

# Organizational Behavior

**THE BIG 5**  
PERSONALITY MODEL

# Personality

- **Personality** refers to individual differences in characteristic patterns of thinking, feeling and behaving.
- The sum total of ways in which an individual reacts to and interacts with others.



# Models to measure personality

- The Myers-Briggs type indicator
- The Big Five personality model





# The Big Five personality model

- The Big Five personality dimensions provide a very ***broad overview*** of someone's personality.
- Personality psychologists are interested in what differentiates one person from another and why we behave the way that we do.



## History of BFM

- The Big Five was originally derived in 1970.
- Asking thousands of people hundreds of questions and then analyzing the data.
- In scientific circles, the Big Five is now the most widely accepted
- Using Big Five to study personality in terms of how it changes over time and how it relates to other variables.

# The Big Five personality model

Personality is usually broken into components called the Big Five, which are

- Openness to experience
- Conscientiousness
- Agreeableness
- Extroversion
- Neuroticism (or emotionality)



# Openness to experience

It is one of the "Big Five" personality factors which means being creative and open to new ideas. This factor indicates how open mind a person is. They have creative thinking and have Flexible attitude.



# Characteristics of Openness

## High in openness

- ✓ Having unusual ideas and art
- ✓ Imaginative
- ✓ Creative
- ✓ Curious
- ✓ Daring and take risk
- ✓ Open to new and different ideas



## lower in openness

- ✓ Conventional
- ✓ Enjoy having routines
- ✓ less creative
- ✓ less curious
- Down to earth
- ✓ No flexibility





## Sub traits of the openness

- ✓ Imagination
- ✓ Artistic interests
- ✓ Emotionality
- ✓ Intellect
- ✓ Liberalism
- ✓ Adventurousness



# Conscientiousness

Conscientiousness is used to describe the degree to which person is organized, how discipline he or she is and can also describe how careful a person is in certain situation.



# Characteristics of Conscientiousness

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## High level of conscientiousness:

- ✓ Hard working
  - ✓ Deliberated
  - ✓ Neat and systematic
  - ✓ Perfectionists
  - ✓ Highly dependable
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## Low level of Conscientiousness:

- ✓ Less goal oriented
  - ✓ Antisocial
  - ✓ Criminal behavior
  - ✓ Not very dependable
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## Sub traits of the conscientiousness

- ✓ Self efficacy
- ✓ Orderliness
- ✓ Dutifulness
- ✓ Achievement striving
- ✓ Self disciplined
- ✓ Cautiousness





# Agreeableness

A personality dimension that describe the individual's propensity. Someone with agreeableness factor is good natured cooperative and trusting.

**Have an optimistic view of human nature**

- Get along well with others

**Difficulty delivering bad news**

- Can't give criticism
- Can't stand up for themselves to



# Characteristics of Agreeableness

## Persons high in agreeableness:

- ✓ Warm and Helpful
- ✓ Friendly
- ✓ Put aside their own interests
- ✓ Cooperative and Generous

## Persons low in agreeableness:

- ✓ Suspicious
- ✓ Unfriendly
- ✓ Self centered
- ✓ Uncooperative
- ✓ Manipulate their social



## Sub traits of agreeableness:

- ✓ Trust
- ✓ Straight forwardness
- ✓ Altruism
- ✓ Compliance
- ✓ Modesty
- ✓ Tender mindedness



# Extraversion

**Extraversion** is **defined** as a behavior where someone enjoys being around people more than being alone. An example of **extraversion** is when someone always likes to be around people and enjoys being the center of attention.





# Characteristics of Extraversions

## People high in Extraversion:

- ✓ Highly involved in social situation
- ✓ Talkative
- ✓ Assertive
- ✓ Active
- ✓ Energetic

## People low in Extraversion

- ✓ Less involve in social situations
- ✓ Quite
- ✓ Reserved
- ✓ Shy
- ✓ Silent



# Sub traits of Extraversion

- ✓ Friendliness
- ✓ Gregariousness
- ✓ Assertiveness
- ✓ Activity level
- ✓ Excitement seeking
- ✓ cheerfulness



*'Cheerfulness is the principle ingredient in the composition of health'*

# Neuroticism

Neuroticism is the tendency to experience negative emotions, such as anger, anxiety, or depression. It is sometimes called emotional instability.



# Characteristics of Neuroticism

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## People high in Neuroticism:

- ✓ Anxiety
  - ✓ Self consciousness
  - ✓ Depression
  - ✓ Impulsiveness
  - ✓ Angry hostility
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## People low in Neuroticism:

- ✓ Calm
  - ✓ Even tempered
  - ✓ Hardy
  - ✓ Unemotional
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## Sub traits of Neuroticism

- ✓ Anxiety
- ✓ Anger
- ✓ Depression
- ✓ Self consciousness
- ✓ Immoderation
- ✓ Vulnerability




# Development

On average, levels of Agreeableness and Conscientiousness typically increase  
Extraversion, Neuroticism, and Openness tend to decrease.



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## Criticism



Limited scope

Methodological issue

Theoretical status

Cultural influences

responses



Any Question???

Thank You 😊