Big Five: CANOE (Personality Reflecting Traits)

Conscientiousness: Dependable, organized, reliable, ambitious, hard-working, preserving

Agreeableness: Kind, cooperative, sympathetic, helpful, courteous, warm

Neuroticism: Nervous,

Overall Ability: Cognitive Ability, Emotional Ability, Physical Ability

Cognitive Ability: Verbal, Quantitative, Reasoning, Spatial, Perceptual

Emotional Ability: Self-Awareness, Other Awareness, Emotion Regulation, Use of Emotions

Physical Ability: Strength, Stamina, Flexibility and Coordination, Psychomotor, Sensory

Hindrance Stressors:

* Work
  + Role conflict
  + Role ambiguity
  + Role overload
  + Daily hassles
* Nonwork
  + Work-family conflict
  + Negative life events
  + Financial uncertainty

Challenge Stressors:

* Work
  + Time pressure
  + Work complexity
  + Work responsibility
* Nonwork
  + Family time demands
  + Personal development
  + Positive life events

Physiological Strains: illness, high blood pressure, coronary artery disease, headaches, back pain, stomach aches

Psychological Strains: depression, anxiety, irritability, forgetfulness, inability to think clearly, reduced confidence, burnout

Behavioral Strains: alcohol and drug use, teeth grinding, compulsive behaviors, overeating

Motivation Theories

* Expectancy theory
* Goal setting theory
* Equity theory
* Psychological empowerment

Motivation Formula:

M = E x I x V

Motivation = Expectancy x Instrumentality x Valence

E stands for Expectancy, which refers to the belief that one’s effort will lead to the desired performance.

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I stands for instrumentality, which refers to the belief that successful performance will lead to desired outcomes.

V stands for Valence, which refers to the value placed on the outcome or reward.

This formula suggests that motivation is influenced by individual’s perception of the relationship between their effort and performance, the perceived value of the outcome, and the belief that their performance will result in the desired outcome.