

Open-ness to experience - Inferences, Development recommendations

General -

Openness to experience correlates to both artistic and scientific creativity as measured by divergent thinking. Openness strongly correlates to absorption. Open people tend to be liberal & tolerant of diversity. Openness has a modest, yet significant correlation with happiness, positive affect and quality of life. Excessiveness can however lead to excessive fantasizing, peculiar thinking and unstable goals.

People high on this

1. People high on this are Imaginative, creative and dreamers. They let mind wander off into daydreams (Openness to imagination)
2. They are sensitive to art and beauty and are intrigued by patterns. They are concerned with aesthetics (Openness to aesthetics)
3. They may be emotionally sensitive and empathetic. They may be attuned to own and others' feelings (openness to emotionality)
4. They adapt well to novelty. They need variety and are bored by routine. They seek new experiences (openness to action)
5. They are intellectually curious. They question and need stimulation through new ideas. They have fluid style of consciousness and are able to make novel associations between remotely connected ideas. (Openness to ideas)
6. They are Independent in judgment. They display high moral reasoning and they questions authority or status-quo (Openness to values)

People low on this

1. Display rigidity, narrow range of interests
2. Have difficulty adapting to change
3. Are closed to experience - conventional & traditional, preference to familiar routines
4. May lack of insight

Development recommendations

Conscientiousness - Inferences, Development recommendations

General -

1. It includes willingness to do a task well, and to take obligations to others seriously.
2. Conscientiousness predicts many significant and positive outcomes in life (e.g., better health, relationships, job performance, and school outcomes). It is relatively low among adolescents and increases between 18 - 30 years. Individual differences in conscientiousness are preserved. It is moderately correlated to satisfaction with life

People high on this

1. These people display self-efficacy - belief in their ability to take up assignments. They are confident, well-prepared. They take pride in common sense and prudence
2. They are well-organized and methodical, exacting. They are very attentive to and concerned about accuracy & details.
3. They are upright and honest, respecting & following rules. They can also be moralistic.
4. They are ambitious, striving for excellence. They have high standards of performance and may seem to be workaholic.
5. They are persistent and productive. They do not procrastinate. They tend to push themselves towards higher limits.
6. These people are generally cautious and thoughtful. They make careful plans. Due to this, they may lack spontaneity

Development recommendations

1. Get more connected to your colleagues & workplace - you become more detail-oriented by boosting your sense of belonging and obligation to your work community.
2. Get the tools - Set goals & priorities, train for focus, get organized, create a routine, work on your willpower
3. Get coached & mentored by a trusted coworker/ experienced colleague
4. Therapy –
 - CBT (present-focused and time-limited approaches that focus on teaching skills needed to solve problems.),
 - Goal related metacognitive techniques – mental contrasting, Implementation intentions, Episodic future thinking
 - Cognitive remediation therapy - enhance an individual's cognitive processes and functions, such as attention, working memory, and social cognition.

Extraversion - Inferences, Development recommendations

General -

- A. Extraverts enjoy human interaction or thrive on them.
- B. Extraverts receive gratification from outside world. Extraversion helps in creating social interactions they may increase chances of positive affect.

People high on this

1. These people are friendly and talkative. They are eager to interact on a personal level to many people. They display energetic behaviour.
2. They are sociable and like to be around people. They generally find it difficult to work alone.
3. They are forceful and assertive. They assume positions of leadership and like to be in charge of the situation.
4. They are energetic and lively. They display high activity level. Low paced work may seem unappealing to them.
5. They seek excitement. They are adventurous and daring. Sometimes they take unnecessary risks for thrills.
6. They are generally cheerful and high-spirited. They have a buoyant mood. They can laugh readily.

Development recommendations

It is important to display a healthy mix of extraversion as well as introversion, as appropriate to situation, while being authentic.

1. Work on your self-esteem - perception of your inherent worth.
2. Understand the difference between introversion (a preference) and shyness (anxiety of social situations)
3. Realize that social interactions are a means of building more meaningful connections, although you shall have to handle your own discomfort & social fatigue initially.
4. Set-up practical goals for adapting to social situations - Gradually increase your social exposure, at a pace that you can manage and slowly improve. Consider casual discussions - not as meaningless - but as an important means to build rapport & know others. Try to figure out what people are interested in and allowing them to discuss the same. Take break from the social situation when it has started creating fatigue. Participate by being an expert listener.

Agreeableness - Inferences, Development recommendations

General -

Agreeableness indicates individual differences in cooperation and social harmony. It includes Trust, Straightforwardness, Altruism, Compliance, Modesty, Tender-mindedness, and Empathy. Agreeableness is an asset in situations that require getting along better with others. It is also a better predictor of social inclusion. It has a positive association with altruism and helping behaviour.

People high on this

1. These people are generally trusting, takes others at their word uncritically. Tend to perceive others in more positive light.
2. They tend to be frank, candid and interpersonally open. They are generally unable to manipulate others or conceal information
3. They are generous, giving, and courteous. They are not prone to put own interests first. They are soft-hearted. They are more likely to help others without any other motivation
4. They get along well with others. They are cooperative. They generally avoid raising objections or expressing disagreement.
5. They are un-assuming, and generally avoid self-promotion.
6. They are sympathetic and humanitarian. They value human feelings over rational judgment. They are more emotionally responsive in social situations.
7. In extreme cases, there might be problem of dependency, more likely to agree to authority - even when task assigned is not ethically correct

People low on this

1. May lack of empathy, selfishness
2. With very low score - may display manipulation and competition
3. May display hostile thoughts, aggression, poor social adjustment
4. Low agreeable individuals reported less career stability & more depression

Development recommendations

1. Become aware of people in your work environment or otherwise who demonstrate high agreeableness as well generate enough respect to be considered as role models.
2. Get involved in situations & assignments where agreeableness is important (such as in a job which involves collaboration)
3. Access opportunities that help or inspire you to behave an altruistic manner. Agreeable has a positive association with altruism.
4. Emotional maturity (with age, or by experiencing hardships or otherwise) improves agreeableness. Try to reflect on your experiences, imagine how agreeableness would have made difference in conflict situations and utilize this awareness to be more agreeable in future situations
5. Improve your empathy by feeling more connected to others.

Neuroticism - Inferences, Development recommendations

General -

- a) It includes above average tendency to experience negative emotions of anxiety, worry, fear, anger and loneliness
- b) Neuroticism predicts above average likelihood to be moody. It also predicts experiencing unhelpful feelings of anxiety, worry, fear, anger, frustration, envy, jealousy, guilt, depressed mood, and loneliness. This is expected to impact their life satisfaction. This is also expected to adversely impact workplace relations as well as performance. .

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People low on this

- 1. Respond poorly to stressors
- 2. Interpret minor difficulties as hopeless situations.
- 3. Trouble controlling urges & delaying gratifications
- 4. Tend to be self-conscious & shy
- 5. High neuroticism is correlated to clinical mental

Development recommendations

- 1. Develop a healthy self-esteem - Believe in your inherent worth. Truly accept & embrace yourself as you are, while being aware of improvement areas. By doing so, you might reduce some of your fears and insecurities that lead to unhelpful thoughts, feelings & behaviour.
- 2. Develop resilience - Work on your self-efficacy - belief in your ability to take up the challenges and responding to them.
- 3. Work on your emotional intelligence - Specifically self-awareness & self-management. Be aware of your emotions as they are triggered, embrace them as your own, without negative self-judgment and still slow down & take time to respond to them appropriately. While it may not completely eliminate the internal turmoil, it shall safeguard you from destructive display of unhelpful emotions.