

Survey Complete

Personality measurement can be fun and informative—but it can also be challenging if the results are not as you might expect. There has been a great deal of research and thought given to how best to categorize persons in personality terms. Much of this research and writing has coalesced around the view that the most helpful categorization scheme involves five dimensions of personality. These have come to be known as “The Big Five.”

Source: L R Goldberg, J A Johnson, H W Eber, R Hogan, M C Ashton, C R Cloninger, & H C Gough “The International Personality Item Pool and the Future of Public-domain Personality Measures,” *Journal of Research in Personality* 40 (2006), pp. 84–96.

Read each statement in the survey and select the rating that reflects the extent to which you agree or disagree with the scenario in the statement. There are no right or wrong answers. After completing the self-assessment, read the feedback that explains how to understand your score and interpret your results.

You must respond to all statements in order to receive full credit for this self-assessment activity.

Extraversion

1. I talk to many different people at parties.

Not at all like me A little bit like me Somewhat like me **Like Me**

Very much like me

2. I don't mind being the center of attention.

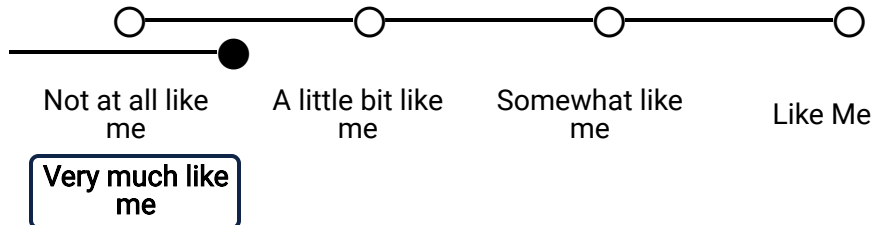
Not at all like
me**A little bit like
me**Somewhat like
me

Like Me

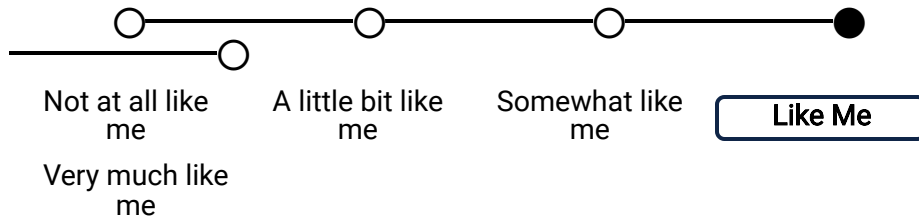
Very much like
me

Agreeableness

3. I sympathize with other people's feelings.

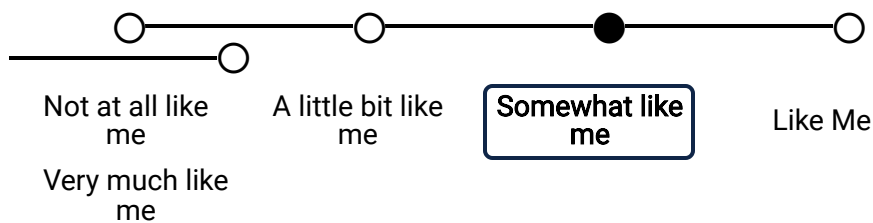


4. I take time out for others.

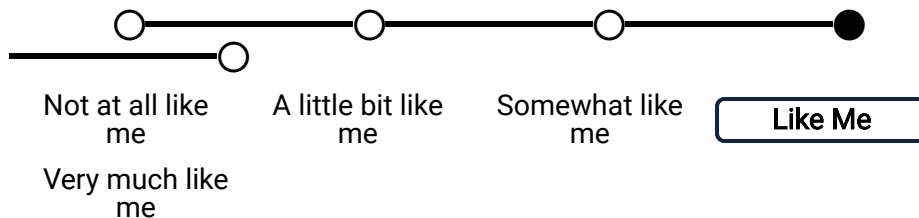


Conscientiousness

5. I am always prepared.

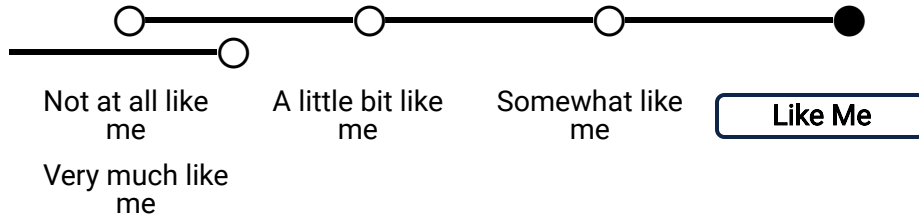


6. I pay attention to details.

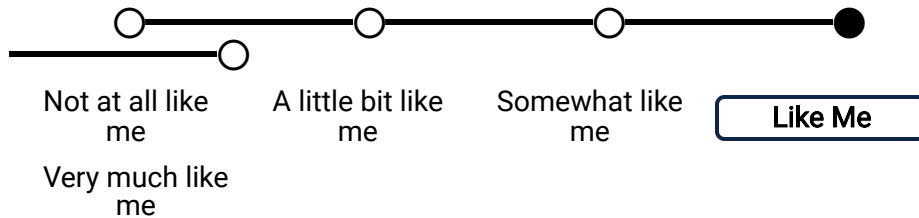


Emotional Stability

7. I am relaxed most of the time.

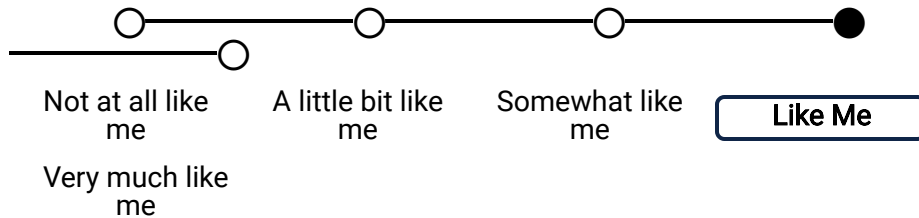


8. I am not easily bothered by things.

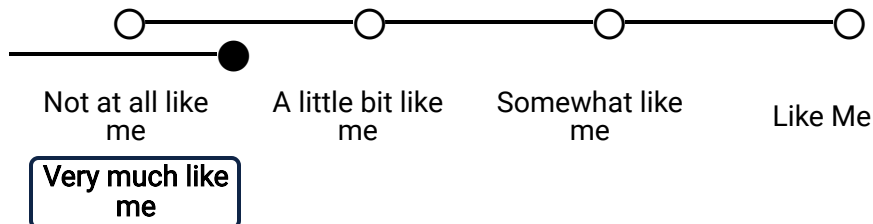


Openness to Experience

9. I enjoy hearing new ideas.



10. I enjoy thinking about things.



Achievement



Range
5 to 7

You are moderate in extraversion.

Agreeableness



Range
8 to 10

You are high in agreeableness.

Conscientiousness



Range
5 to 7

You are moderate in
conscientiousness.

Emotional stability



Range
8 to 10

You are high in emotional stability.

Openness to experience



Range
8 to 10

You are high in openness to
experience.

Personality measurement can be fun and informative—but it can also be challenging if the results are not as you might expect. There has been a great deal of research and thought given to how best to categorize persons in personality terms. Much of this research and writing has coalesced around the view that the most helpful

categorization scheme involves five dimensions of personality. These have come to be known as “The Big Five.”

- **Extraversion** – Persons who score high on this dimension tend to be outgoing, talkative, sociable, and assertive. Research has shown that people in sales (think of a coach who recruits college athletes or a car sales person) tend to be more successful if they are on the high end of the extraversion scale. Likewise, managers tend to be more successful if they behave in extroverted ways. In contrast, persons who score low on extraversion (introverts) tend to like more solitary activities such as doing office support, research and development work, working with data, and so on.
- **Agreeableness** – Persons who score high on this dimension tend to be trusting, good-natured, cooperative, and soft-hearted. Surprisingly, while all of us would like to have work colleagues who are agreeable, research shows agreeableness is less connected to general work success than are extroversion and conscientiousness. Of course, this does not mean you should not work at being as agreeable as you can be!
- **Conscientiousness** – Persons who score high on this dimension tend to be dependable, responsible, achievement-oriented, and persistent. Research shows people who score high in conscientiousness tend to be more successful in all types of employment settings than their less conscientious co-workers. It is easy to see why. What employer would want to hire someone who sees themselves not always prepared (item 5) or someone who does not pay attention to details (item 6)? If your score on this dimension is not as high as you would like, you can expect a high payoff from working on becoming stronger in this area.
- **Emotional stability** – Persons who score high on emotional stability tend to be relaxed, secure, and unworried. In contrast, persons who score low tend to experience more highs and lows in terms of their emotional life. Research shows this dimension has less to do with success at work than extraversion and emotional stability.
- **Openness to experience** – Persons who score high on this dimension tend to be intellectual, imaginative, curious, and broadminded. Research shows there is not a strong relationship between scores on this dimension and success at work. However, certain types of jobs are certainly better fits for people who are strong in this area. For example, people who have to

work across cultures are likely to be more successful if they are more open to experience because it is easier for them to imagine that people are different from them without having to draw conclusions about whether these differences are good or bad.

There are many, many resources you can use to follow up on these results. Informally, you can talk with your friends and family members to see if your self-assessment is consistent with their assessment of you. There are many on-line resources including longer versions of the Big Five assessment as well as a great deal of information on other types of personality assessments (such as the popular Myers-Briggs Type Indicator). More formally, your campus probably has a career development office. Typically, professionals in those offices are familiar with the connections between personality and the kinds of jobs you might find to be most suitable. Finally, if you find you are struggling to cope with either short-term or long-term emotional issues, we strongly encourage you to seek support from a campus counseling office, a religious professional, or a close confidant who can help you work through the issues you face.

Remember, the personality dimension which has the strongest relationship with job performance is conscientiousness. Employers like employees who are dependable, responsible, achievement-oriented, and persistent. This is something you can work on improving in yourself. For example, if you notice you have a tendency to procrastinate in completion of certain kinds of tasks, you can work on fighting that tendency by working on those tasks first so they are no longer hanging over you. Then, you are in a position to derive greater enjoyment from doing tasks you more naturally want to do. Setting goals and action plans to achieve those goals are proven ways to improve your chances of success in any endeavor. College is a great setting in which to begin to develop strong and positive lifetime habits. Don't miss the opportunity!

If you introverted (that is, low in extroversion) you have a particular challenge when it comes to management and leadership. Successful managers and leaders are often seen to be outgoing and talkative. This is not a natural tendency for introverts. However, there are plenty of introverts who are quite successful in management and leadership positions. Typically, these folks learn to act energetically even when

they may not feel that way, particularly in important business and work meetings. So, if you are introverted, do not write off the possibility of being in management and leadership. You will just need to work at some aspects of the work more than others. However, you may well have analytic and vision casting abilities that will more than compensate for this particular characteristic.

Remember your score on this self-assessment, while useful for self-understanding, should not be over-interpreted. First, every person is complex and it is impossible to fully capture your uniqueness in a short self-assessment. Second, you may well find your personality may change over time, or you may come to understand what your personality actually is only later in life. Third, this self-assessment is useful to the extent it helps you to understand both your own personality as well as the fact that other people will get different patterns of results. Good managers understand people are different, unique and complex, and therefore try to get to know their employees as well as possible.