

# Analyzing Yourself Using the Big Five

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[www.loonycorn.com](http://www.loonycorn.com)

# Overview

**Understand the Big Five Traits and their constituent facets, or minor traits**

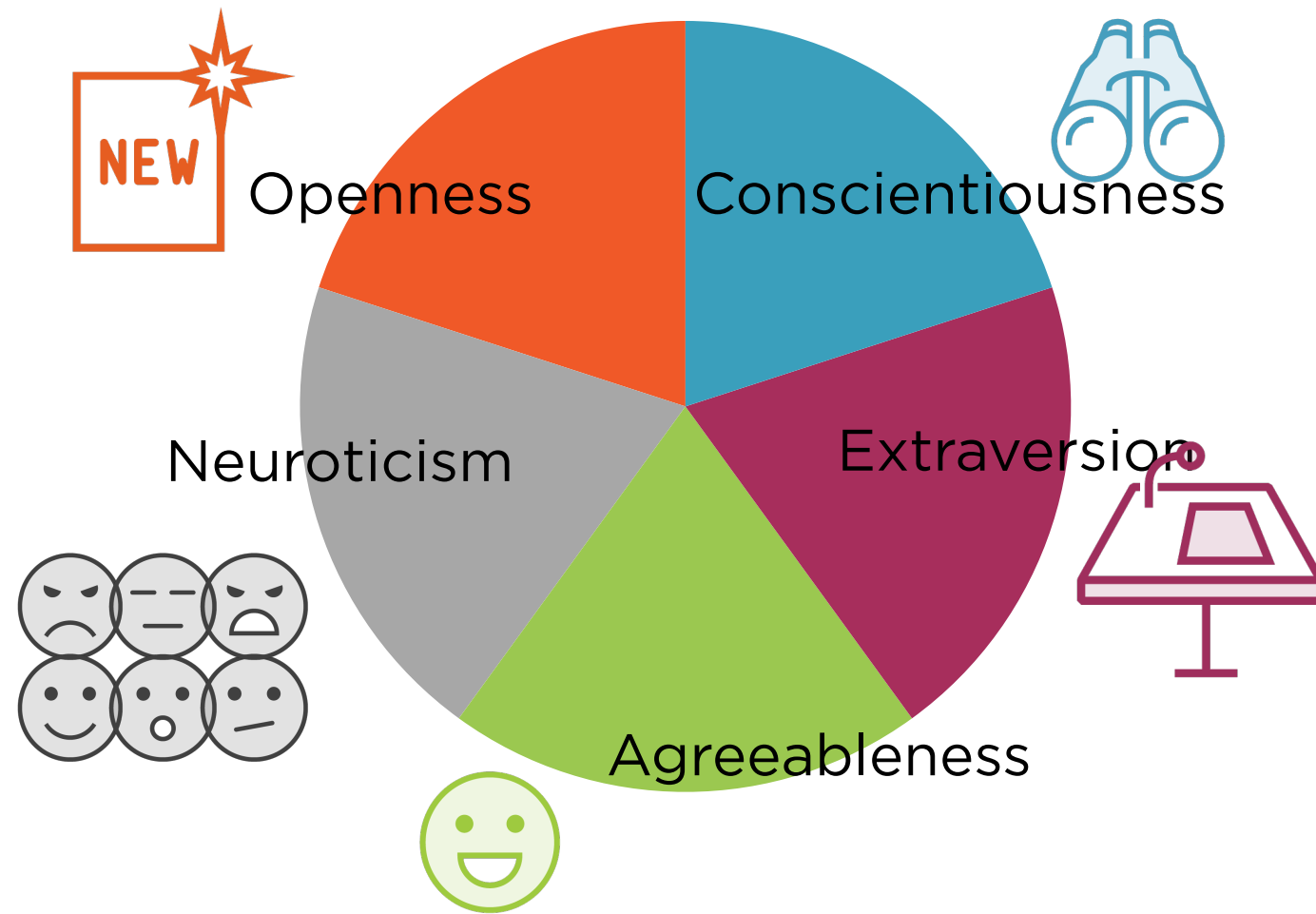
**Identify those traits that help and those that don't in a workplace environment,**

**See how those traits can be shaped**

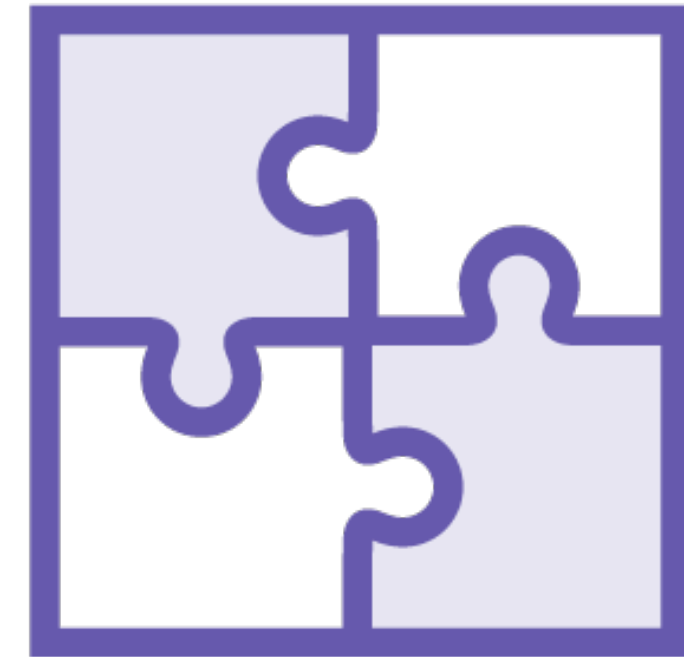
# The OCEAN Traits and Their Sub-traits

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# The Big Five Personality Traits

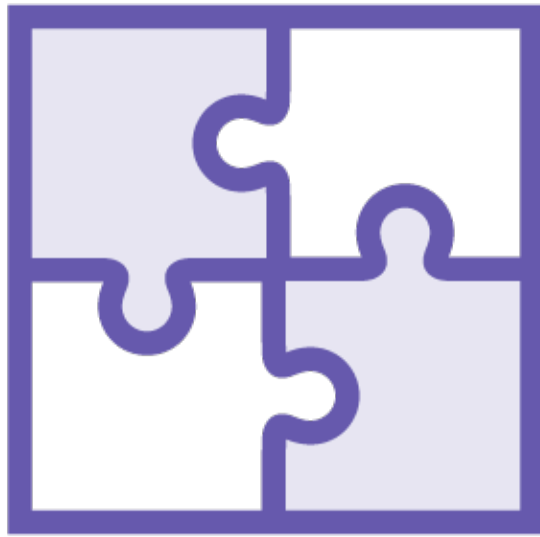


**Big Five**

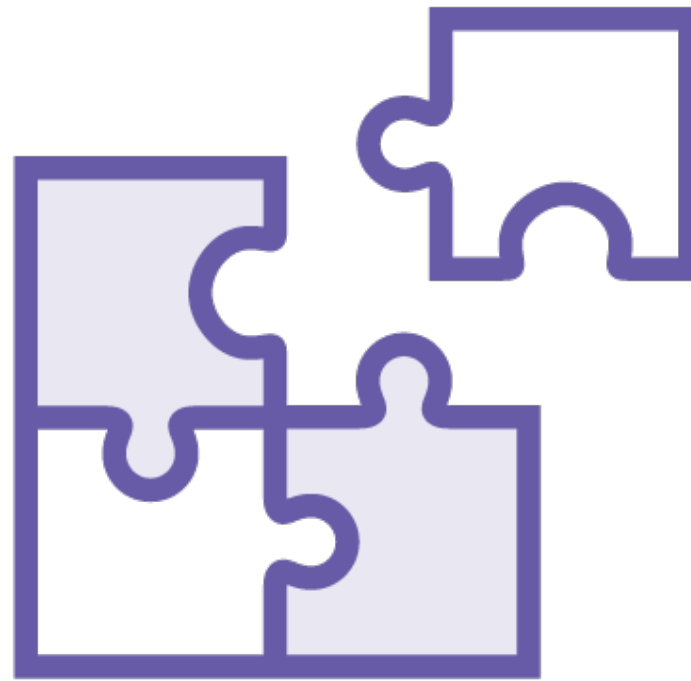


**Correlated Facets**

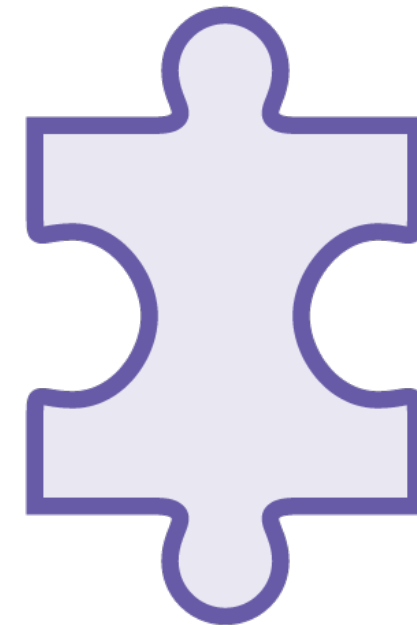
# Personalities



**Personalities**

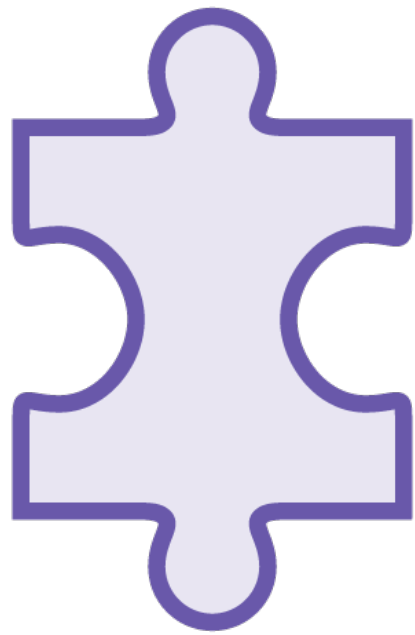


**Analysis**

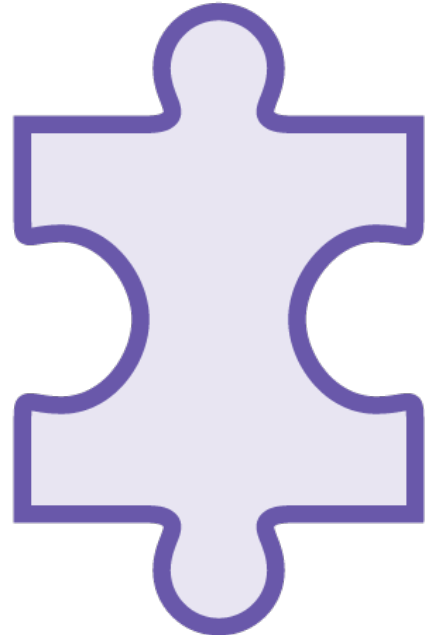


**Individual Traits**

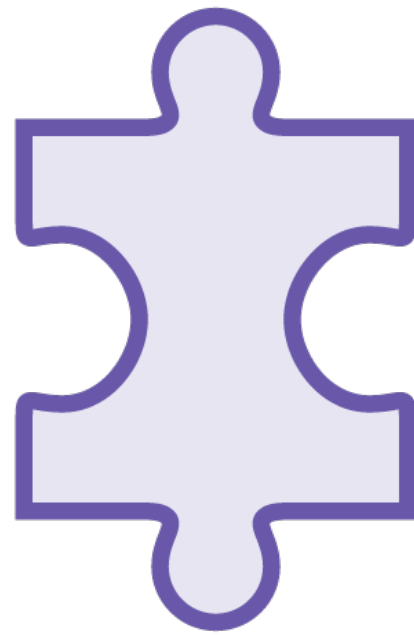
# Scoring Yourself



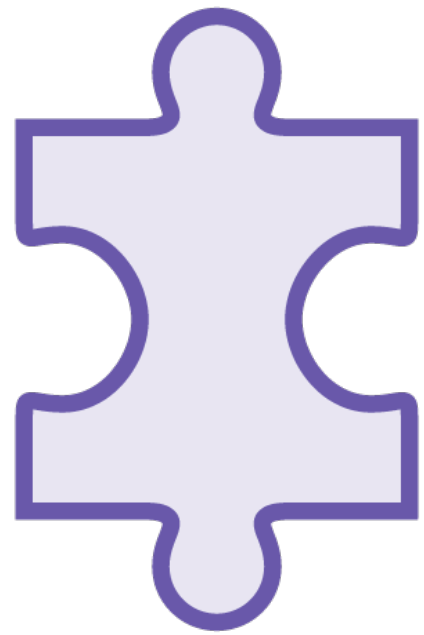
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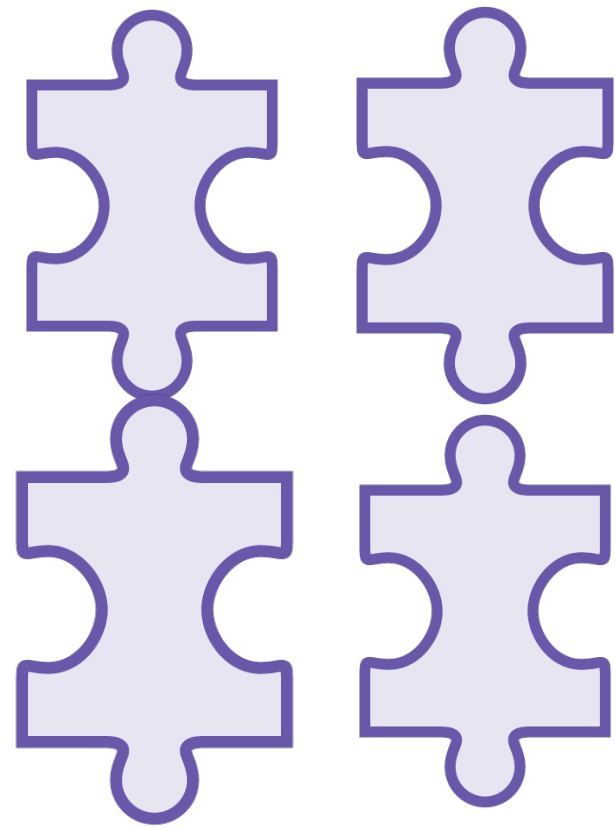


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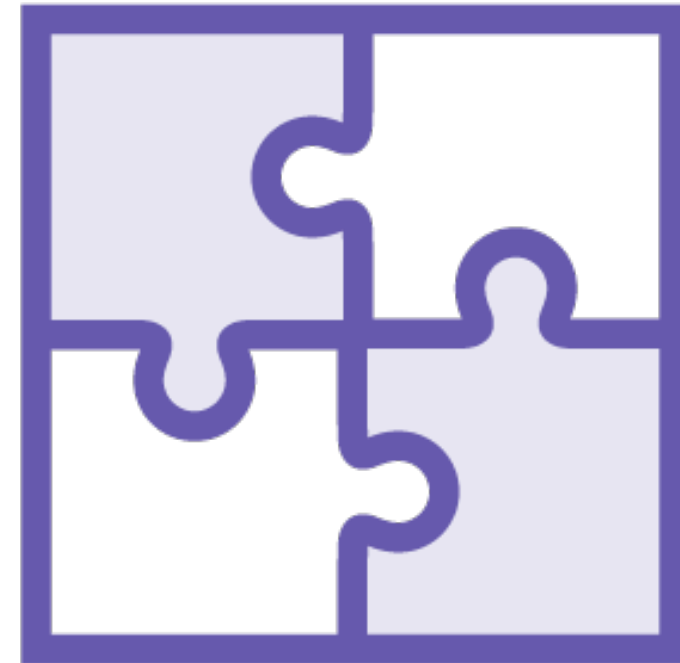


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# Scoring Yourself

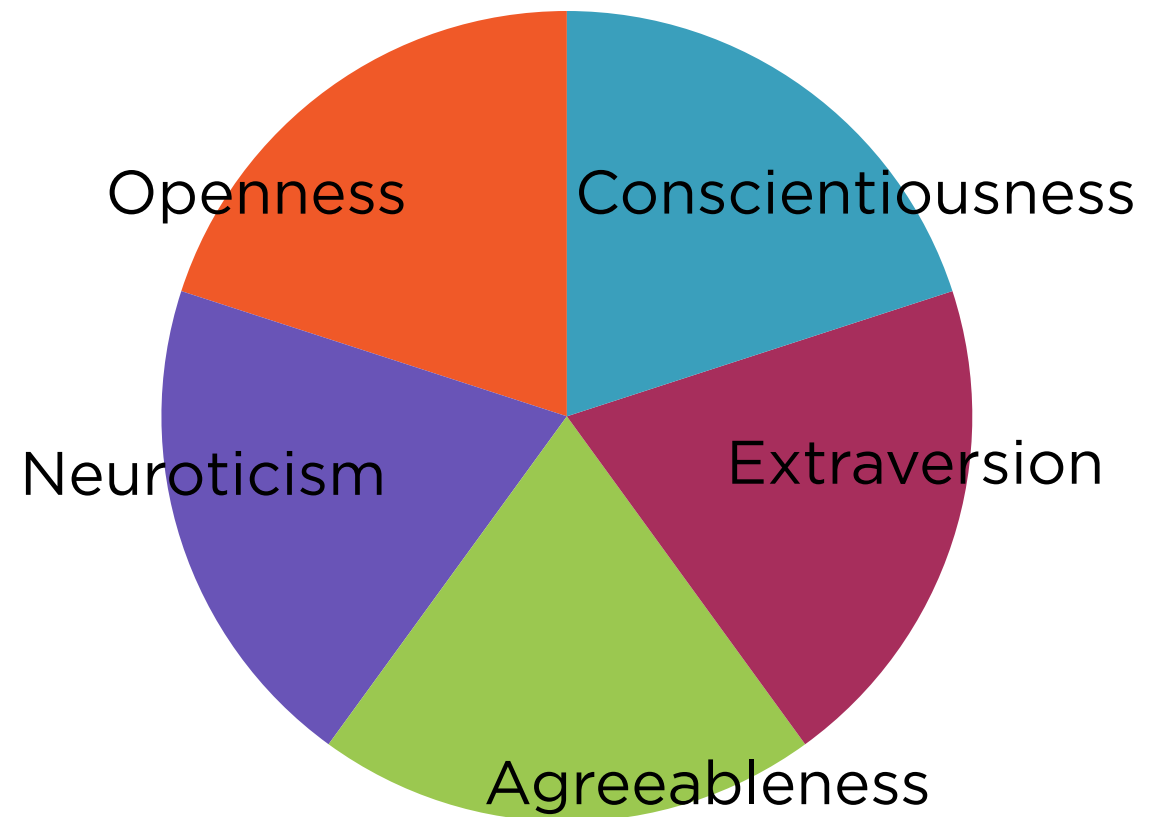


$$(1 \cdot W_1) + (0 \cdot W_2) + \\ (1 \cdot W_3) + (0 \cdot W_4)$$

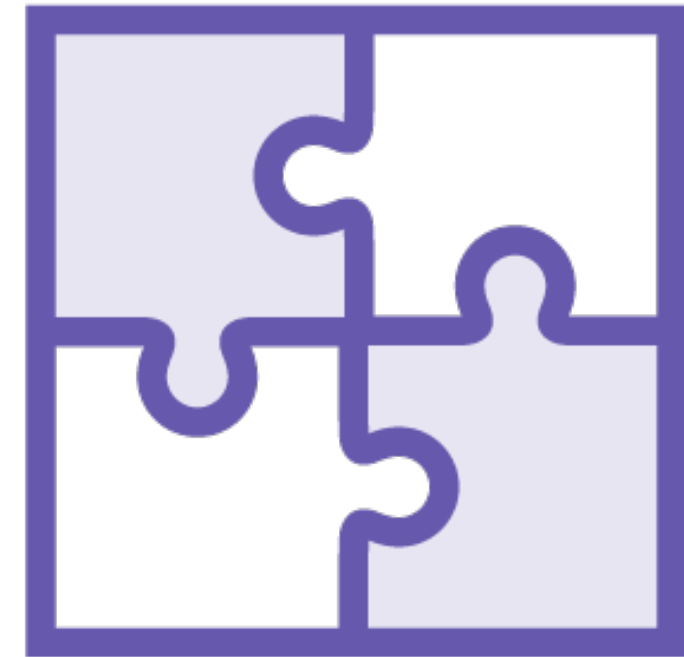


**Personality**

# The Big Five Personality Traits



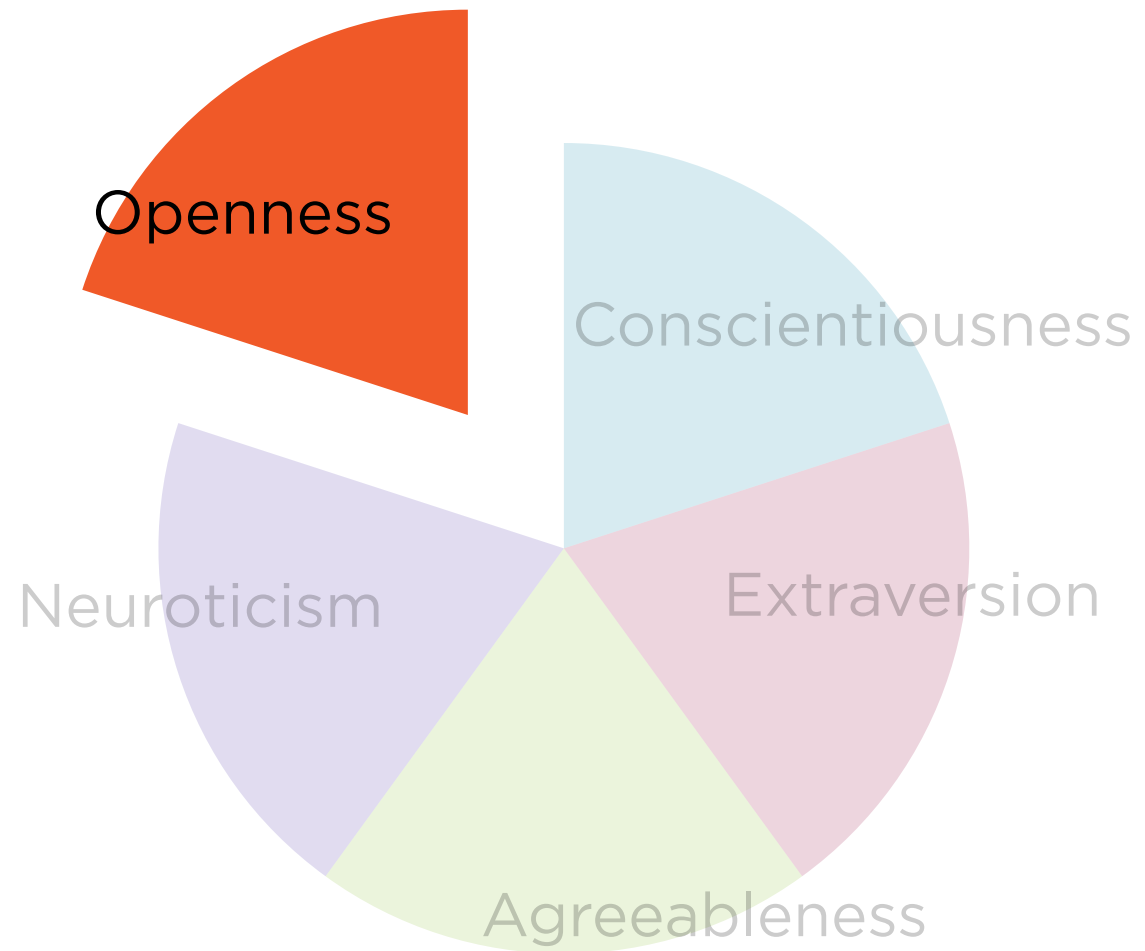
**The Big Five**



**Correlated Facets**



# The Big Five Personality Traits



**The Big Five**



**Correlated Facets**



Tom O=1



Jack O=0



Kevin C=1



Lucy C=0



Sarah E=1



Harry E=0



Steve A=1



George A=0



Anna N=0



Peter N=1

# Openness



**Out of Comfort  
Zone**



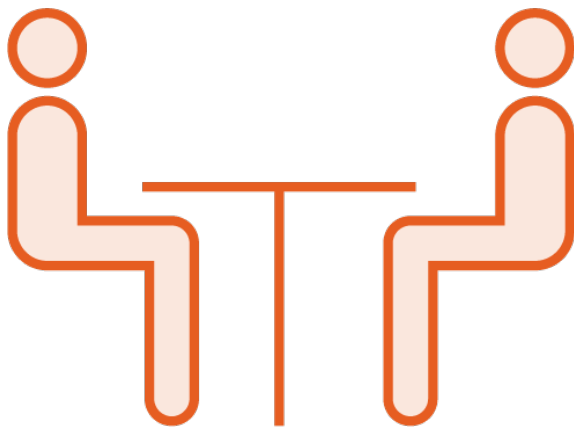
**Creativity**



**Hyperactive  
Imagination**



**Intellectual  
Curiosity**



**Empathy**



**Appreciation of  
Nature**

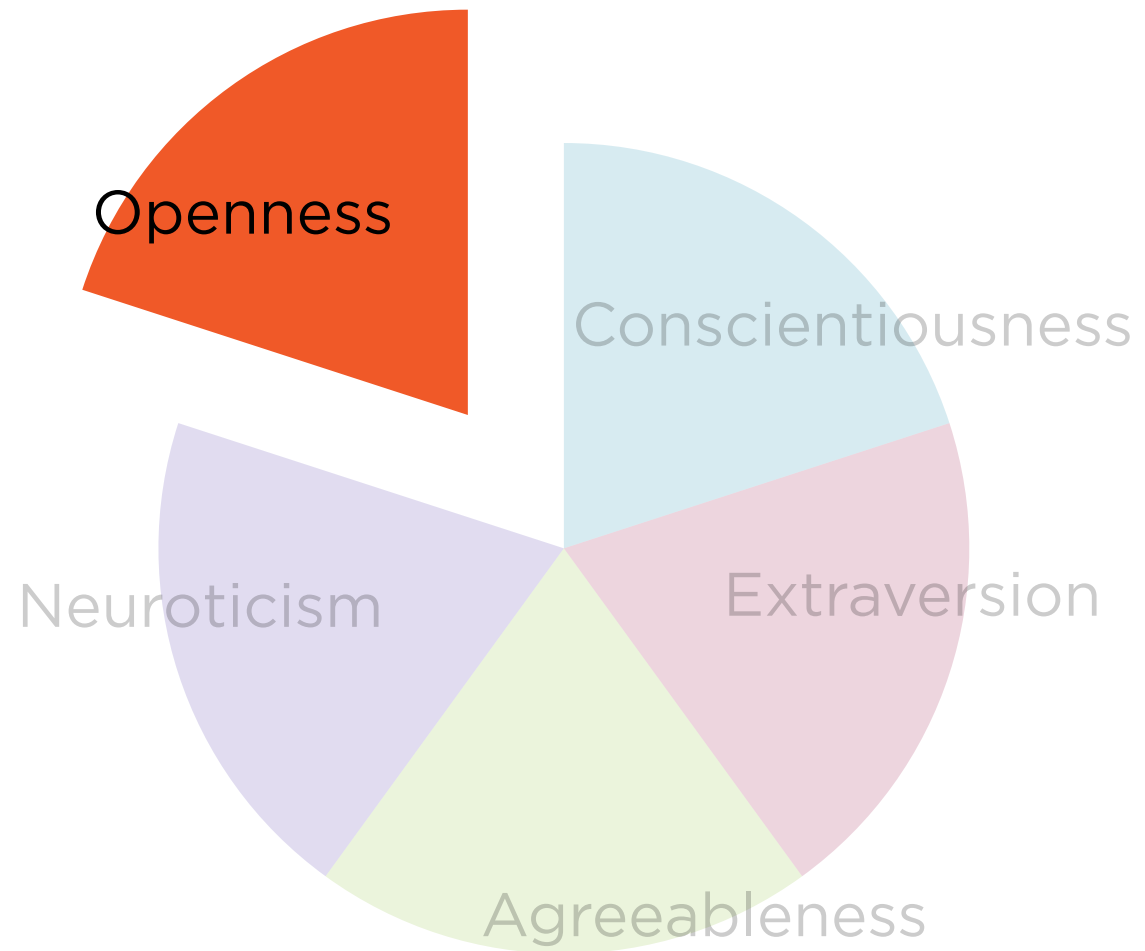


**Use of Colorful  
Speech**

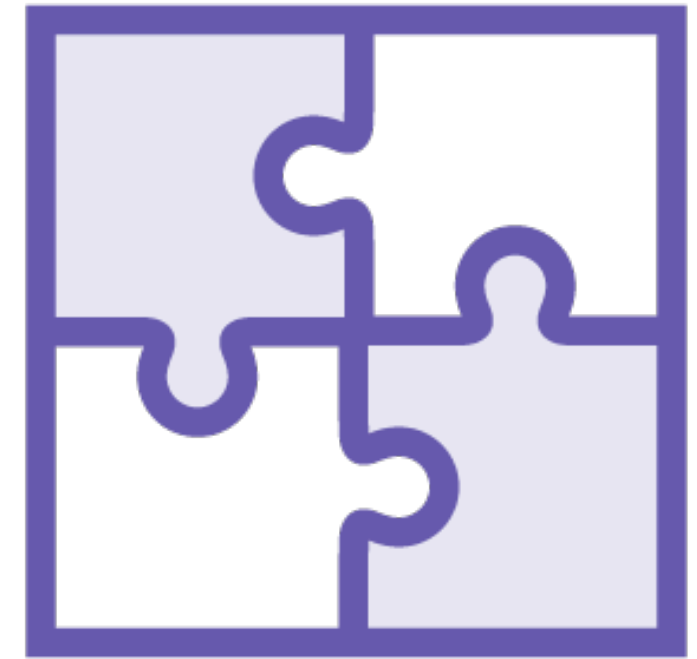


**Experimentation**

# The Big Five Personality Traits



**The Big Five**



**Correlated Facets**

# Openness: Facets

**Active Imagination**

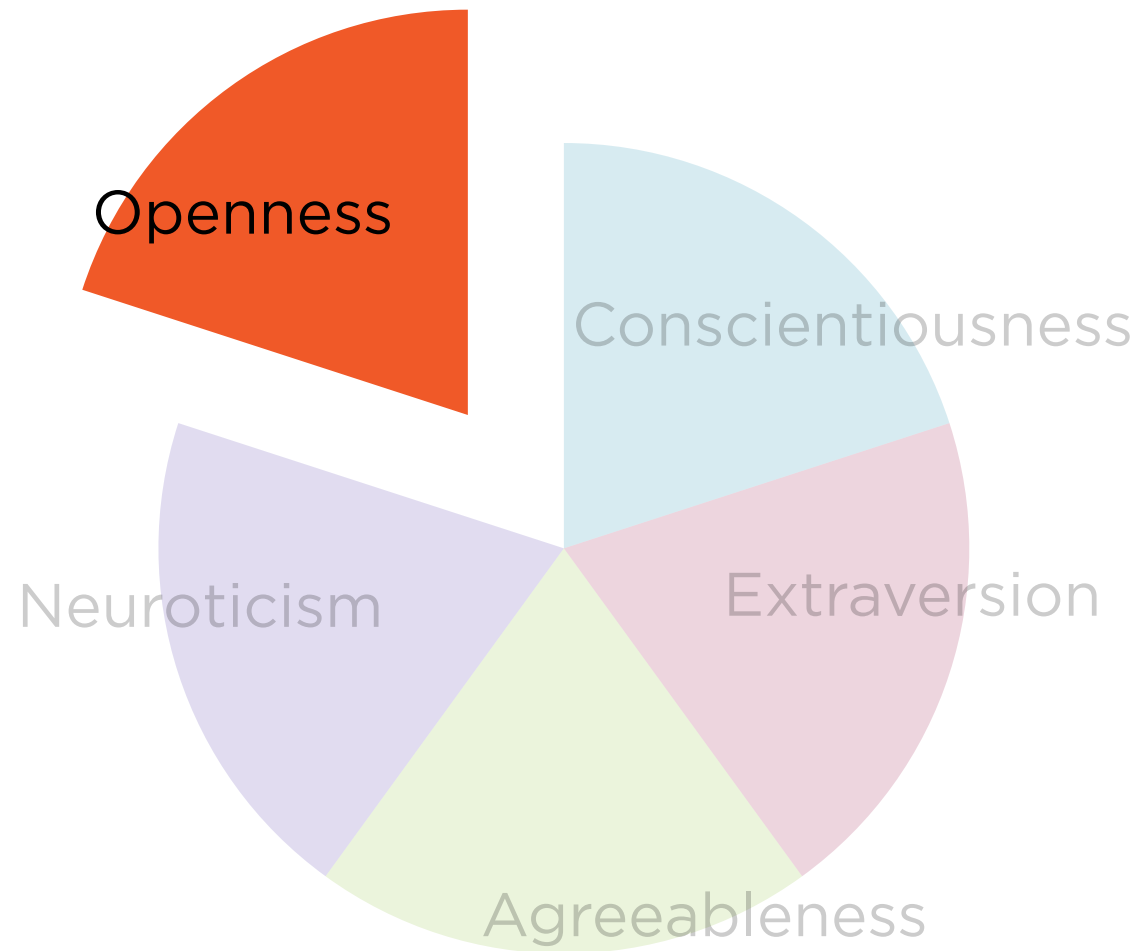
**Aesthetic Sensitivity**

**Attentiveness to  
Inner Feelings**

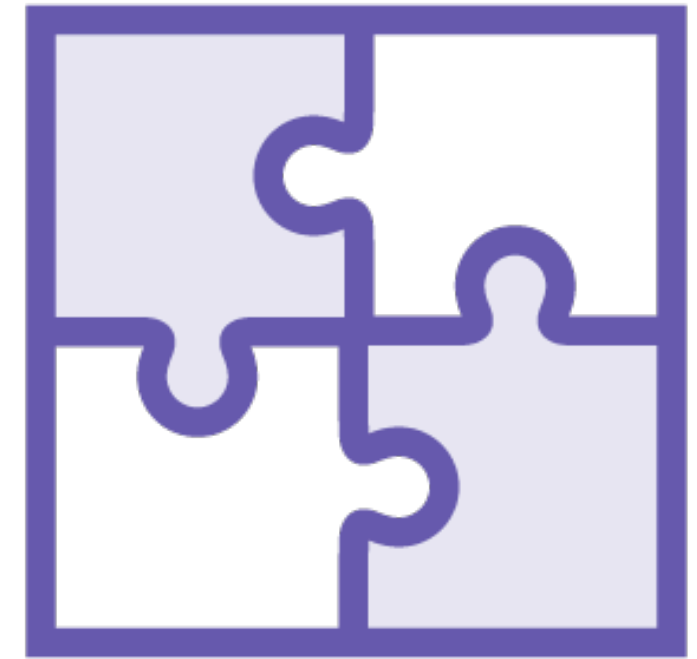
**Preference for  
Variety**

**Intellectual  
Curiosity**

# The Big Five Personality Traits



**The Big Five**

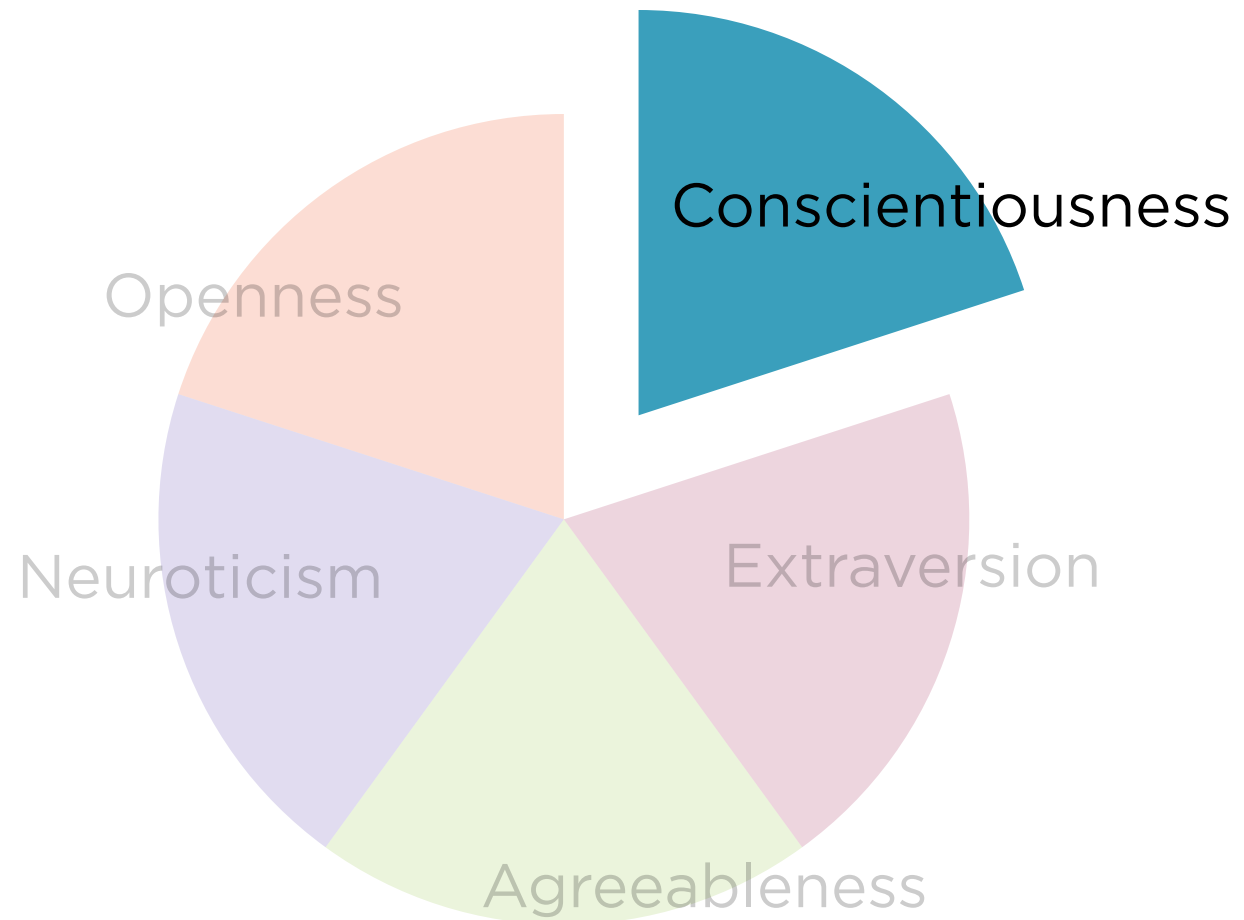


**Correlated Facets**

# Conscientiousness

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# The Big Five Personality Traits



**The Big Five**



**Correlated Facets**





Tom O=1



Jack O=0



Kevin C=1



Lucy C=0



Sarah E=1



Harry E=0



Steve A=1



George A=0

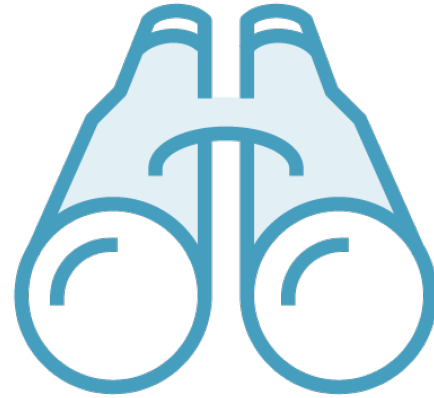


Anna N=0



Peter N=1

# Conscientiousness



**Thorough**



**Alert**



**Punctual**



**Neat**

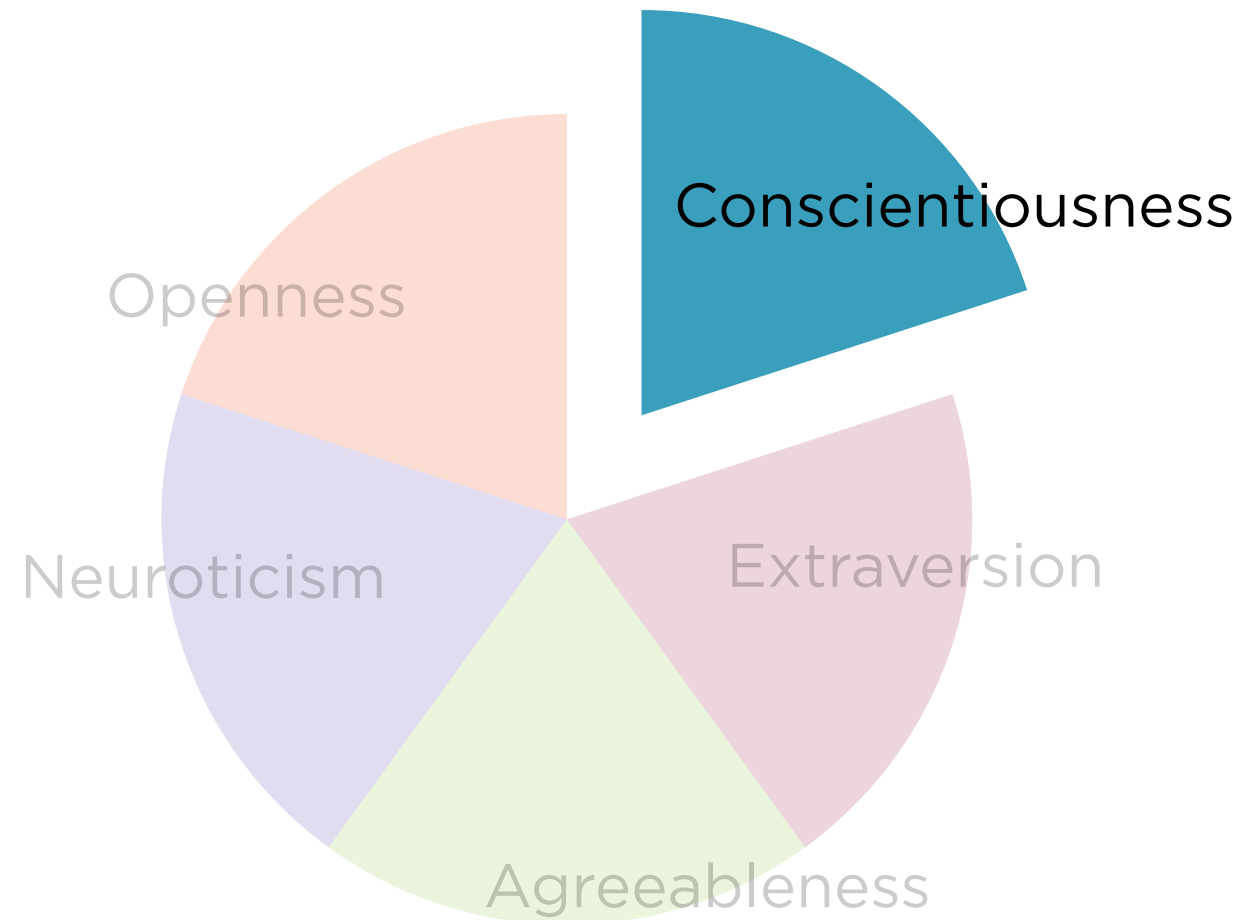


**Perfectionistic**

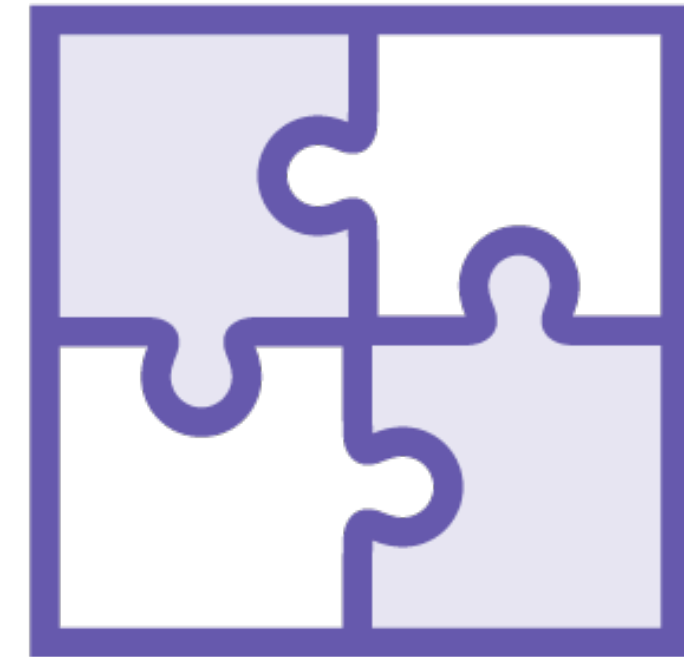


**Scripted/ Not  
Spontaneous**

# The Big Five Personality Traits



**The Big Five**



**Correlated Facets**

# Conscientiousness: Facets

Competent

Orderly

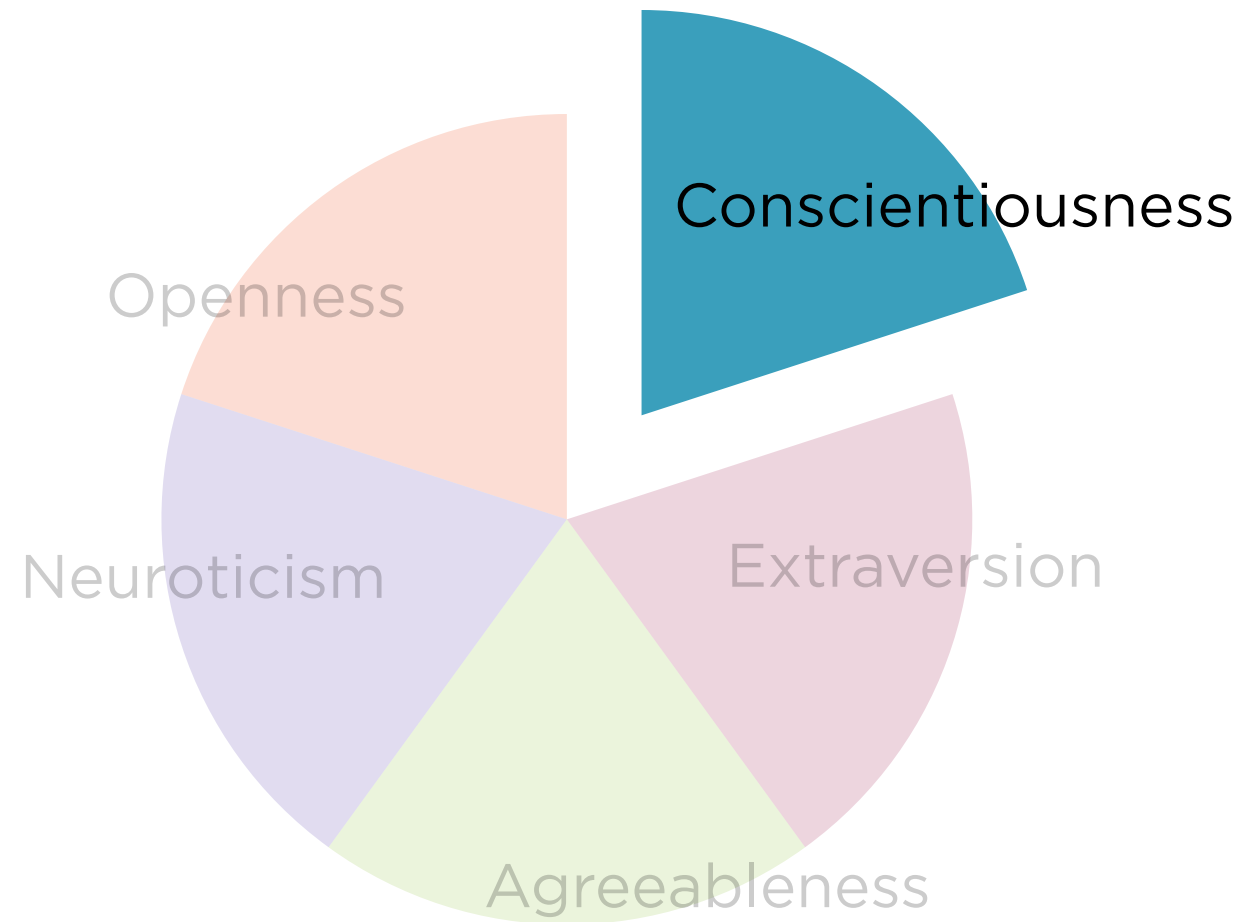
Dutiful

Achievement  
Striving

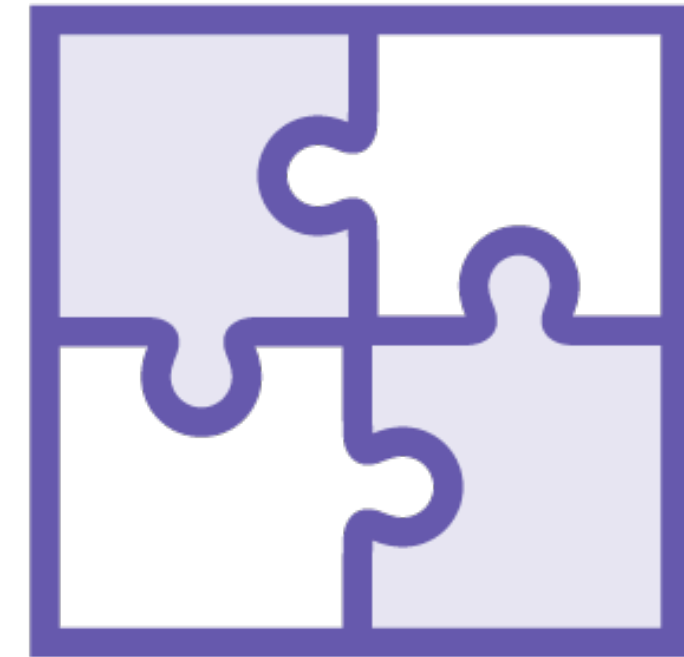
Self-disciplined

Deliberate

# The Big Five Personality Traits



**The Big Five**

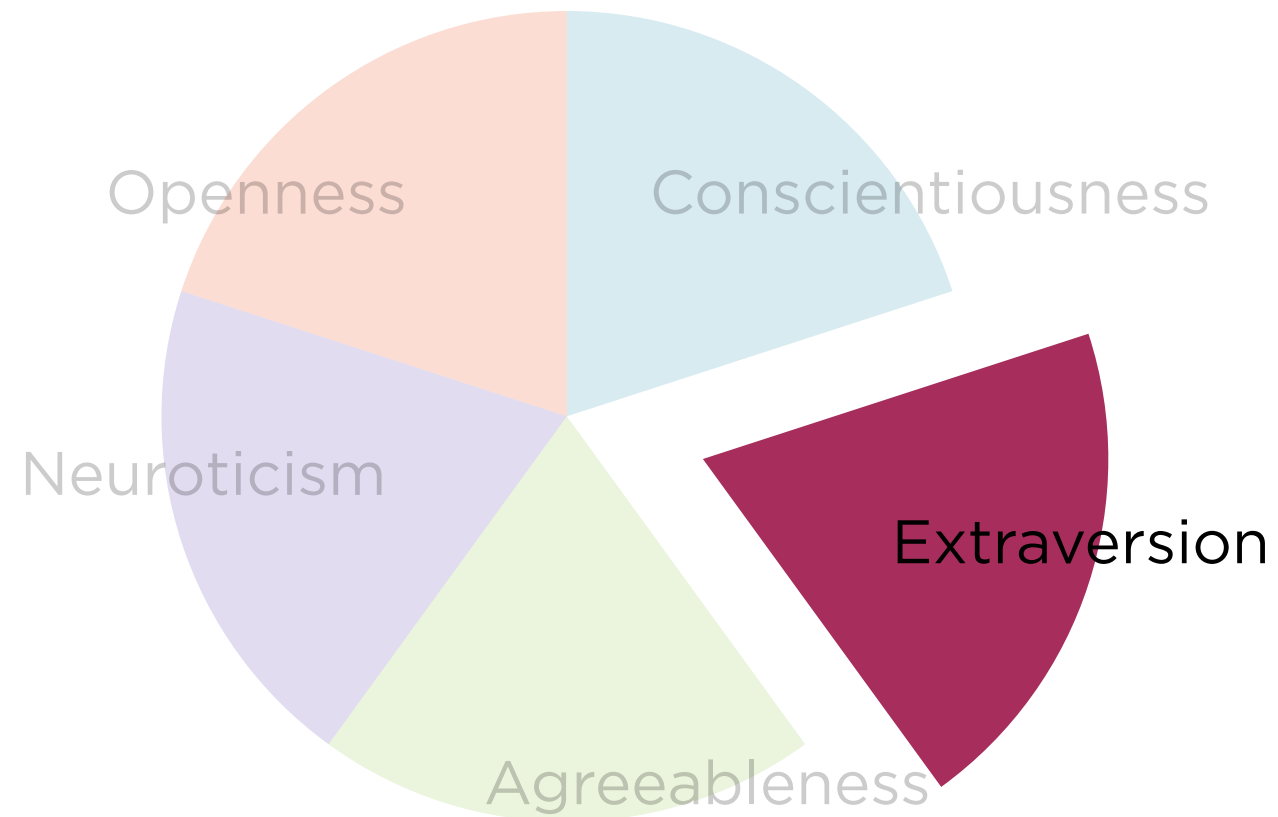


**Correlated Facets**

# Extraversion

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# The Big Five Personality Traits



**The Big Five**



**Correlated Facets**



Tom O=1



Jack O=0



Kevin C=1



Lucy C=0



**Sarah E=1**



**Harry E=0**



Steve A=1



George A=0



Anna N=0



Peter N=1



# Extraversion



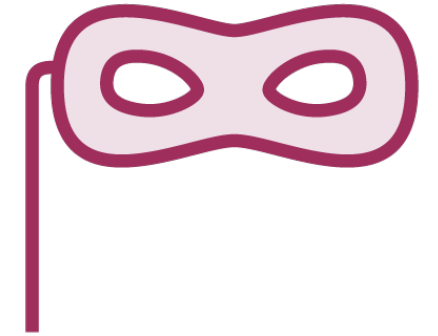
**Energized  
Meeting People**



**Makes New  
Friends**



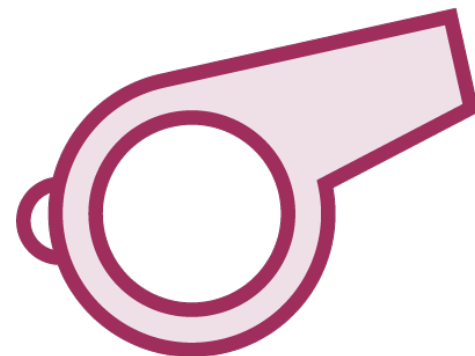
**Energetic in  
Meetings**



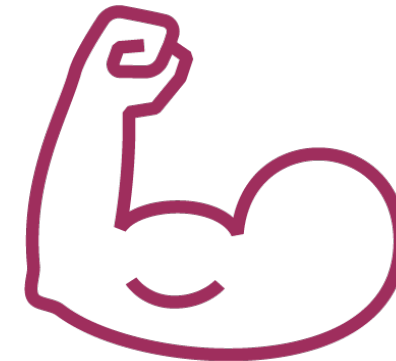
**Superficial**



**Talkative**



**Attention  
Seeking**

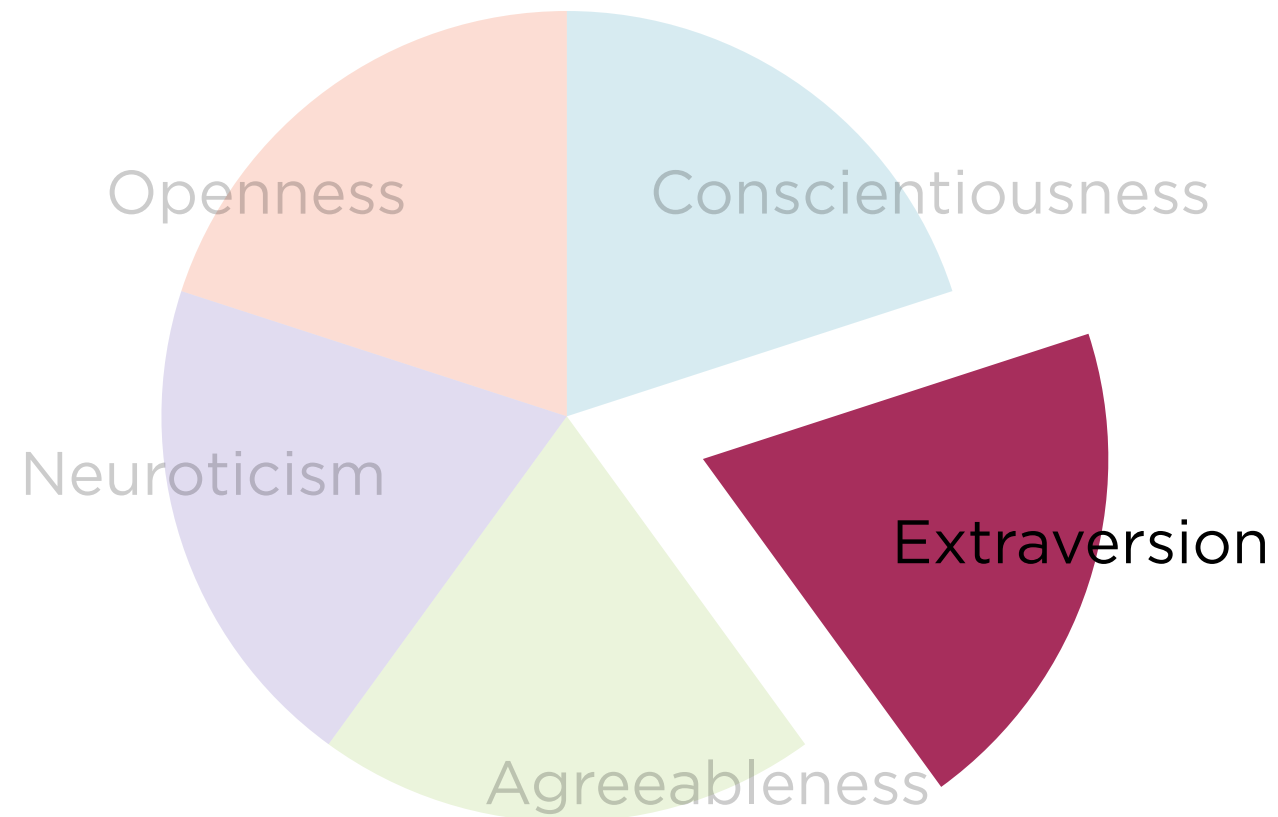


**Bold**

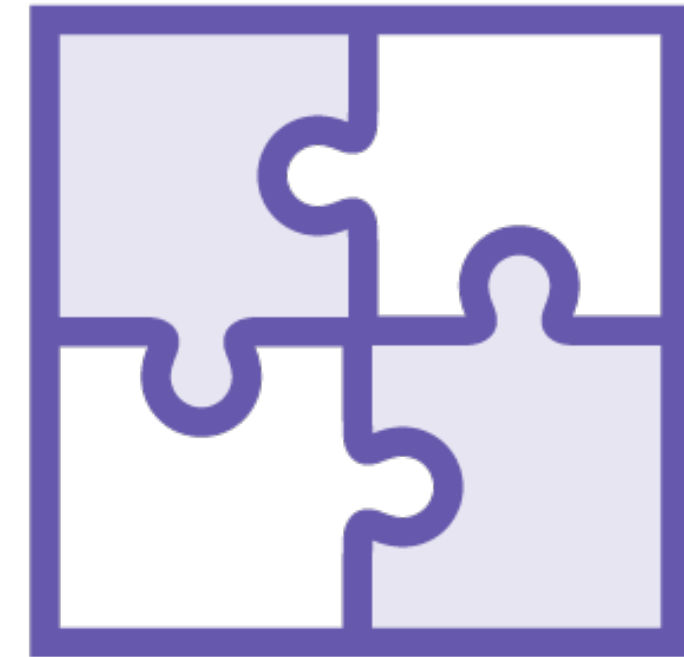


**Rarely Alone**

# The Big Five Personality Traits



**The Big Five**



**Correlated Facets**

# Extraversion: Facets

**Warm**

**Gregarious**

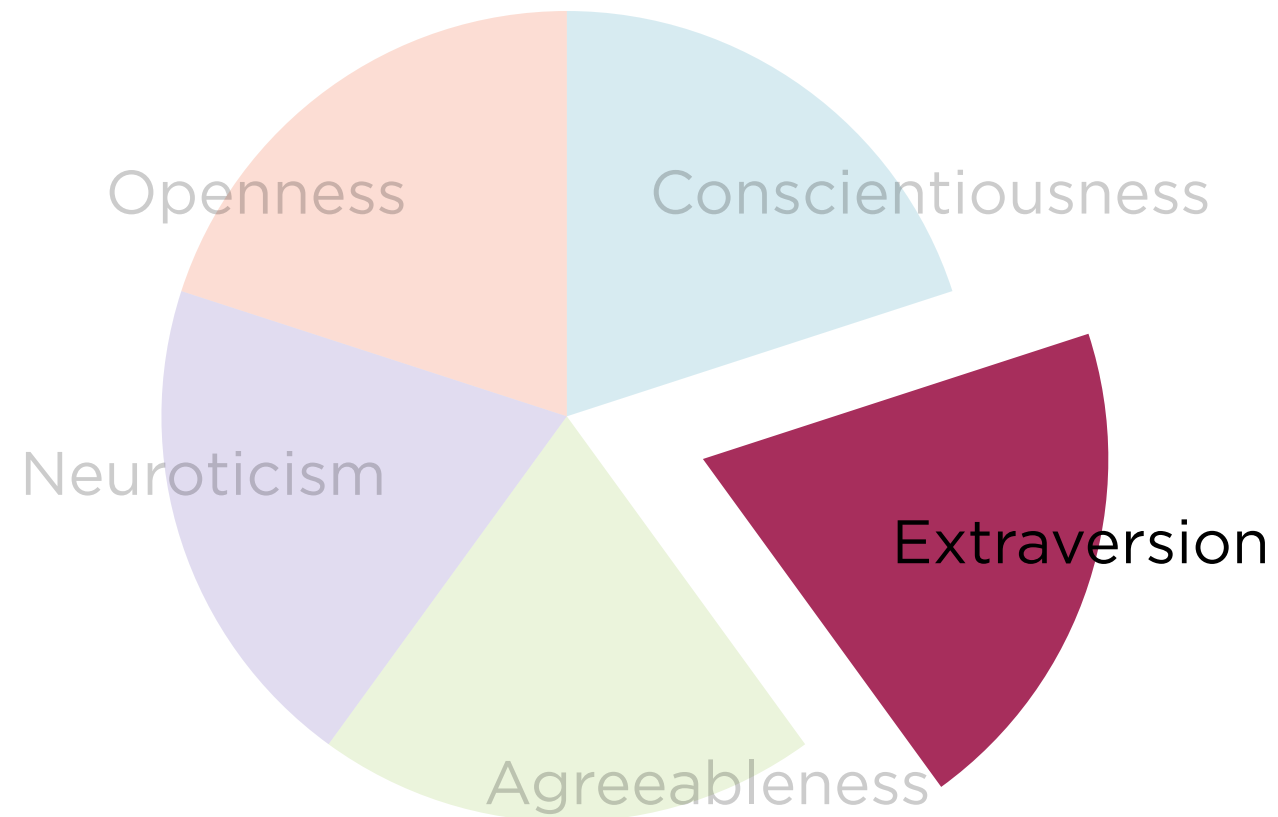
**Assertive**

**Active in  
Community**

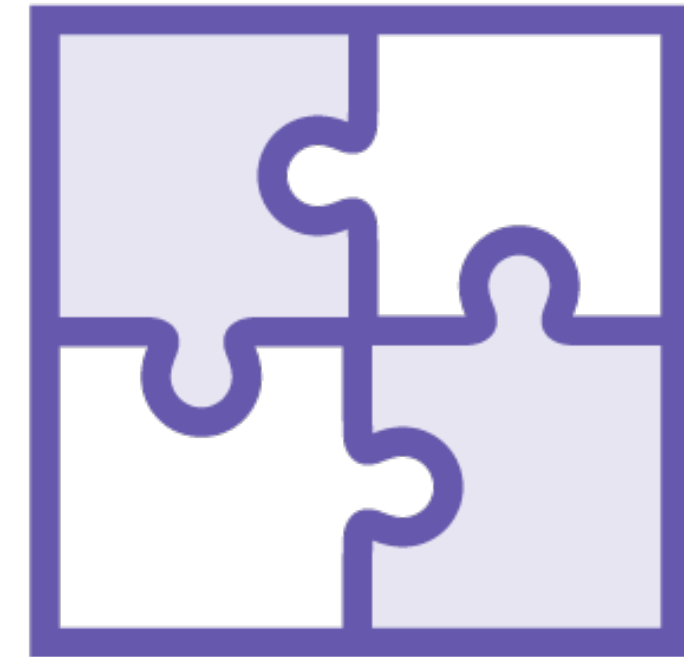
**Excitement-seeking**

**Sociable**

# The Big Five Personality Traits



**The Big Five**

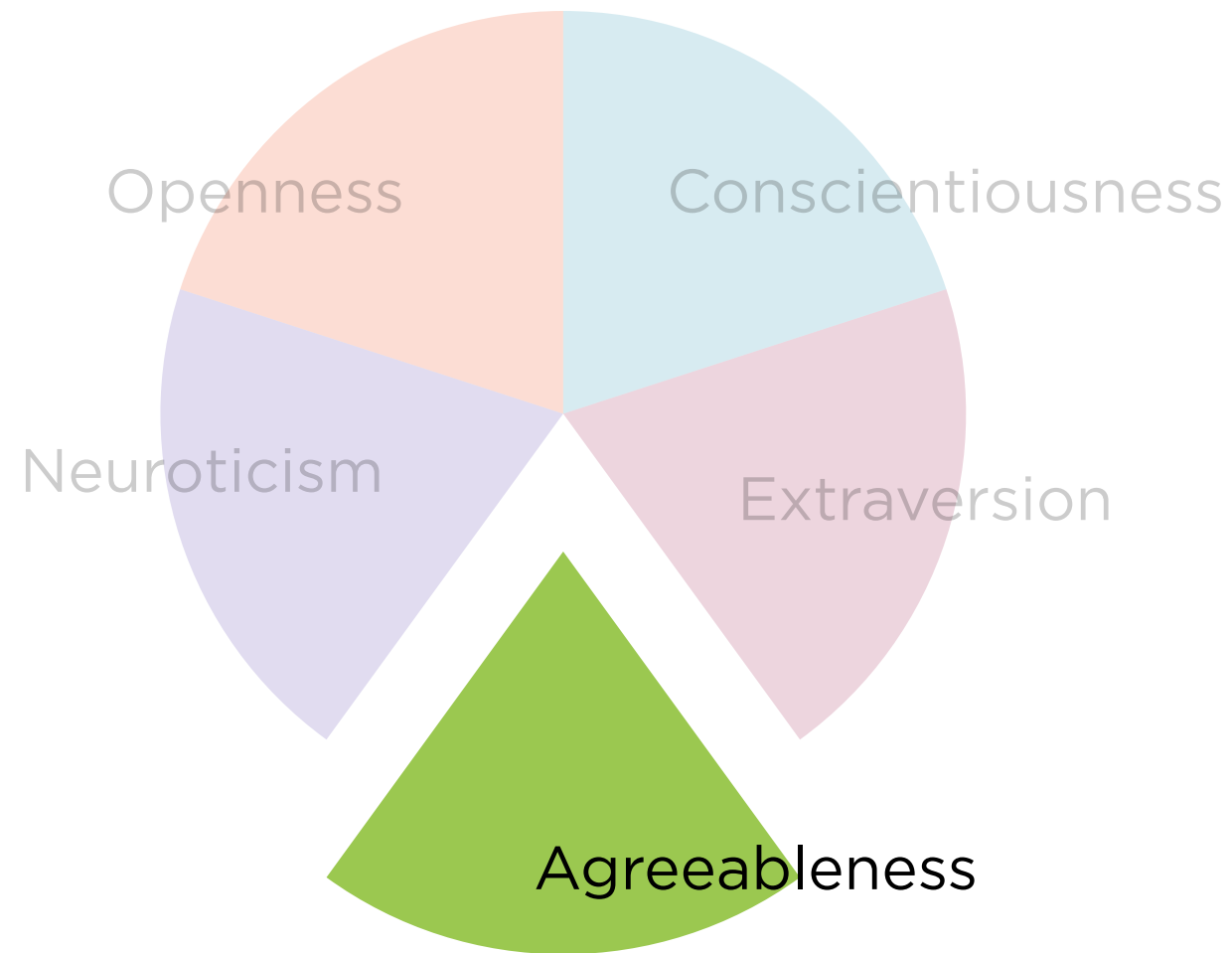


**Correlated Facets**

# Agreeableness

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# The Big Five Personality Traits



**The Big Five**



**Correlated Facets**



Tom O=1



Jack O=0



Kevin C=1



Lucy C=0



Sarah E=1



Harry E=0



Steve A=1



George A=0



Anna N=0

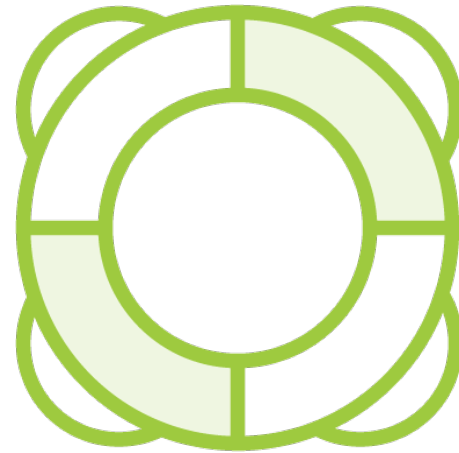


Peter N=1

# Agreeableness



**Considerate**



**Inclined to Help**



**Generous**



**Trusted and  
Trusting**



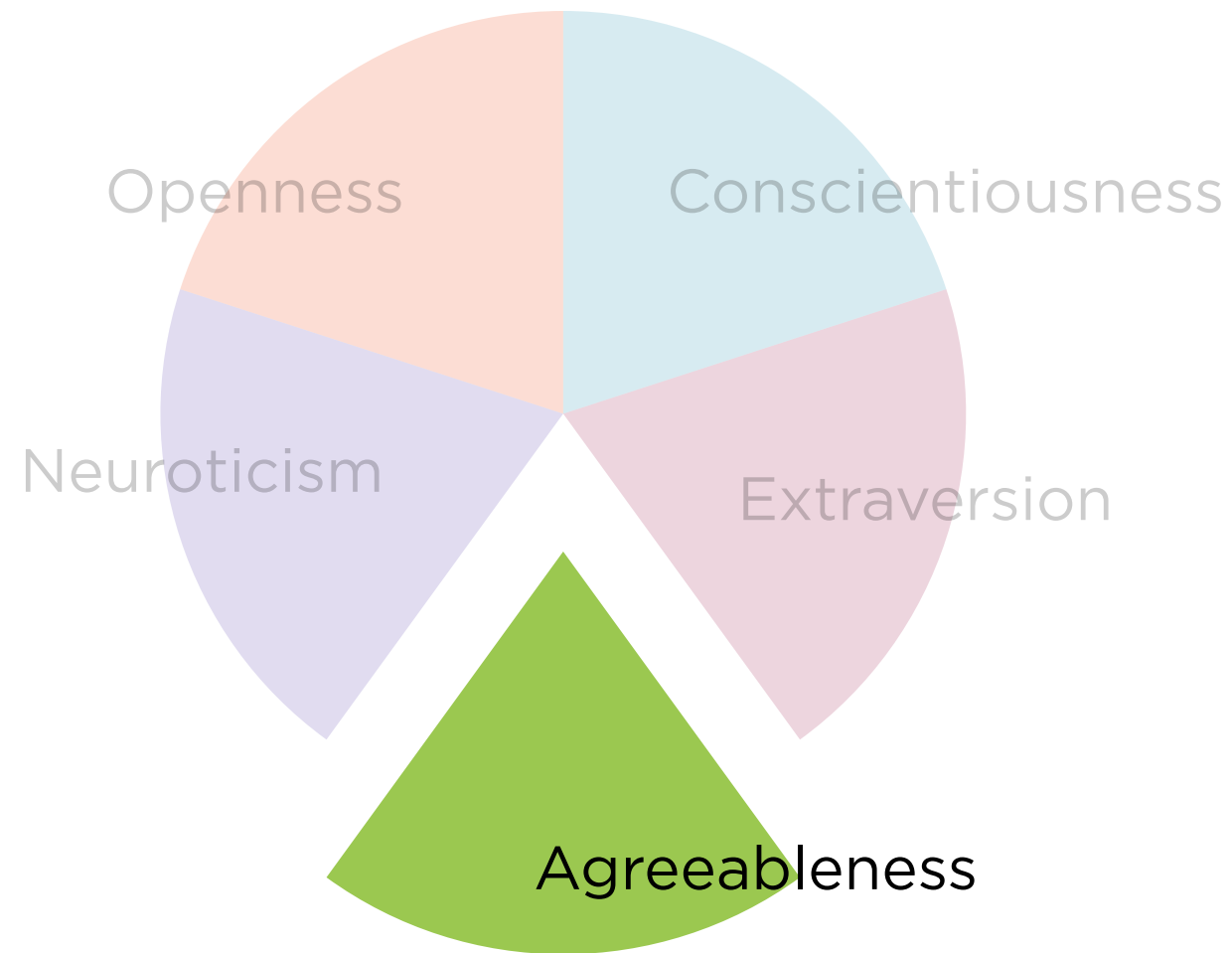
**Kind**



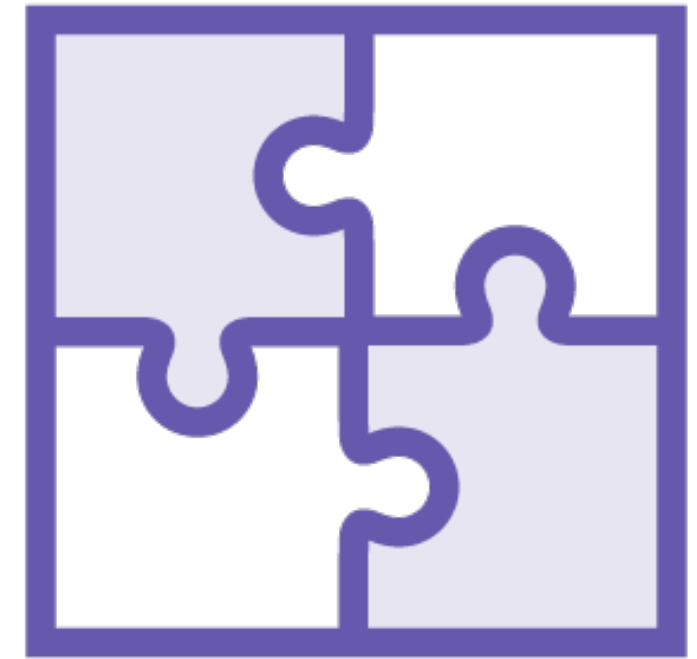
**Easy going**



# The Big Five Personality Traits



**Each independent of  
others**



**Correlated Facets**

# Agreeableness: Facets

Trust

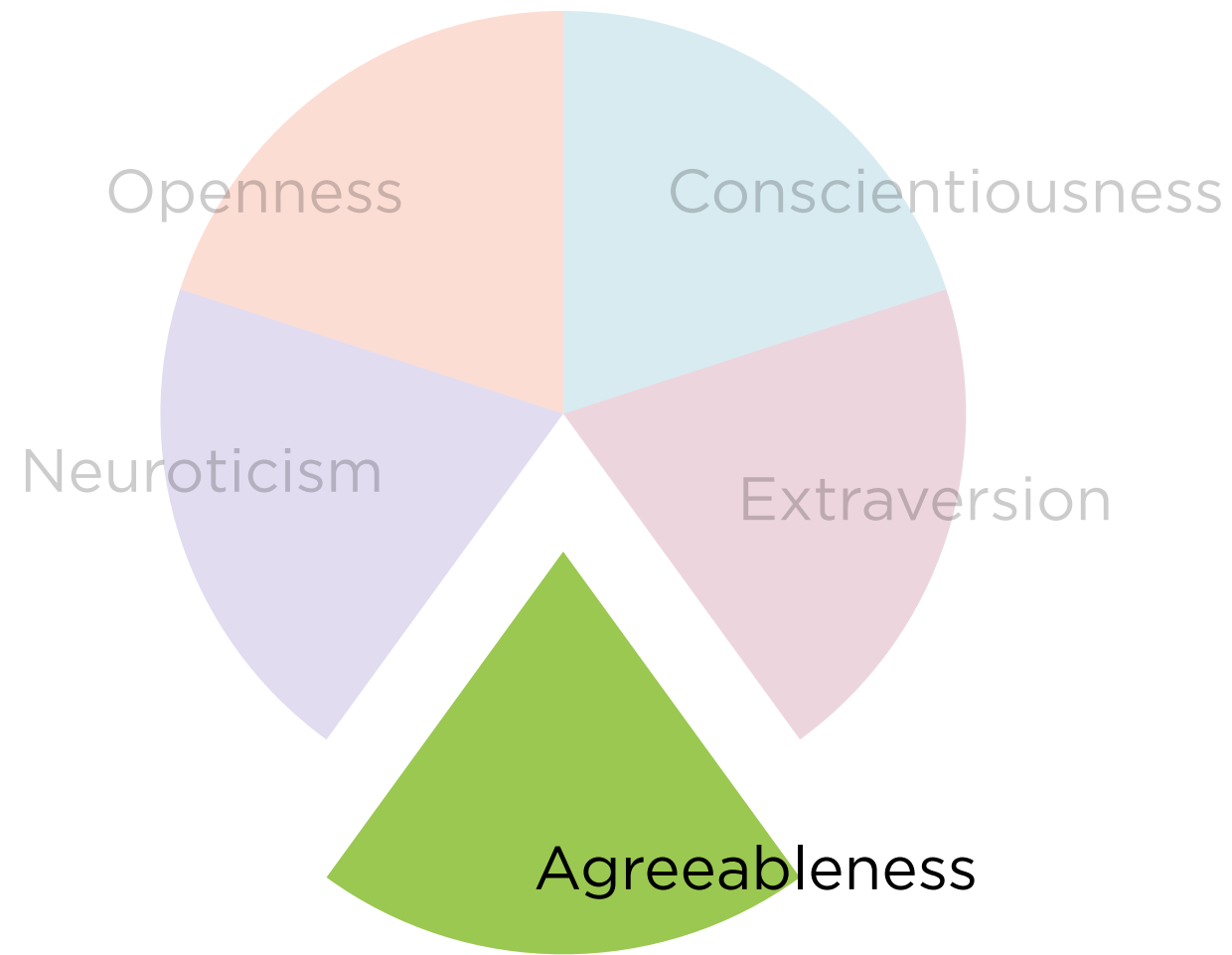
Altruism

Compliance

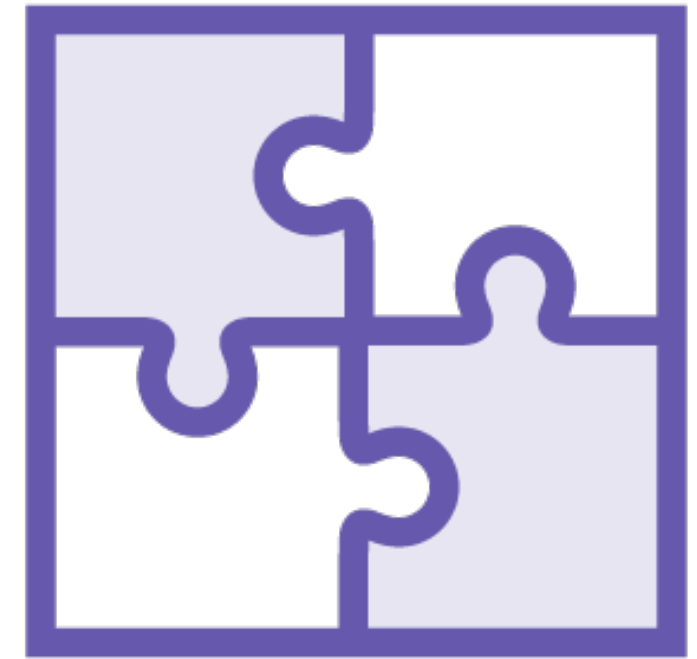
Modesty

Tenderheartedness

# The Big Five Personality Traits



**The Big Five**

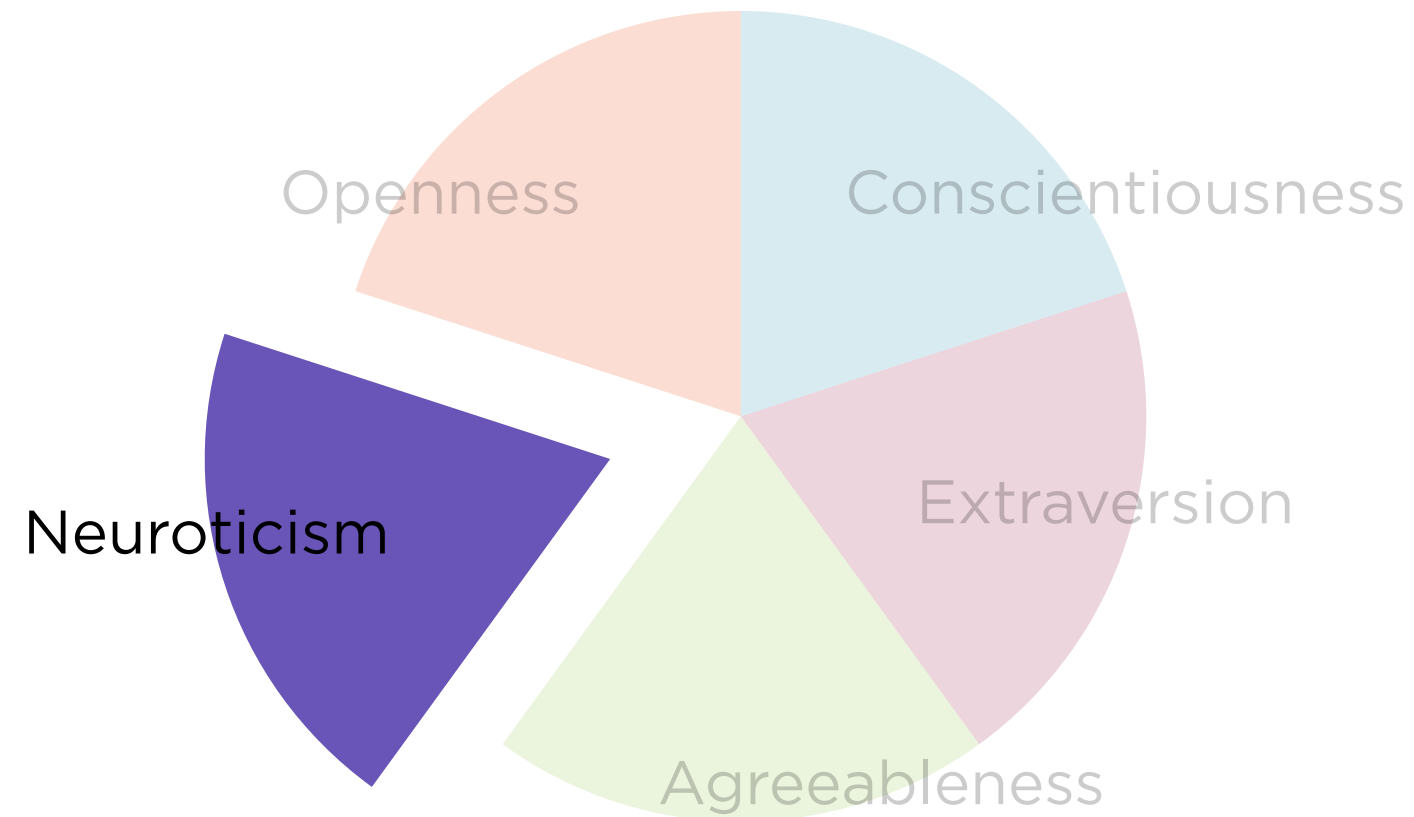


**Correlated Facets**

# Neuroticism

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# The Big Five Personality Traits



**The Big Five**



**Correlated Facets**



Tom O=1



Jack O=0



Kevin C=1



Lucy C=0



Sarah E=1



Harry E=0



Steve A=1



George A=0



Anna N=0



Peter N=1

# Neuroticism



**Short-tempered**



**Prone to anxiety**



**Prone to  
depression**



**Very Sensitive to  
Sights**

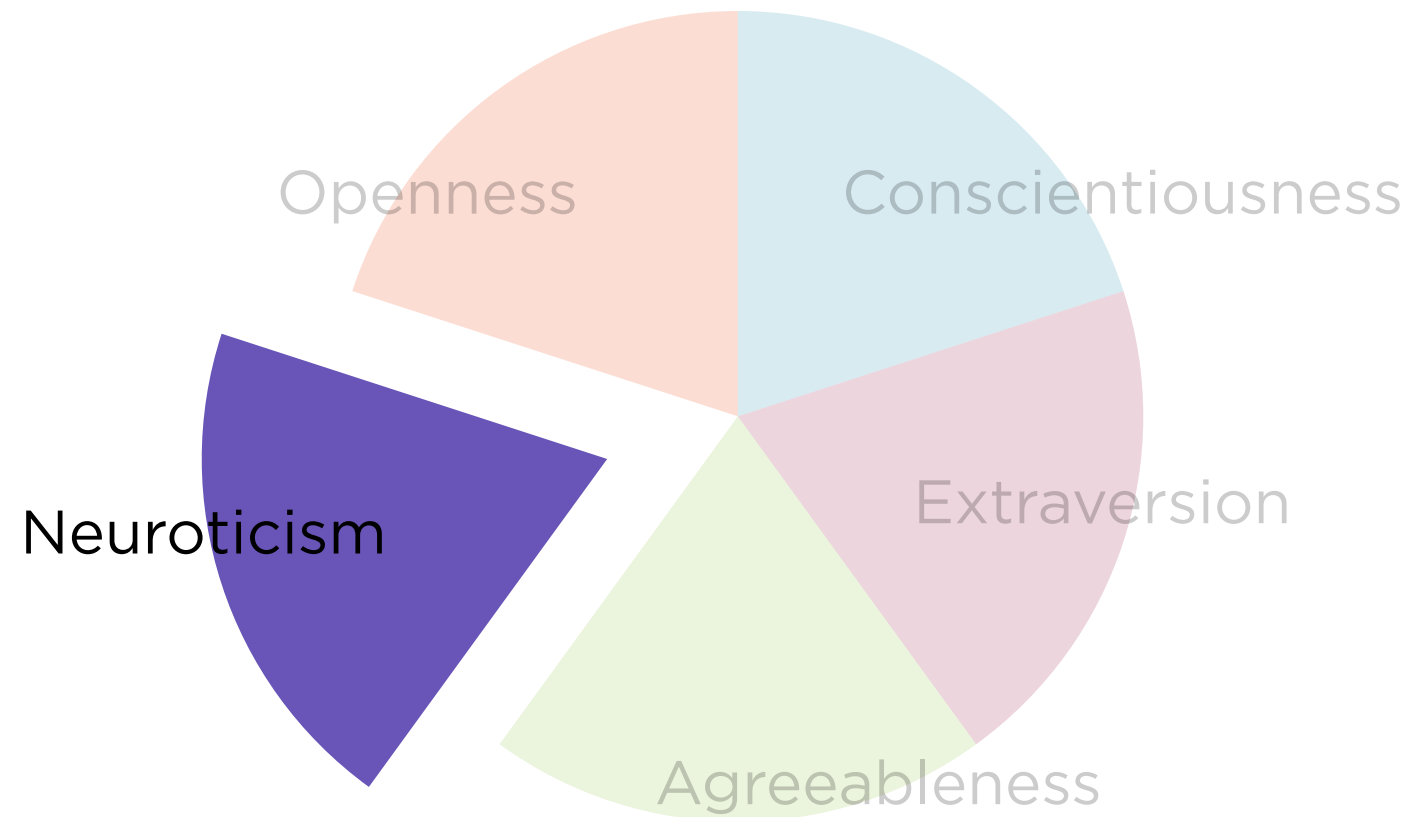
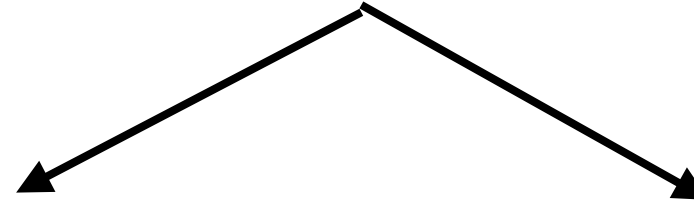


**Holds Grudges**

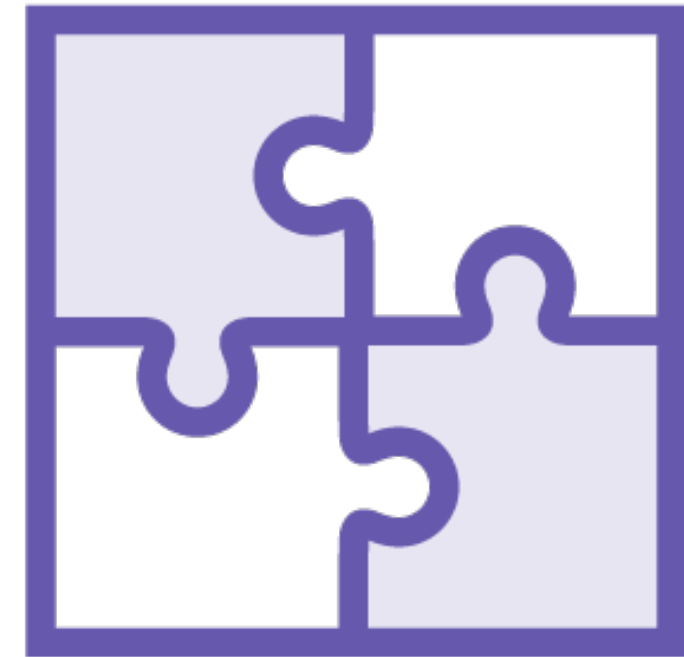


**Unpredictable**

# The Big Five Personality Traits



**The Big Five**



**Each consists of  
correlated facets**



# Neuroticism: Facets

Anxiety

Hostility

Self-consciousness

Impulsiveness

Vulnerability

Irritability

# Traits in the Workplace

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# The Big Five and the Workplace



**The Big Five**



**Some are predictors of  
workplace success**



Tom O=1



Jack O=0



Kevin C=1



Lucy C=0



Sarah E=1



Harry E=0



Steve A=1



George A=0



Anna N=0

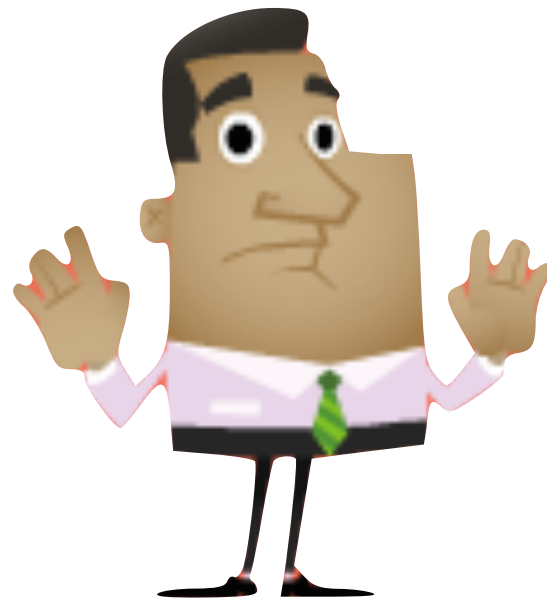


Peter N=1

# Openness in the Workplace



Tom O=1



Jack O=0

- **Proactive**
- **Creative**
- **Problem solvers**
- **Slow down their teams**
- **Reduce efficiencies**
- **Effective individual contributors**
- **Question leadership a lot**
- **Poor followers**



Tom O=1



Jack O=0



Kevin C=1



Lucy C=0



Sarah E=1



Harry E=0



Steve A=1



George A=0

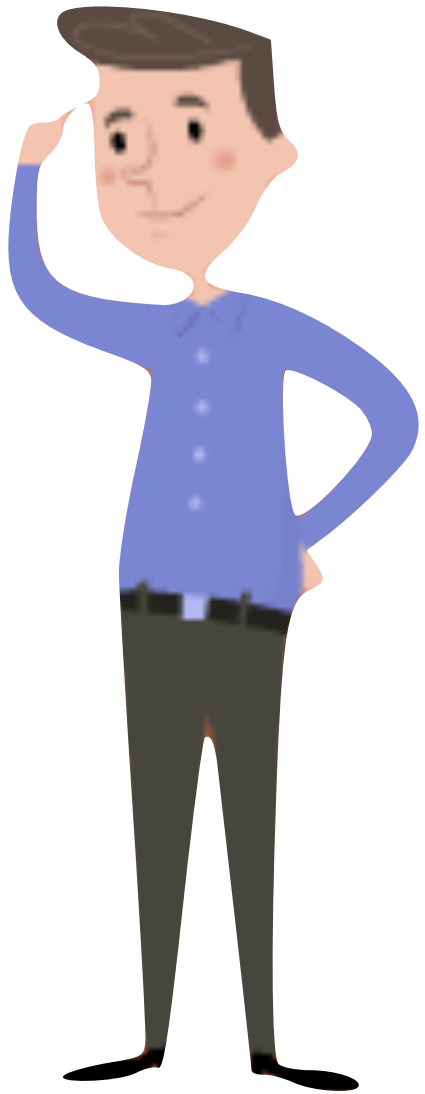


Anna N=0



Peter N=1

# Agreeableness in the Workplace



Steve  $A=1$



George  $A=0$

- **Reactive rather than proactive**
- **Wait for orders**
- **Good followers**
- **Bad leaders**



Tom O=1



Jack O=0



Kevin C=1



Lucy C=0



**Sarah E=1**



**Harry E=0**



Steve A=1



George A=0



Anna N=0



Peter N=1



# Extraversion in the Workplace



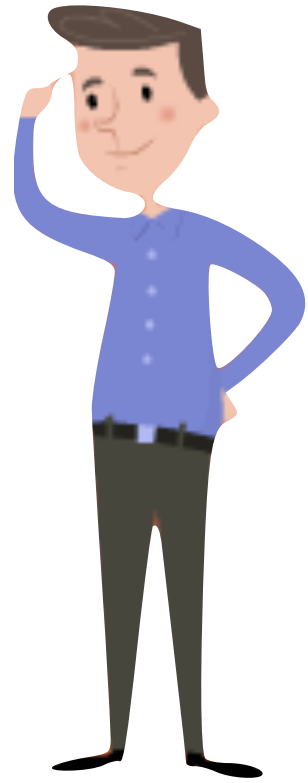
Sarah E=1



Harry E=0

- **Assertive and dominant**
- **Poor individual contributors**
- **Good managers**
- **Good at telling others what to do**
- **Often not efficient themselves**

# Agreeableness and Extraversion



Steve A=1



George A=0

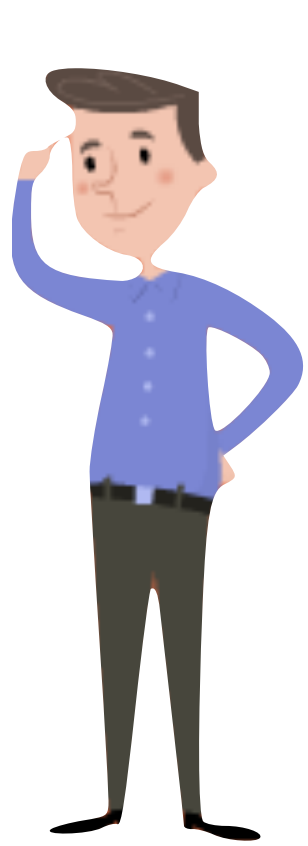


Sarah E=1



Harry E=0

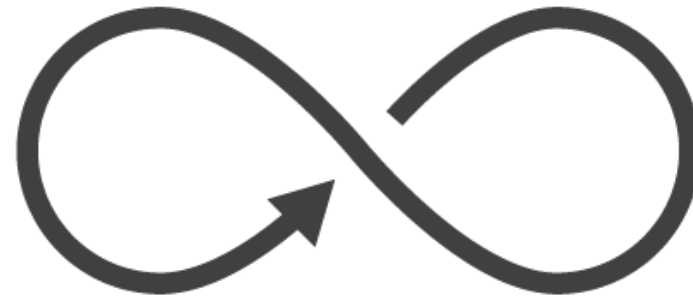
# Agreeableness and Extraversion



**Steve A=1**



**Harry E=0**



**Agreeableness  
and extraversion  
compliment each  
other**



**Sarah E=1**



**George A=0**



Tom O=1



Jack O=0



Kevin C=1



Lucy C=0



Sarah E=1



Harry E=0



Steve A=1



George A=0



Anna N=0



Peter N=1

# Conscientiousness in the Workplace



Kevin C=1



Lucy C=0

- **Good individual contributors**
- **Good managers**
- **Good followers**
- **Good leaders**

# Conscientiousness in the Workplace



**Conscientiousness lends you an edge**



**It is the one trait that really pays off in the workplace**

Conscientiousness is a predictor  
of workplace success



Tom  $O=1$



Jack  $O=0$



Kevin  $C=1$



Lucy  $C=0$



Sarah  $E=1$



Harry  $E=0$



Steve  $A=1$



George  $A=0$



**Anna  $N=0$**



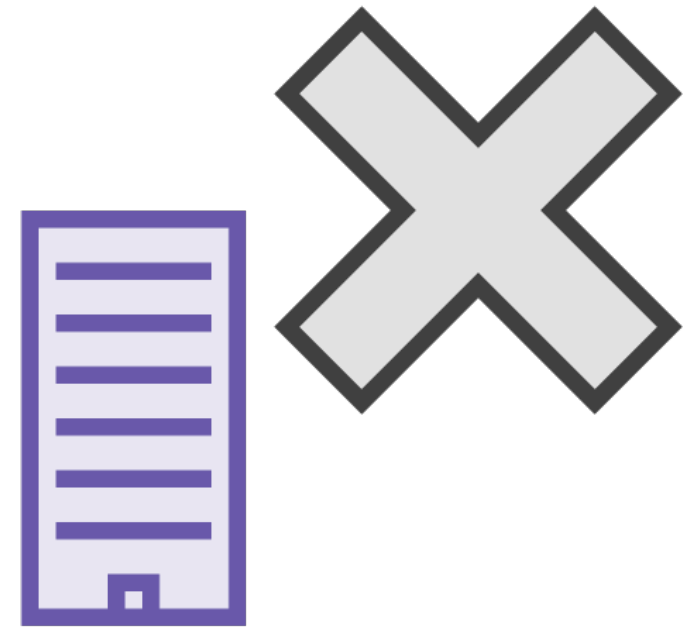
**Peter  $N=1$**



# Neuroticism in the Workplace



**Neurotic folks are worse than emotionally stable ones**



**It is the one trait that really pulls you down in the workplace**

# Neuroticism in the Workplace



Anna N=0



Peter N=1

- Tends to be ineffective individual contributors
- Sometimes slow learners
- Sometimes poor managers
- Usually lack thick skin

Neuroticism is not a predictor  
of workplace success

# Traits in Relationships

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# The Big Five and Relationships

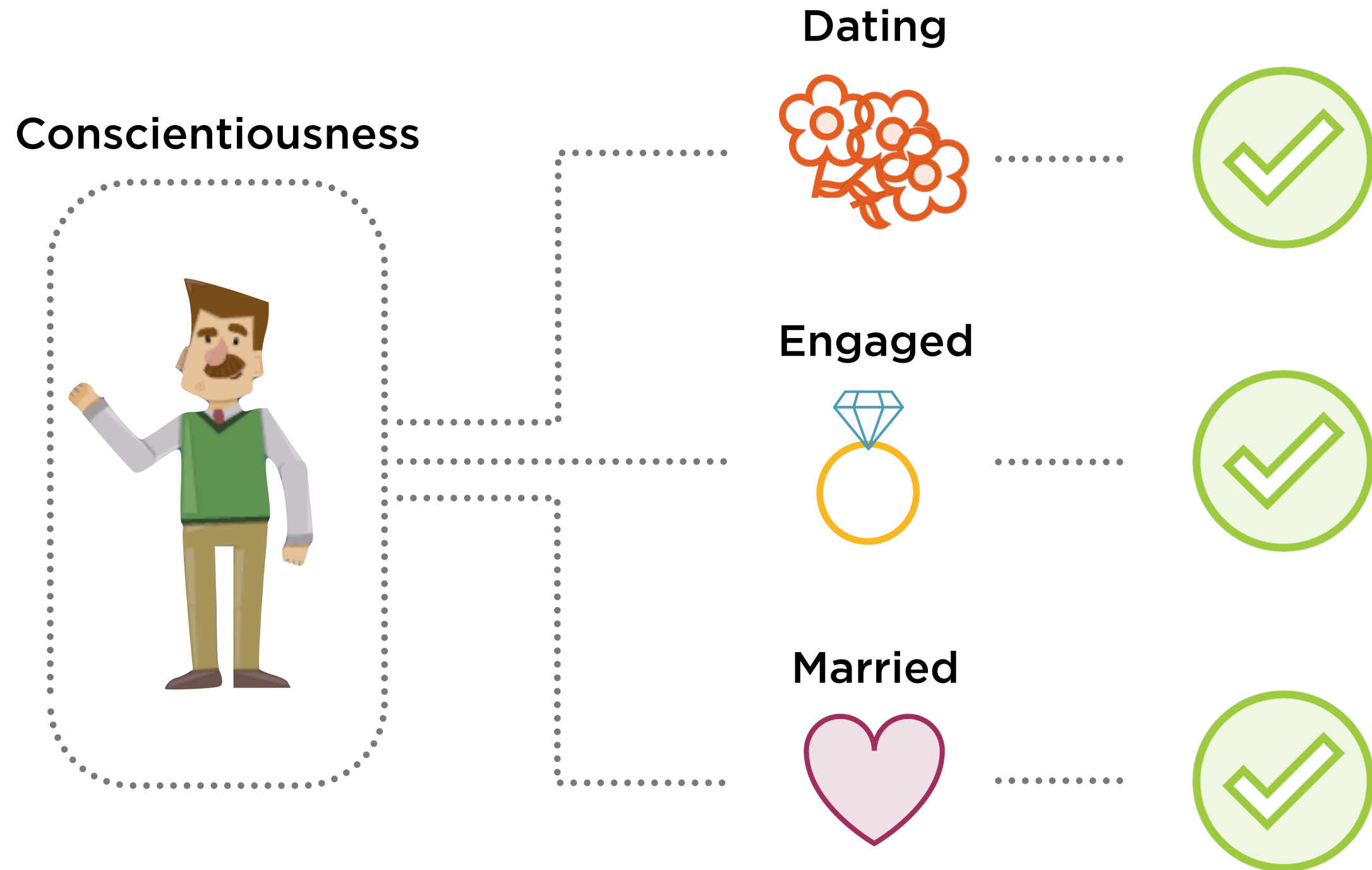


**The Big Five**

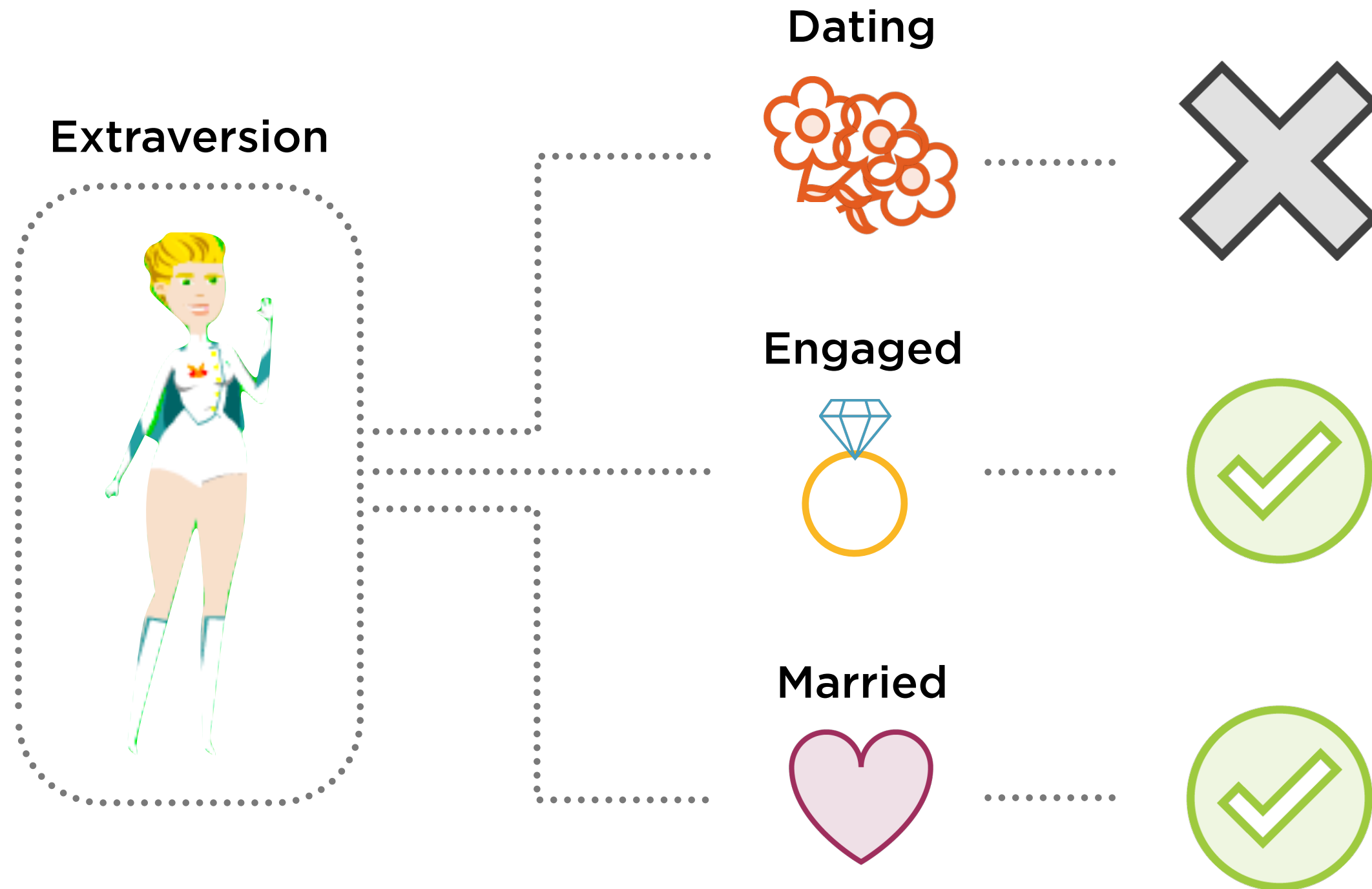


**Some are predictors of  
relationship success**

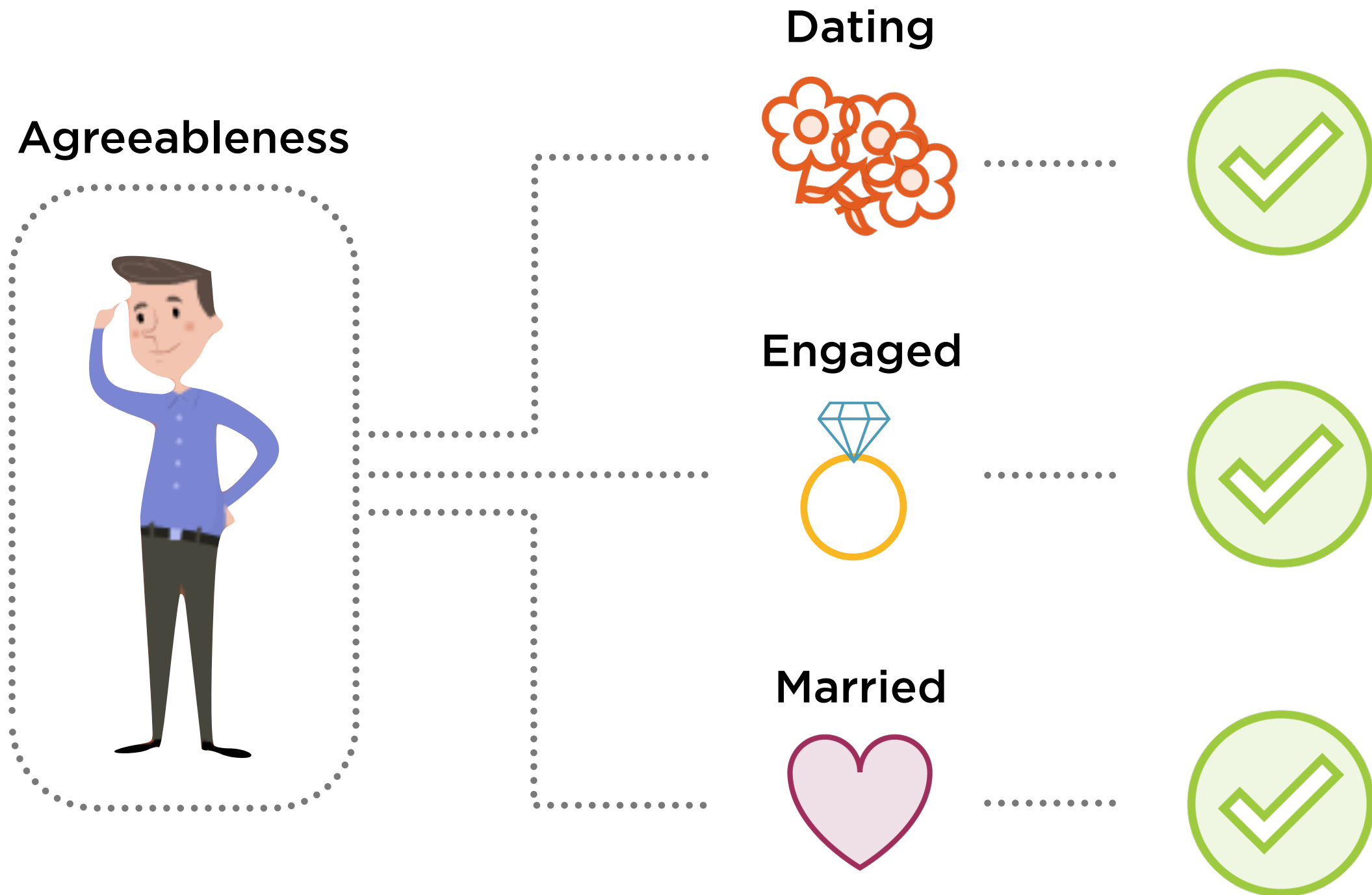
# The Big Five and Relationships



# The Big Five and Relationships

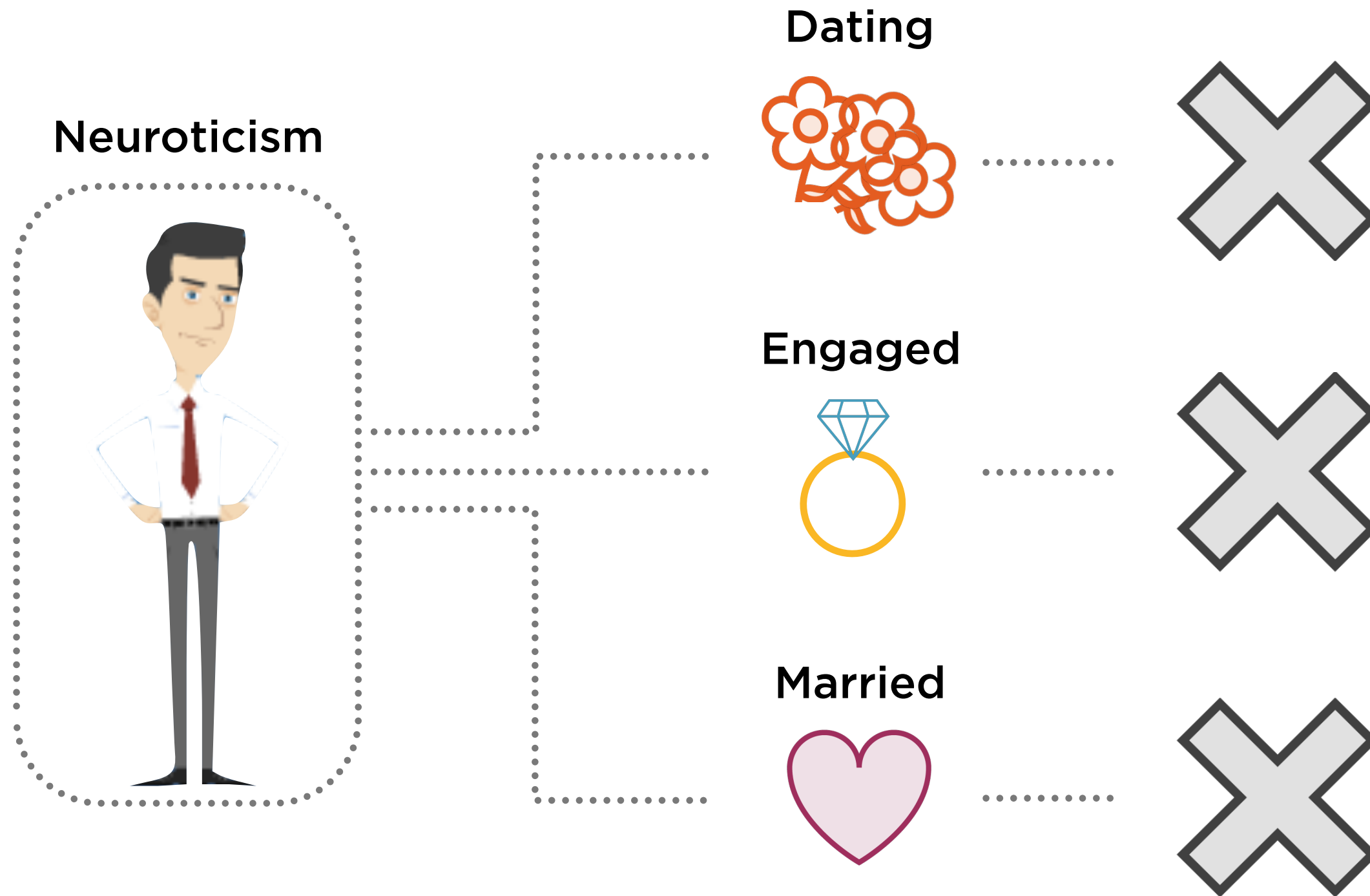


# The Big Five and Relationships





# The Big Five and Relationships



Neuroticism is not a predictor of  
success in relationships

# The Big Five Traits

## Openness

Variable effects: Could be positive or negative

## Conscientiousness

Always helps

## Extraversion

Variable effects: Could be positive or negative

## Agreeableness

Variable effects: Could be positive or negative

## Neuroticism

Never helps

# Conscientiousness in the Workplace

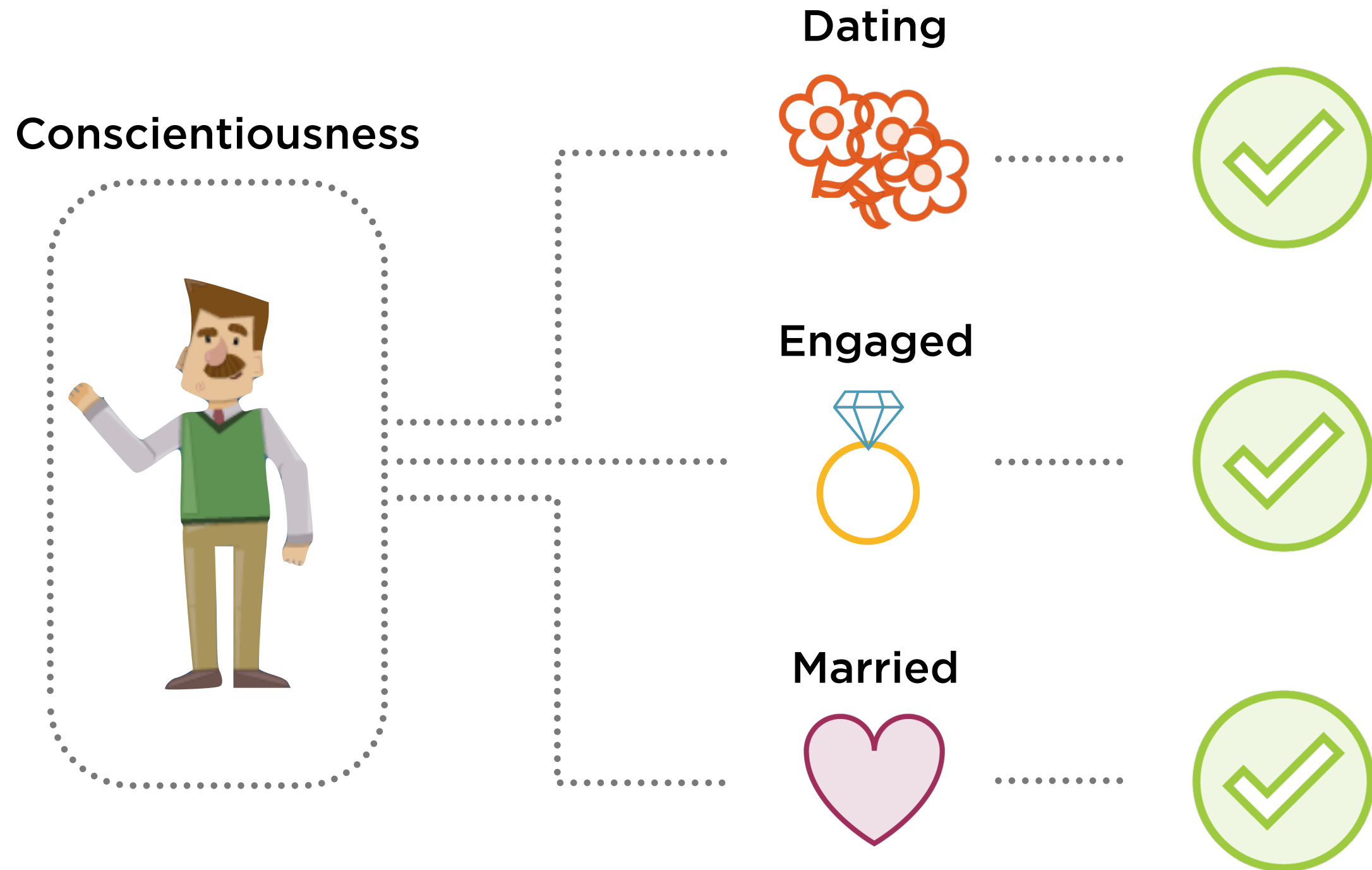


**Conscientiousness lends you an edge**



**It is the one trait that really pays off in the workplace**

# The Big Five and Relationships



# The Big Five Traits: Shape them



**Conscientiousness always helps**



**How can you become more  
conscientious?**

# Become More Conscientious



**Prioritize**



**Organize**



**Maintain an up-  
to-date Calendar**



**Exercise**

# The Big Five Traits

## Openness

Variable effects: Could be positive or negative

## Conscientiousness

Always helps

## Extraversion

Variable effects: Could be positive or negative

## Agreeableness

Variable effects: Could be positive or negative

## Neuroticism

Never helps



# The Big Five Traits

## Openness

Variable effects: Could be positive or negative

## Conscientiousness

Always helps

## Extraversion

Variable effects: Could be positive or negative

## Agreeableness

Variable effects: Could be positive or negative

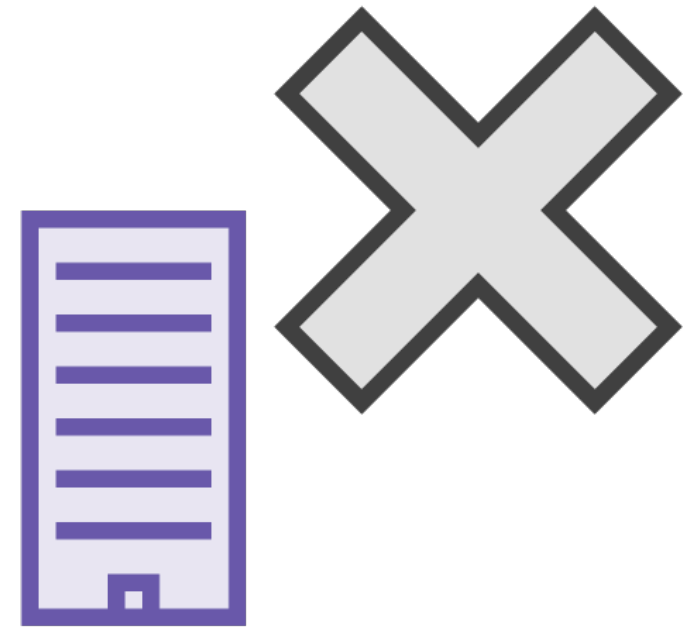
## Neuroticism

Never helps

# Neuroticism in the Workplace

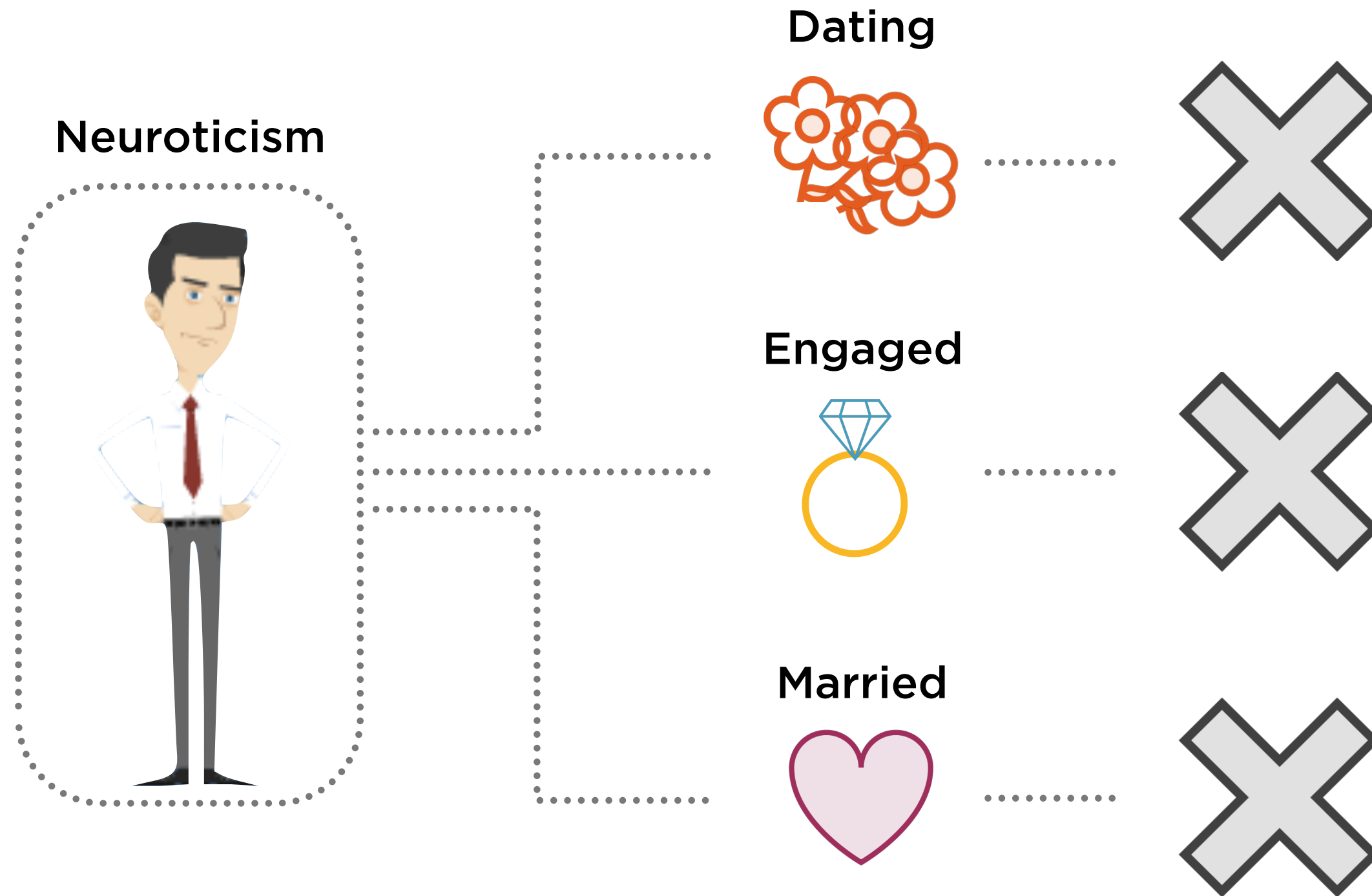


**Emotional stability is rewarded in  
the workplace**



**Neuroticism is not**

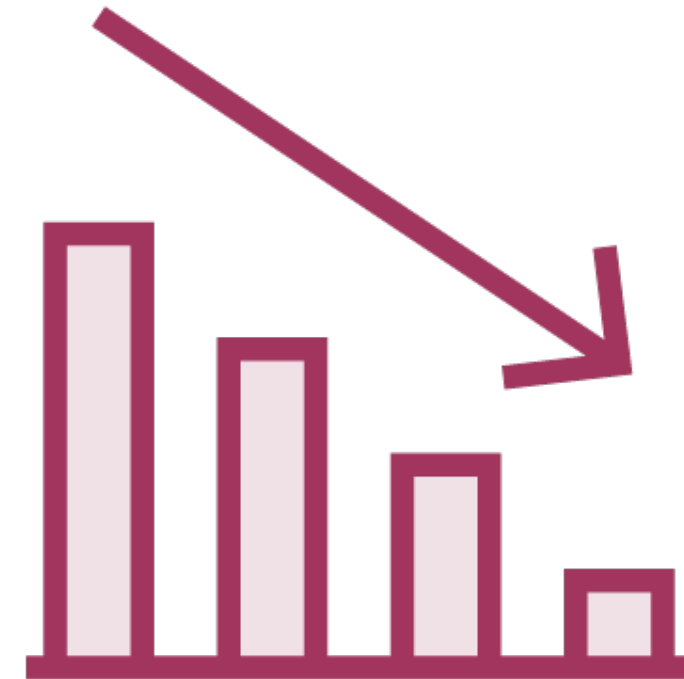
# The Big Five and Relationships



# The Big Five Traits: Shape them



**Neuroticism rarely helps**



**How can you become less  
neurotic or more emotionally  
stable?**

# Become More Emotionally Stable



**Exercise**



**Meditation**

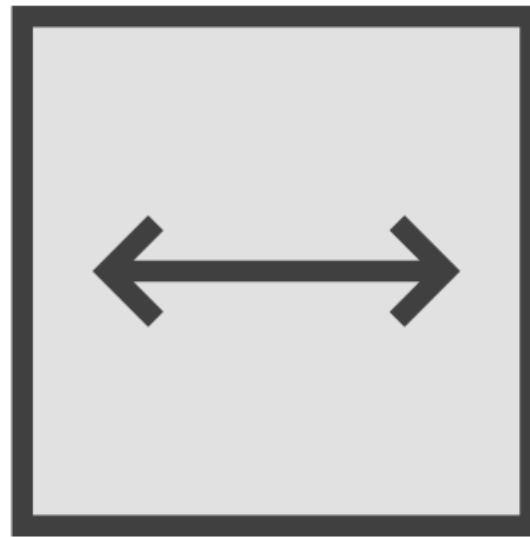


**Mindfulness**

# Become More Emotionally Stable



**Meditation and  
Mindfulness**



**Correlation**



**Emotional Stability**

# Become More Emotionally Stable



**Exercise**



**Meditation**



**Mindfulness**

# The Big Five Traits

## Openness

Variable effects: Could be positive or negative

## Conscientiousness

Always helps

## Extraversion

Variable effects: Could be positive or negative

## Agreeableness

Variable effects: Could be positive or negative

## Neuroticism

Never helps



# The Big Five Traits

## Openness

Variable effects: Could be positive or negative

## Conscientiousness

Always helps

## Extraversion

Variable effects: Could be positive or negative

## Agreeableness

Variable effects: Could be positive or negative

## Neuroticism

Never helps



Tom O=1



Jack O=0



Kevin C=1



Lucy C=0



Sarah E=1



Harry E=0



Steve A=1



George A=0

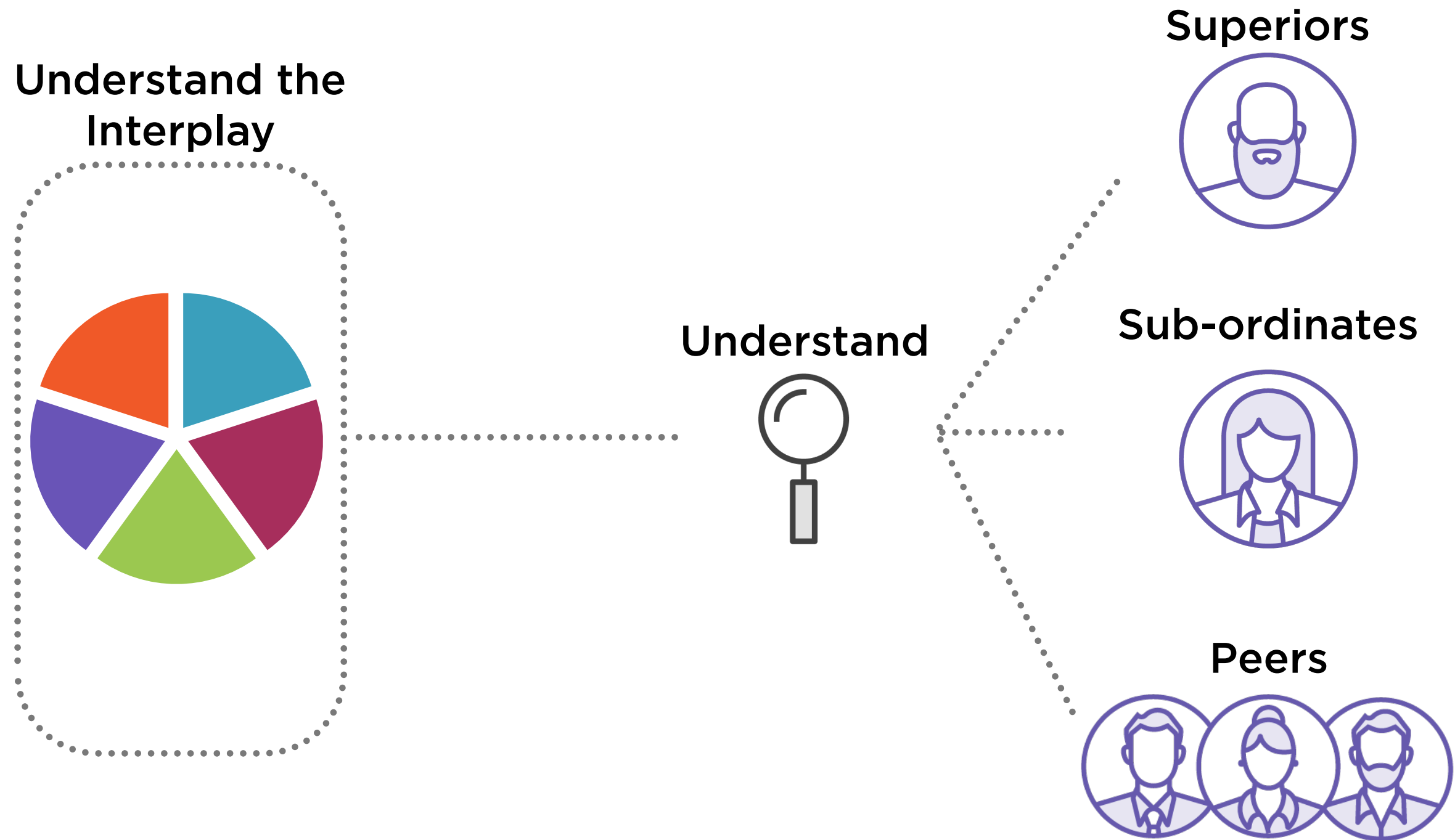


Anna N=0



Peter N=1

# Interplay Between the Big Five Traits



# Summary

**Understood the Big Five and their facets.**

**Checked out the effects of the OCEAN traits at the workplace and in a relationship**