

PERSONALITY TRAITS

P. Swathi, MBA,Mcom, LLB(Phd.)
Head Of the Department,
Department of Management,
RGUKT,IIT Campus, Basar

What is Personality?

- When we talk of personality, we don't mean that a person has charm, a positive attitude toward life, a smiling face.
- When psychologists talk of personality, they mean a dynamic concept describing the growth and development of a person's whole psychological system.
- Rather than looking at parts of the person, personality looks at some aggregate whole that is greater than the sum of the parts.

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.



What is Personality?

“An individual’s characteristic pattern of thinking, feeling, and acting.”



Bashful Happy Dopey
Sneezy Grumpy Doc Sleepy

What is Personality?



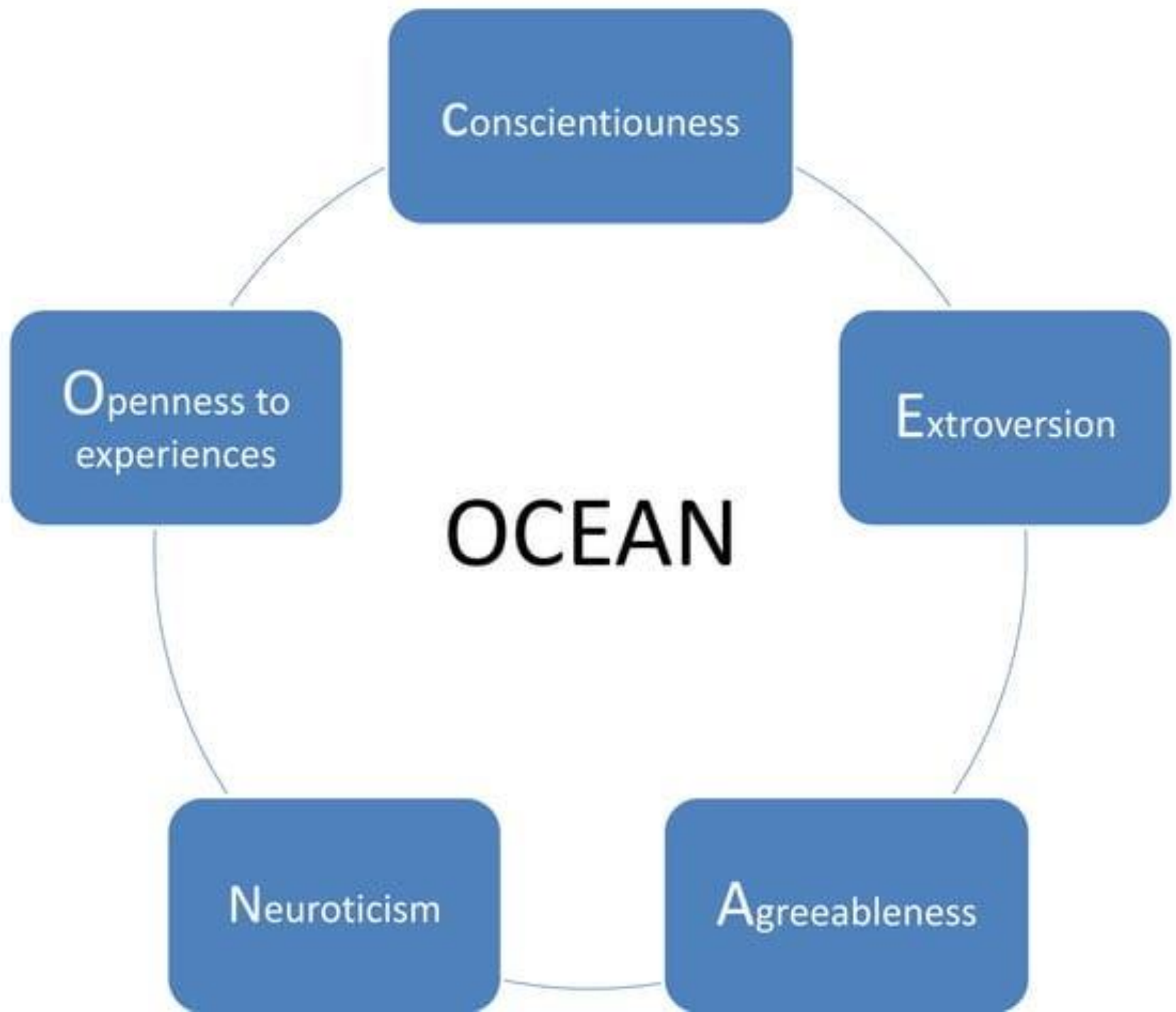
- *Personality* refers to the structures and propensities inside a person that explain his or her characteristic patterns of thought, emotion, and behavior.
- In General , the sum total of ways in which an individual reacts and interacts with each others.

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.





OPENNES

People who are high on the openness continuum are typically:

- ▶ Very creative
- ▶ Open to trying new things
- ▶ Focused on tackling new challenges
- ▶ Happy to think about abstract concepts

Those who are **low** on this trait:

- ▶ Dislike change
- ▶ Do not enjoy new things
- ▶ Resist new ideas
- ▶ Not very imaginative
- ▶ Dislikes abstract or theoretical concepts

Characteristics of Openness

High in openness

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



lower in openness

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



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.



CONSCIENTIOUSNESS



Those who are **high** on the conscientiousness continuum also tend to:

- Spend time preparing
- Finish important tasks right away
- Pay attention to details
- Enjoy having a set schedule

People who are **low** in this trait tend to:

- Dislike structure and schedules
- Make messes and not take care of things
- Fail to return things or put them back where they belong
- Procrastinate important tasks
- Fail to complete the things they are supposed to do

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 others





AGREEABLENESS

People who are **high** in the trait of agreeableness tend to:

- Have a great deal of interest in other people
- Care about others
- Feel empathy and concern for other people
- Enjoy helping and contributing to the happiness of other people

Those who are **low** in this trait tend to:

- Take little interest in others
- Don't care about how other people feel
- Have little interest in other people's problems
- Insult and belittle others

Characteristics of Agreeableness

Persons high in agreeableness:

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



Persons low in agreeableness:

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

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.



EXTRAVERSION

People who rate **high** on extraversion tend to:

- Enjoy being the center of attention
- Like to start conversations
- Enjoy meeting new people
- Have a wide social circle of friends and acquaintances
- Find it easy to make new friends
- Feel energized when they are around other people
- Say things before they think about them

People who rate **low** on extraversion tend to:

- Prefer solitude
- Feel exhausted when they have to socialize a lot
- Find it difficult to start conversations
- Dislike making small talk
- Carefully think things through before they speak
- Dislike being the centre 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



Neuroticism

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





NEUROTICISM

Individuals who are **high** in neuroticism tend to:

- Experience a lot of stress
- Worry about many different things
- Get upset easily
- Experience dramatic shifts in mood
- Feel anxious

Those who are **low** in this trait are typically:

- Emotionally stable
- Deal well with stress
- Rarely feel sad or depressed
- Don't worry much
- Very relaxed

Characteristics of Neuroticism

People high in Neuroticism:

- ✓ Anxiety
 - ✓ Self consciousness
 - ✓ Depression
 - ✓ Impulsiveness
 - ✓ Angry hostility
-

People low in Neuroticism:

- ✓ Calm
 - ✓ Even tempered
 - ✓ Hardy
 - ✓ Unemotional
-