

The Big Five Personality Traits



Doru Catana

PLURALSIGHT AUTHOR

@audaciousleap www.audaciousleap.com



The Big Five Personality Traits

Trait theory

Core concepts



A trait is a habitual pattern of behavior,
thought and emotion.



Can we identify traits
using language?

1884

Sir Francis Galton



Just 4500
adjectives.

1936	
------	--

Gordon Allport



Just 171
left.

1940		
------	--	--

Raymond Catell



16 Personality Factor Questionnaire

1940		
------	--	--

Raymond Catell



- ✓ Surgency
- ✓ Agreeableness
- ✓ Conscientiousness
- ✓ Emotional stability
- ✓ Culture

The Five Broad Factors

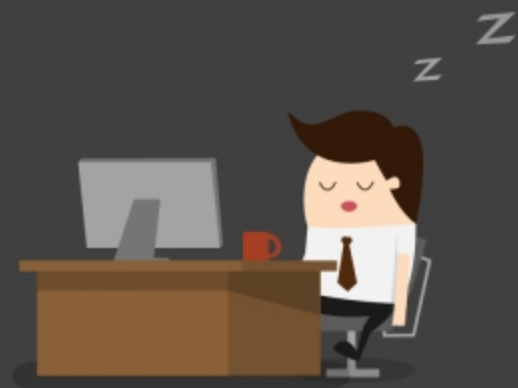
Ernest Tupes

Raymond Christal



There is no
personality.

1957



There is no
personality.

1980



It does exist!



It does exist!

Lewis Goldberg

Big Five

Trait Theory

Popular Approaches

Eysenck's Personality Questionnaire

- ✓ **Neuroticism**
- ✓ **Extraversion**
- ✓ **Psychoticism**

Big Five Personality Traits

- ✓ **Openness**
- ✓ **Conscientiousness**
- ✓ **Extraversion**
- ✓ **Neuroticism**
- ✓ **Agreeableness**

Big Five Personality Traits



Openness

- ✓ Imaginative
- ✓ Insightful
- ✓ Wide range of interests
- ✓ Creative lifestyle

Big Five Personality Traits



Conscientiousness

- ✓ Well organized
- ✓ Mindful
- ✓ Goal directed behaviors

Big Five Personality Traits



Extraversion

- ✓ Emotional expressiveness
- ✓ Sociability
- ✓ Talkativeness
- ✓ Assertiveness

Big Five Personality Traits



Agreeableness

- ✓ Altruist
- ✓ Affectionate
- ✓ Prosocial

Big Five Personality Traits



Neuroticism

- ✓ Sadness
- ✓ Moodiness
- ✓ Emotional instability



Traits

 Biological

 Environmental



123



127

Heritability

53%

Extroversion

41%

Agreeableness

41%

Neuroticism

61%

Openness



Impact of Age

Extraversion

Neuroticism

Openness

Agreeableness

Conscientiousness

HEXACO

Six Dimensional Model

 **Honesty-Humility**

 **Emotionality**

 **Extraversion**

 **Agreeableness**

 **Conscientiousness**

 **Openness**



Revised NEO Personality Inventory



Job Performance and Criticism

Coming up next
