**Big 5 model theory:**

Many contemporary personality psychologists believe that there are five basic dimensions of personality, often referred to as the "Big 5" personality traits. These five primary personality traits are extraversion (also often spelled extroversion), agreeableness, openness, conscientiousness, and neuroticism.

Extraversion is sociability, agreeableness is kindness, openness is creativity and intrigue, conscientiousness is thoughtfulness, and neuroticism often involves sadness or emotional instability.

**An Easy Way to Remember the Big 5**

Some use the acronym OCEAN (openness, conscientiousness, extraversion, agreeableness, and neuroticism) to remember the Big 5 personality traits. CANOE (for conscientiousness, agreeableness, neuroticism, openness, and extraversion) is another option.

**1. Openness**

Openness (also referred to as openness to experience) emphasizes imagination and insight the most out of all five personality traits.1 People who are high in openness tend to have a broad range of interests. They are curious about the world and other people and are eager to learn new things and enjoy new experiences.

**2. Conscientiousness**

Among each of the personality traits, conscientiousness is one defined by high levels of thoughtfulness, good impulse control, and goal-directed behaviors.1 Highly conscientious people tend to be organized and mindful of details. They plan ahead, think about how their behavior affects others, and are mindful of deadlines

**3. Extraversion**

Extraversion (or extroversion) is a personality trait characterized by excitability, sociability, talkativeness, assertiveness, and high amounts of emotional expressiveness.People high in extraversion are outgoing and tend to gain energy in social situations. Being around others helps them feel energized and excited.

**4. Agreeableness**

This personality trait includes attributes such as trust, altruism, kindness, affection, and other prosocial behaviors.1 People who are high in agreeableness tend to be more cooperative while those low in this personality trait tend to be more competitive and sometimes even manipulative.

**5. Neuroticism**

Neuroticism is a personality trait characterized by sadness, moodiness, and emotional instability.1 Individuals who are high in neuroticism tend to experience mood swings, anxiety, irritability, and sadness. Those low in this personality trait tend to be more stable and emotionally resilient.

**Which of the Big Five Personality Traits Has the Biggest Influence on Job Performance?**

According to Essentials of Organizational Behavior: 14th Edition, the big five personality dimension that has the biggest influence on job performance is **conscientiousness**. Those who score higher in this trait are likely to have higher levels of job-related knowledge as those who are highly conscientious learn more. They’re likely to have the aspects of a strong leader. However, they’re also more likely to put work first over anything else and aren’t as likely to adapt to changing situations. They may face issues over learning a complex skill early on because they tend to focus on their performance instead of the learning process, and they are generally not as creative.

**RESOURCES**

1. <https://www.kaggle.com/datasets/tunguz/big-five-personality-test>

**REFERENCES**

1. <https://www.verywellmind.com/the-big-five-personality-dimensions-2795422>

2. https://www.floridatechonline.com/blog/business/how-the-big-five-personality-traits-influence-work-behavior/

3. https://in.indeed.com/career-advice/finding-a-job/big-five-personality-traits

4. <https://kentuckycounselingcenter.com/know-the-5-factor-personality-traits-and-career-choices/>

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**SOMETHING LIKE THIS**

1. <https://www.indeed.com/career-advice/finding-a-job/big-five-personality-traits>