

BIG 5 PERSONALITY

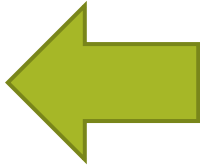
BUILDING A TEAM TO SUCCEED

Datasets source:

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

Extraversion

Quiet
withdrawn
unassertive



Outgoing
Energetic
Gregarious

Agreeableness

Aloof
Easily
irritated



Warm
Considerate
Good natured

Conscientiousness



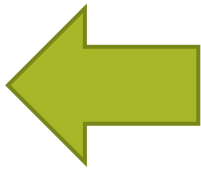
Impulsive, carefree



Responsible, dependable, goal oriented

Emotional Stability

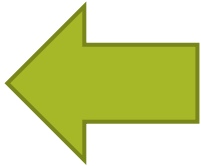
Moody
Tense
Low Self
confidence



Stable
Strong
confidence

Openness to experience

Narrow
field of
interest,
Like the
tried-and-
proven
approach



Imaginative
Curious
Open to new
ideas

What group will you be most comfortable with?



Extraversion

Innovative :	★	★	★	★
Team player:	★	★	★	
Conscientious:	★	★		
Tendency for anxiety:	★			

What group will you be most comfortable with?



Agreeableness

Innovative:



Outgoing:



Conscientious:



Tendency for anxiety:



What group will you be most comfortable with?



Conscientiousness

- Tendency for anxiety: ★ ★ ★ ★
- Innovative: ★ ★ ★
- Team Work: ★ ★
- Outgoing: ★

What group will you be most comfortable with?



Emotional Stability

Conscientious:



Innovative:



Team Work:



Outgoing:



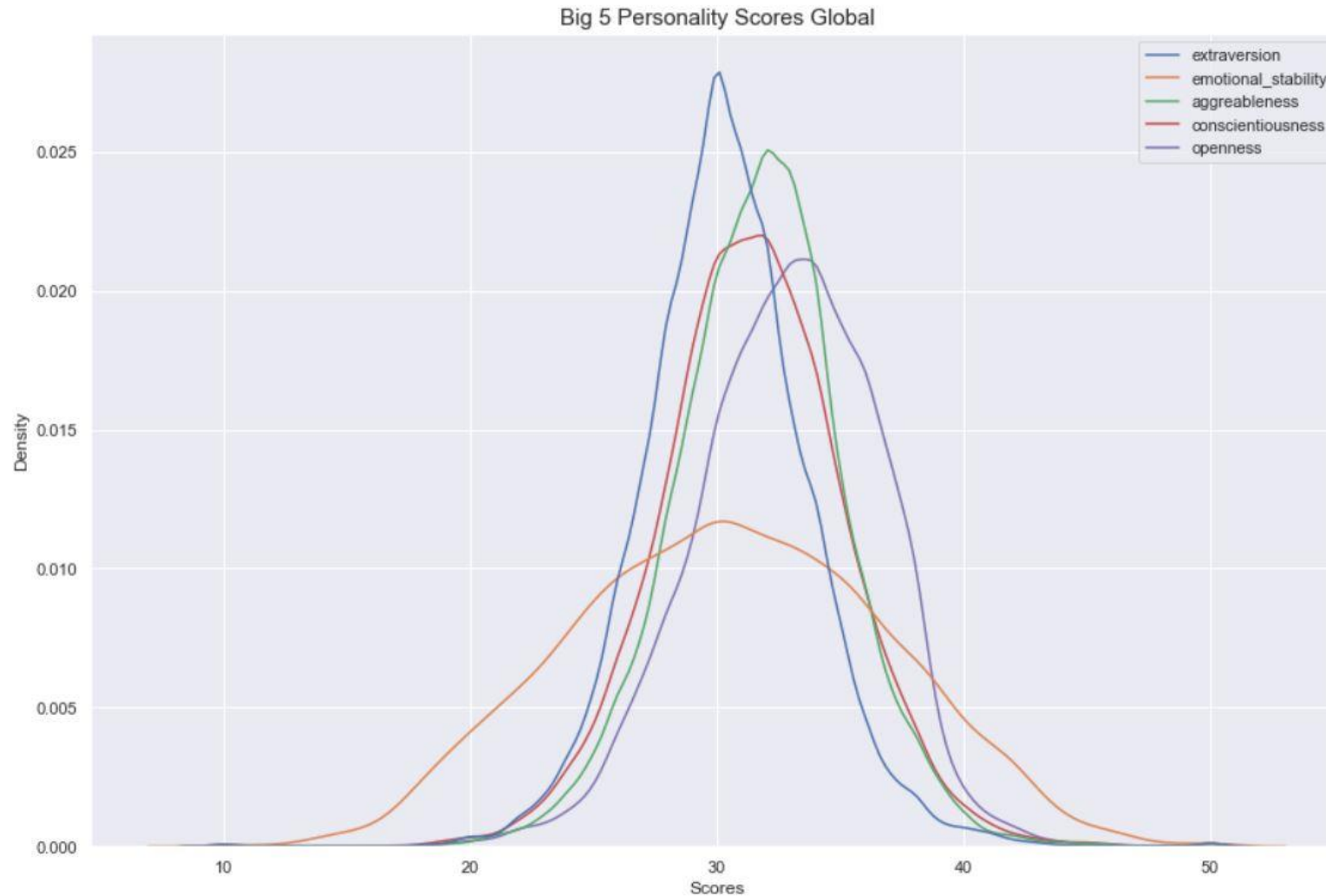
What group will you be most comfortable with?



Openness

Team Work:	★	★	★
Outgoing :	★	★	★
Conscientious:	★	★	
Tendency for anxiety:	★		

As hiring managers, what kind of personalities will you see?



- Hiring managers are likely to see more diversities in degree of emotional stability
- A balanced 50/50 scores between high and low extraversion.
- Higher scores for Agreeableness, Openness and conscientiousness.
- Note that high emotional score equates to anxiety.

For Hiring Managers!

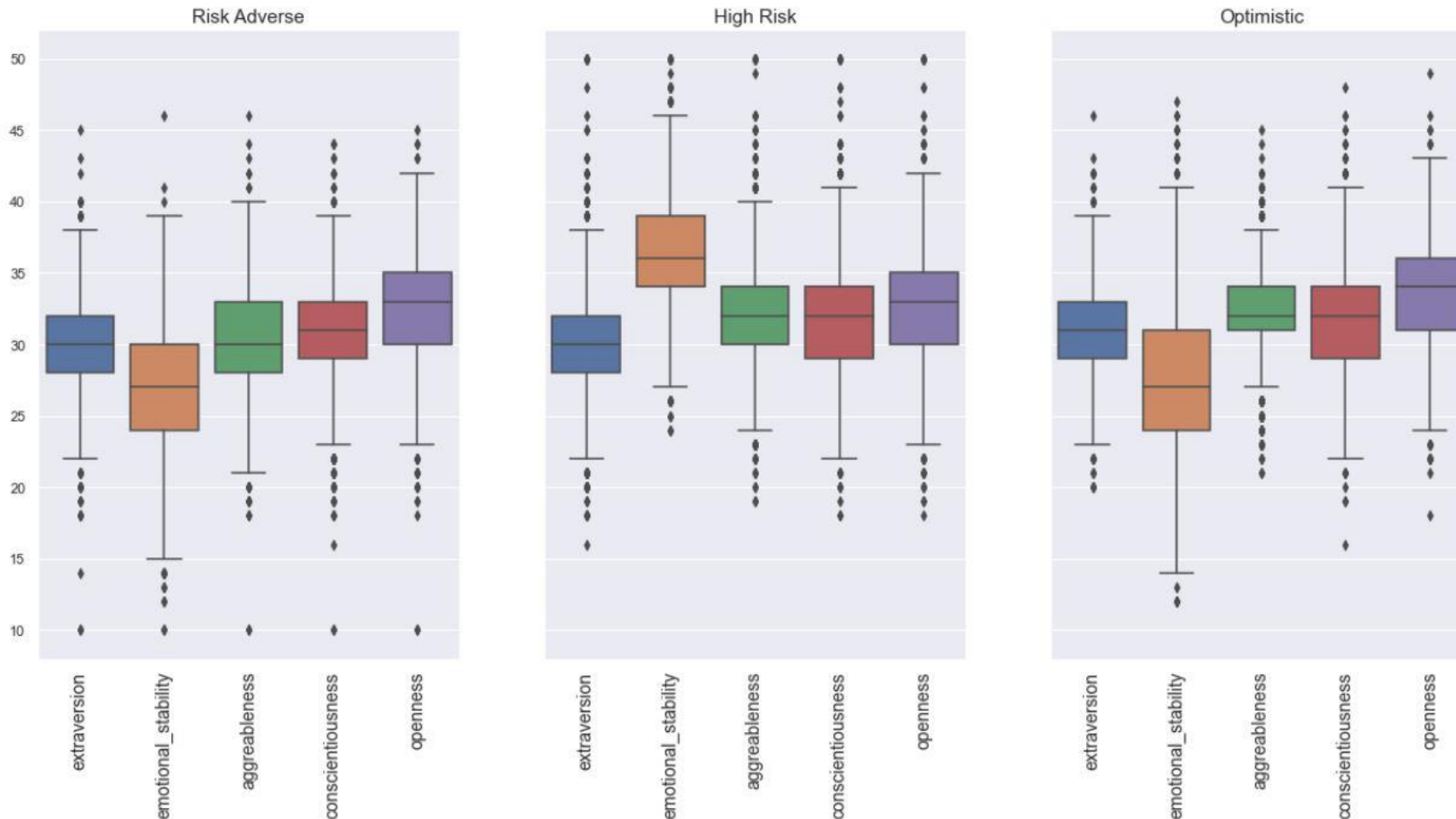
You may need to consider fitting your employees based on their personalities, not only their expertise in order for your company to be productive and reduce employee turnover!

Take A Pre-Employment Personality Test!



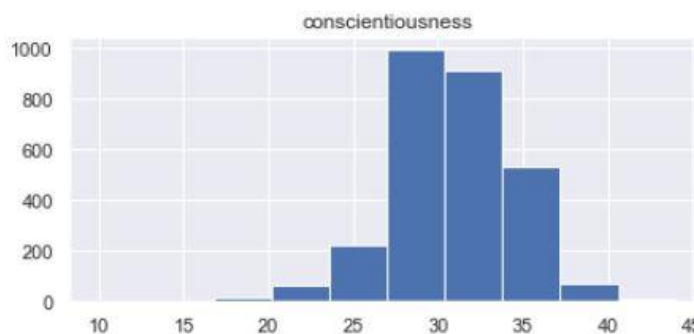
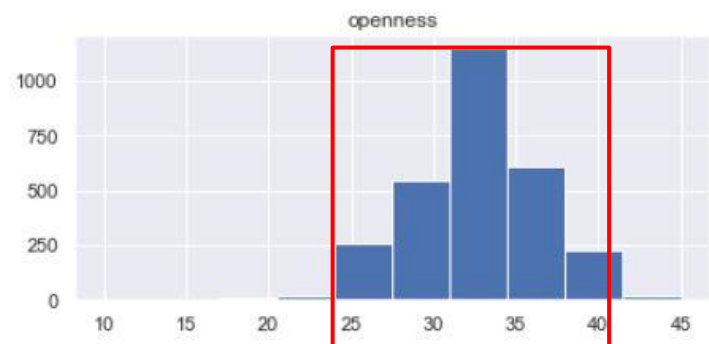
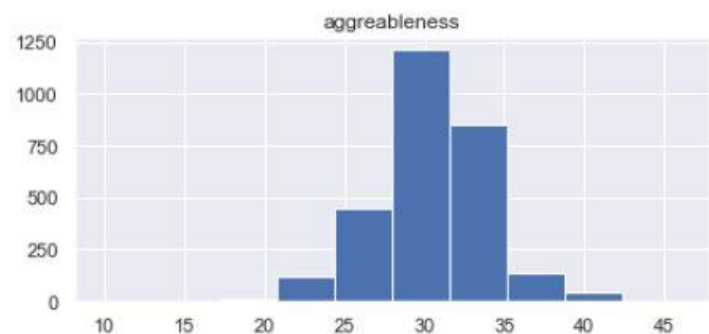
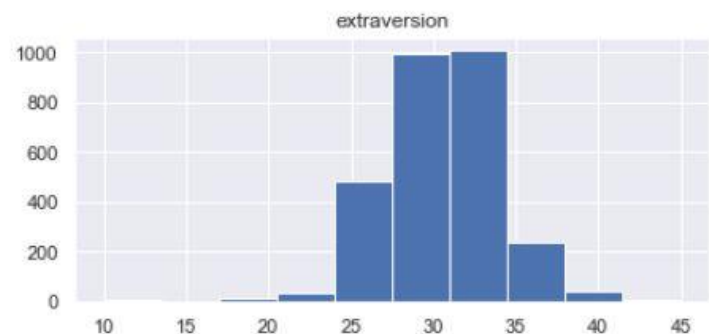
“Birds Of A Feather Flocks Together”!

Comparison Between 3 Groups



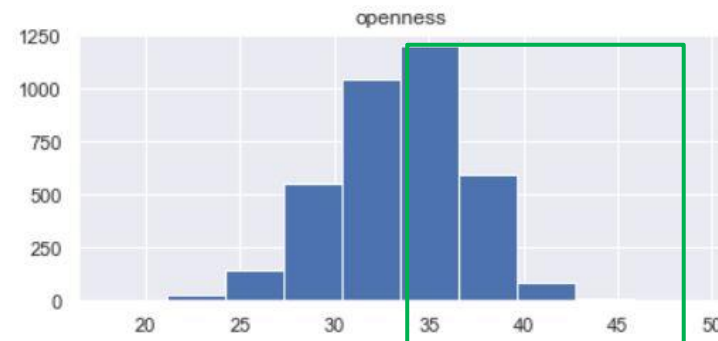
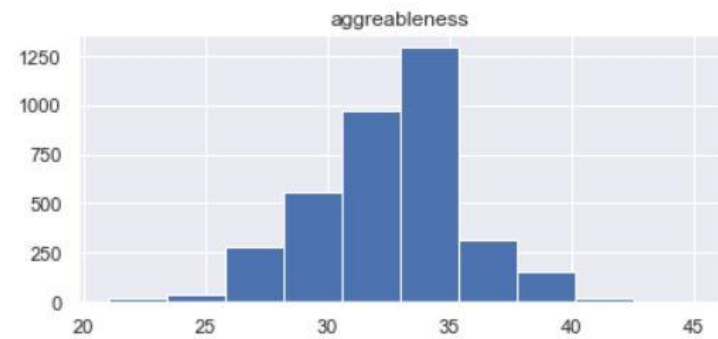
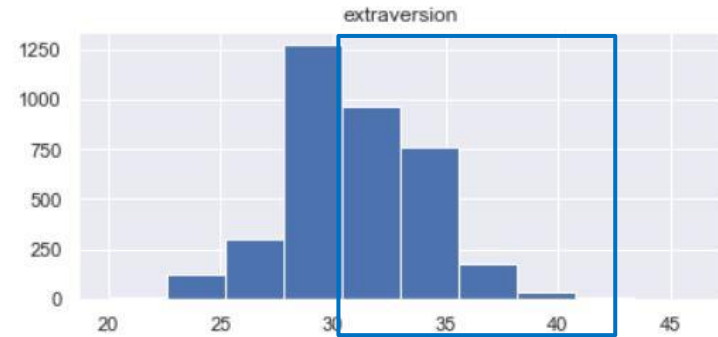
- Risk Adverse:
 - Emotionally stable
 - Practical, conventional, prefers routine
- High Risk:
 - Innovative
 - Dependable, organized, hardworking
 - Warm & outgoing
- Optimistic
 - Fairly Innovative
 - Fairly dependable, hardworking
 - Emotionally fairly stable

Risk Adverse Team



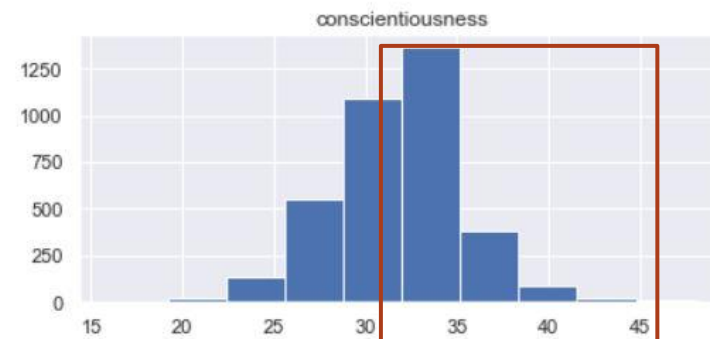
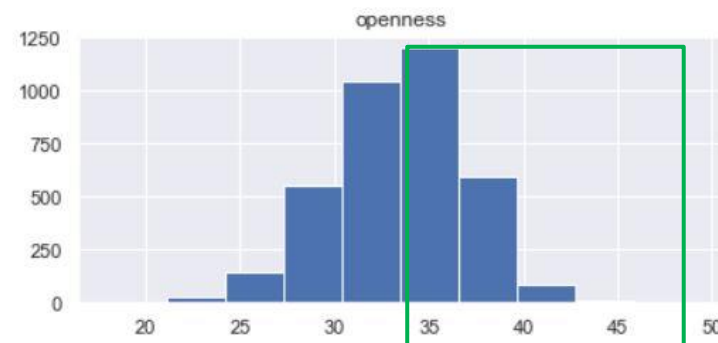
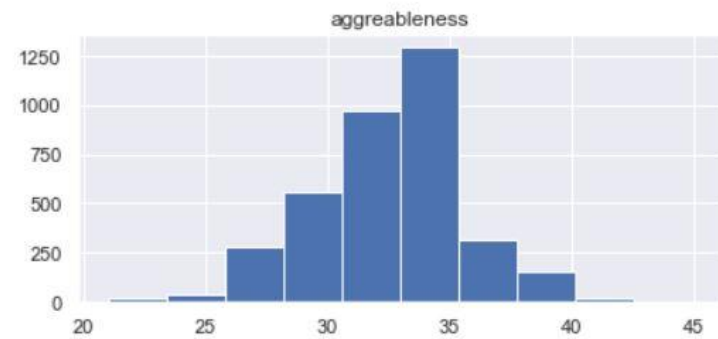
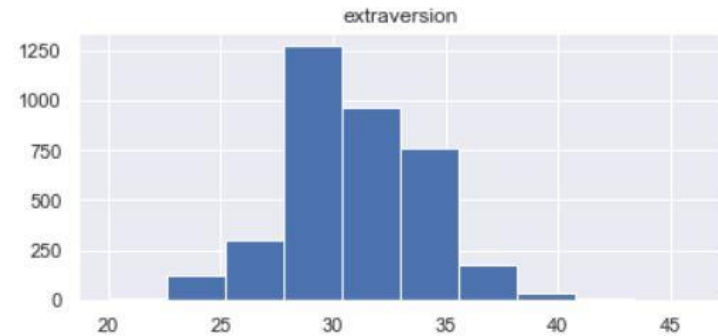
- Emotionally Stable (orange). Scores are low.
- Practical, fall back on conventional methods, prefers routine (red). Scores on openness are not high.

High Risk Team



- Open to new ideas. High “Openness” scores (green).
- Dependable, organized and hardworking. High “conscientiousness” scores (red).
- Warm & outgoing. High “extraversion” scores (blue).

Positive & Optimistic Team



- Fairly open to new ideas. Moderate “Openness” scores (green).
- Fairly dependable, hardworking and organized. Moderate “conscientiousness” scores (brown).
- Emotionally stable. Moderate “emotional stability” scores with both highs and lows (red)

Fit them in according to their personalities!



THANK YOU!