yes

☒

Unsure

☐

No

50. Do you stick with a job until you're finished?

☒

Yes

☐

Unsure

☐

No

Anxious vs. Relaxed

Anxious
vs.
Relaxed

24/30

0
If your score is 22 or higher, you may have a relaxed personality.

24 30

Range
22 to
30

The first of the Big 5 factors measures how calm or anxious you are and your score indicated that you are relatively calm and relaxed in most of your activities. You tend to handle stressful situations competently and can be counted on to maintain a level of restraint in tense situations. You excel in high stress jobs such as a lawyer, commission only salesperson, nurse, retail manager, and emergency dispatcher and perform very well in jobs that require considerable social interactions. For example, you do very well in jobs that require near constant interaction with customers such as salesperson or nurse. You would also be likely to lead a group under stressful circumstances. You have little difficulty in supervising or working with highly anxious people and tend to tolerate all kinds of different people. You would do fine in leading an ethnically diverse group.

Extraverted vs. Introverted

Extraverted
vs.
Introverted

17/30

0

17

30

If your score is between 16 and 21, you may be balanced between extraverted and introverted personalities.

Range
16 to
21

The second factor of the Big 5 measures where you fall on the introversion-extraversion continuum. Your score indicates that you are average on this factor, neither strongly introverted nor extraverted. You don't have a strong preference for either working alone or working in groups and can do well in both situations. You are not overly talkative, assertive or dominant in groups and do not tend to dominate conversation or group processes. You could have difficulty in sales if aggressive sales are required where your pay is mainly determined by commissions. You would also be more likely to dislike a cold call sales job where you make unsolicited calls or visits to potential customers. Avoid highly competitive sales environments where you are in direct competition with several other salespersons. Your score also indicates that your personality is compatible with those who score in this same general range and that you are less satisfied in groups where there are extremely extraverted or introverted people. You perform well in jobs that require a good mix of interaction with clients or customers and considerable analysis, report writing or research.

Experimental vs. Conventional

Experimental
vs.
Conventional

17/30

0

17

30

If your score is between 16 and 21, you may be balanced between experimental and conventional personalities.

Range
16 to
21

The third factor concerns the extent to which you like to experiment in life versus essentially taking a more conventional approach to life. Your score indicates that you occasionally seek to experiment although you could not be called a curiosity seeker, or an adventurer. You're average on this factor. You avoid experimenting in life. Although you tolerate variety, are content with the tried and true. You enjoy intellectual stimulation but do not actively seek it out. You tend to be reliable on jobs that could be called monotonous and not get particularly dissatisfied with such work. Although a higher score is more desirable for prediction, your profile is also generally compatible with the demands of investigative jobs such as college professor, chemist, geologist, geographer, psychologist, dietitian, veterinarian, and physical therapist.

Agreeable vs. Skeptical

Agreeable
vs.
Skeptical

23/30

0

23

30

If your score is 22 or higher, you may have a skeptical personality.

Range
22 to
30

The fourth factor measures the extent to which you are skeptical and competitive versus agreeable. Your score indicates that you tend to be more cynical, skeptical and argumentative than the average person. People who score in your range are not particularly likeable but are relatively more effective when they are leading in a stressful situation or managing or supervising a difficult work group. People who score in your range also tend to be very effective negotiators for themselves and others but have more difficulty in relationships and get along best with people who score very low on this factor. You should avoid jobs that require considerable interaction with customers. People who score on the "experimental" side of the previous factor along with your score on this factor tend to be effective in startup companies and in starting your own business or acquiring one. People who score at this level tend to be aggressive and tend to thrive in sensitive environments. Trial attorneys and arbitrators with scores in this range tend to do well.

Conscientious vs. Carefree

Conscientious
vs. Carefree

13/30

0

13

30

If your score is 15 or lower, you may have conscientious personality.

Range
1 to 15

The fifth factor from the Big 5 measures your work ethic. Your score indicates you have great dedication to causes or projects. High achievers score similar to you. You tend to do better at all academic levels and in most occupations but you can also get obsessed with work and meeting goals and objectives. You are probably very reliable and dependable as a student or an employee. You thrive in jobs that require a great deal of precision and attention to detail. You can put in the long hours required for some jobs such as retail management but the job can completely consume your time. You are also effective in sales, particularly when this score is combined with a high extraversion profile. You may also be overly neat and compulsive because of your conscientiousness. You can have difficulty getting along with people who do not match your level of achievement motivation or work ethic. An anxious person with a high score on this factor can have some difficulty in stressful jobs with tight deadlines and considerable group interaction. People who score like you and who are also on the skeptical side tend to be very effective managers in difficult situations. Conscientiousness provides incremental validity beyond a score on cognitive ability.

Remember your score on this self-assessment, while useful for self-understanding, should not be overinterpreted. First, every person is complex, and it is impossible to fully capture your uniqueness in a short self-assessment. Second, you may well find your personality may change over time, or you may come to understand what your personality actually is only later in life. Third, this self-assessment is useful to the extent it helps you to understand both your own personality as well as the fact that other people will get different patterns of results. Good managers understand people are different, unique, and complex, and therefore try to get to know their employees as much as possible.