MASTER MEIM 2022

Personality

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Activity n.1 Feedbacks

Write 5 positive characteristics through which you can describe in a person.

Put in the box.

Extract a piece of paper, choose the one person in your group that most have that quality.

Explain the reason why.

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A scientific definition

Personality refers to the enduring characteristics and behavior that comprise a person's unique adjustment to life, including major traits, interests, drives, values, self-concept, abilities, and emotional patterns. Various theories explain the structure and development of personality in different ways, but all agree that personality helps determine behavior.
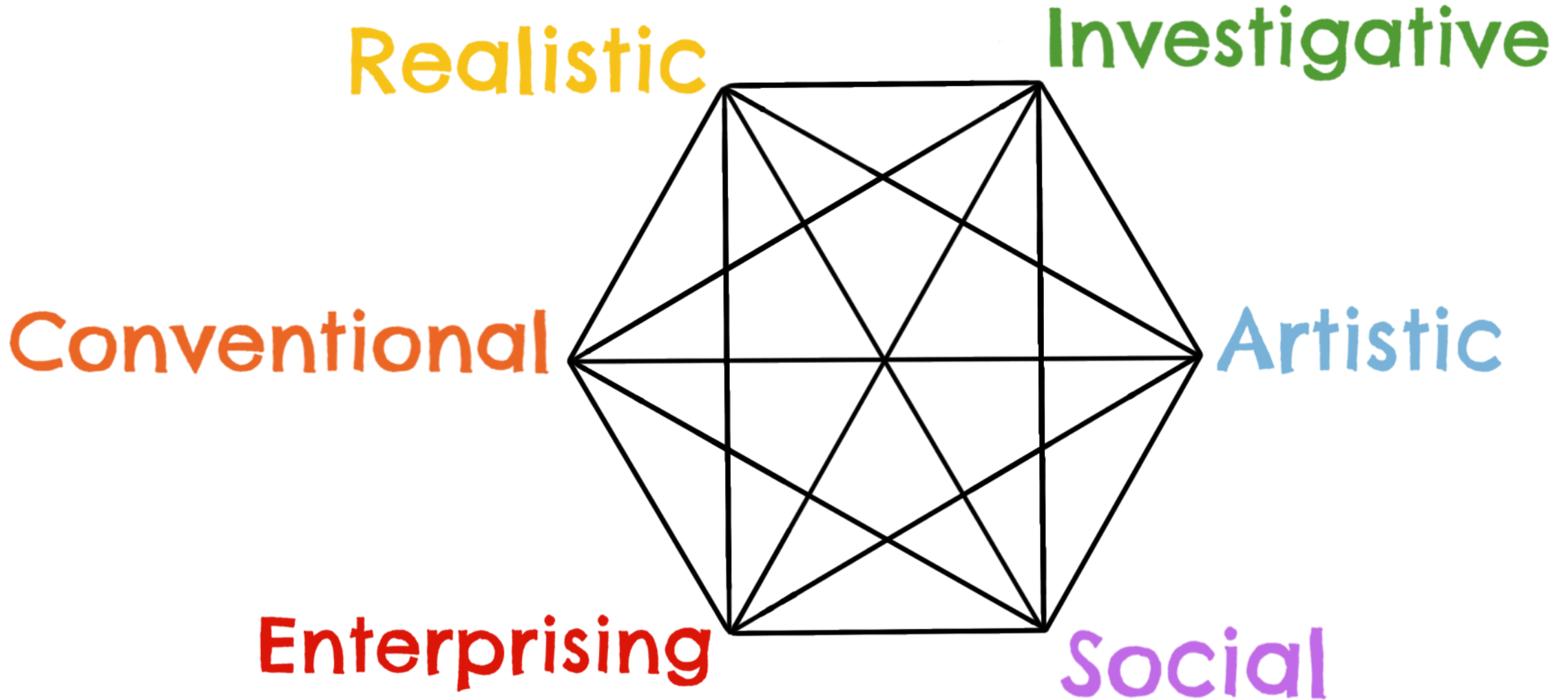
American Psychological Association

REALISTIC
The "Do-ers"

People who have athletic or mechanical abilities, prefer to work with objects, machines, tools, plants, animals or to be outdoors.

Mechanics
Carpenters
Radiologic Technologists
Corrections/Police Officers

Engineers*
Woodworkers
Drafters
Electricians

INVESTIGATIVE
The "Thinkers"

People who like to observe, learn, investigate, analyze, evaluate or solve problems.

Physicians
Medical Lab Technologists
Computer Programmers
Management Consultants

Psychologists
Software Engineers
Engineers*
College Professors

CONVENTIONAL
The "Organizers"

People who like to work with data, have clerical or numerical ability, carry out tasks in detail or follow-through on others' instructions.

Accountants
Bookkeepers
Data Processors
Paralegals

Actuaries
Computer Operators
Medical Records Technicians
Insurance Adjusters/

Taken from SDS, Holland, You and Your Career

ARTISTIC
The "Creators"

People who have artistic, innovating or intuitional abilities and like to work in unstructured settings using their imagination and creativity.

Advertising Executives
Architects
Copywriters
Landscape Architects
Museum Curators
Graphic Designers
Technical Writers

Journalists
Dancers
Actors/Actresses
Attorneys
Librarians
Writers/Editors
Translators

ENTERPRISING
The "Persuaders"

People who like to work with people, influencing, persuading, performing, leading or managing for organizational goals or economic gain.

Real Estate Agents
Travel Agents
Financial Planners
Managers/CEOs*

Politicians
Food Service Managers
Sales Representatives
Bartenders
Stockbrokers

SOCIAL
The "Helpers"

People who like to work with people to enlighten, help, train or cure them, or are skilled with words.

Counselors*
Ministers/Chaplains
Social Workers
Speech Pathologists
Human Resources

Teachers
Dieticians
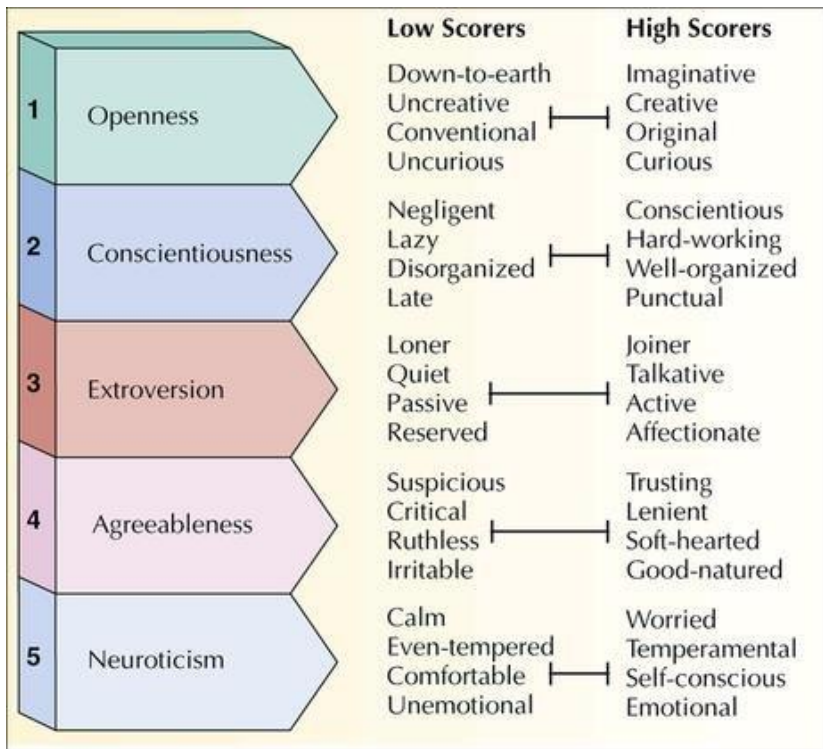Trainers
Nurses

Personality trait=

a relatively stable, consistent, and enduring internal characteristic that is inferred from a pattern of behaviors, attitudes, feelings, and habits in the individual.

TRAIT1 + TRAIT2 + TRAIT3+…= PERSONALITY

The big 5 theory (McRae & Costa, 1991)

		Low Scorers	High Scorers
1	Openness	Down-to-earth Uncreative Conventional Uncurious	Imaginative Creative Original Curious
2	Conscientiousness	Negligent Lazy Disorganized Late	Conscientious Hard-working Well-organized Punctual
3	Extroversion	Loner Quiet Passive Reserved	Joiner Talkative Active Affectionate
4	Agreeableness	Suspicious Critical Ruthless Irritable	Trusting Lenient Soft-hearted Good-natured
5	Neuroticism	Calm Even-tempered Comfortable Unemotional	Worried Temperamental Self-conscious Emotional

Big 5 Trait	Definition
Openness	The tendency to appreciate new art, ideas, values, feelings, and behaviors.
Conscientiousness	The tendency to be careful, on-time for appointments, to follow rules, and to be hardworking.
Extraversion	The tendency to be talkative, sociable, and to enjoy others; the tendency to have a dominant style.
Agreeableness	The tendency to agree and go along with others rather than to assert one's own opinions and choices.
Neuroticism	The tendency to frequently experience negative emotions such as anger, worry, and sadness, as well as being interpersonally sensitive.

The big 5 game


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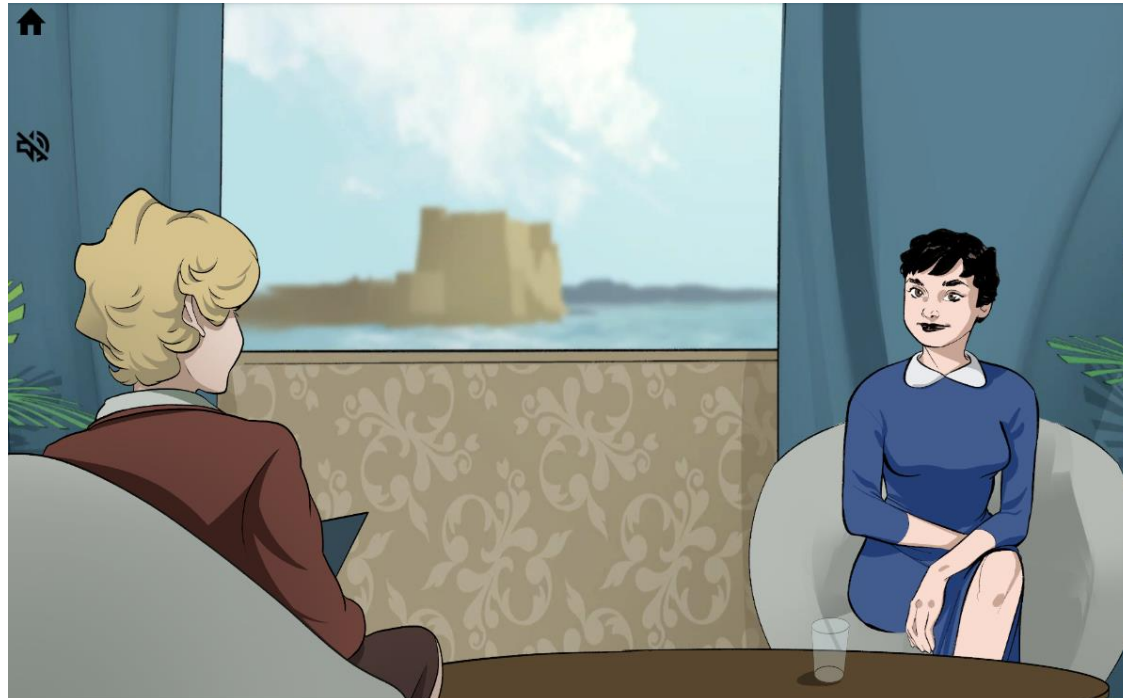
What can personality predict?

Personality traits and other personality constructs predict many important life outcomes, such as work success, relationship outcomes, well-being, mental health, and physical health (Caspi et al. 2005, Ozer & Benet-Martinez 2006), cognitive ability and socioeconomic status (Roberts et al. 2007).

Personality can change through interventions and other experiences!(Roberts et al. 2017).

Big 5 Predictions for individual development:
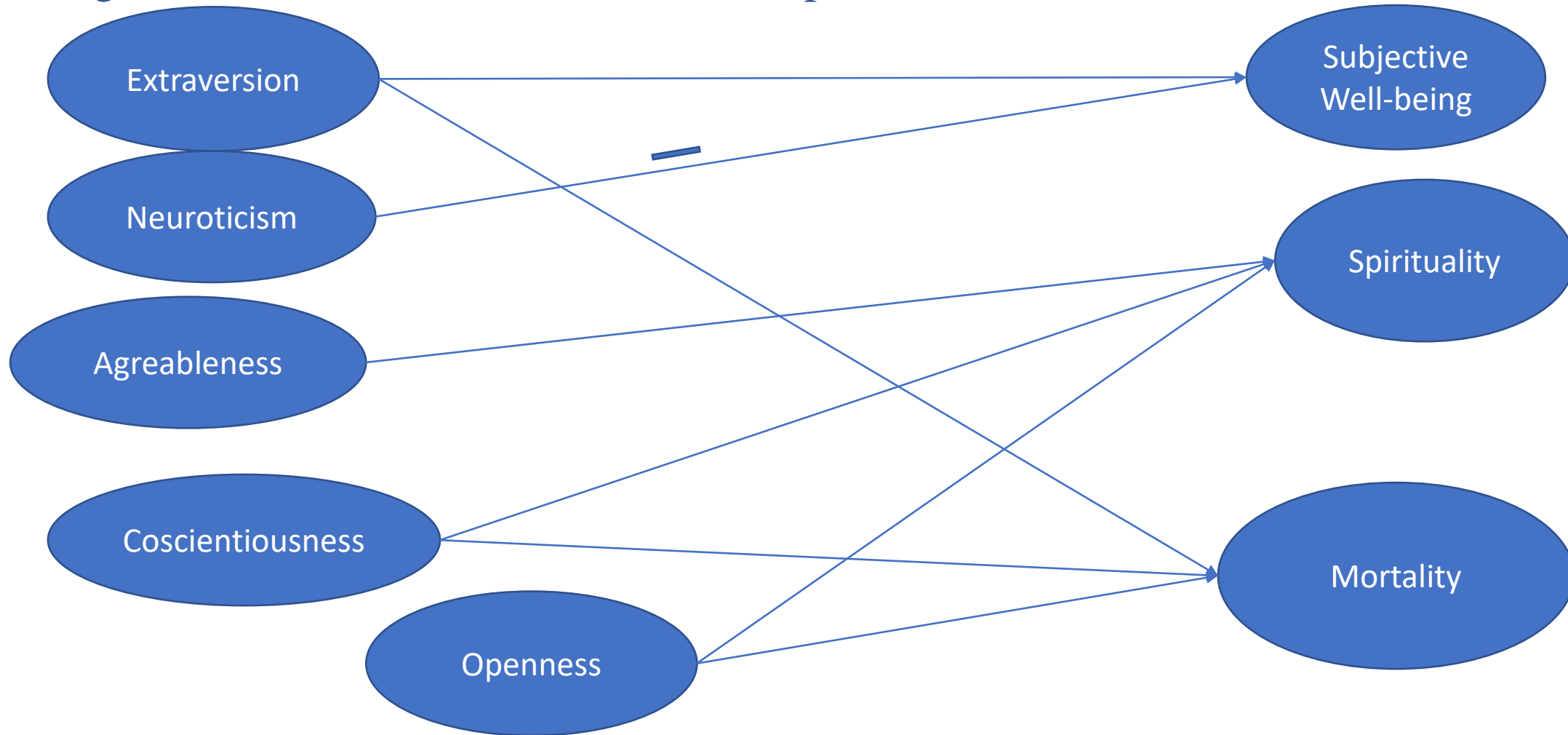
Big 5 Predictions for career development:

GPA and exam performance are both predicted by conscientiousness
Neuroticism is negatively related to academic success
Neuroticism negatively correlates with learning styles in general
Openness and extraversion both predict learning styles.
Conscientiousness predicts job performance.
Agreeableness is negatively related to salary.

Does Personality change?

Personality traits demonstrate moderate to high rank-order consistency (i.e., correlations between 0.40 and 0.60) over reasonably long periods of time (i.e., 4 to 10 years), and that the longer one tracks rank-order consistency, the lower consistency gets (e.g., Damian & Roberts 2015), but consistency seems to plateau above zero (Fraley & Roberts 2005).

Personality traits increase in rank-order consistency with age, peaking sometime after age 25, with some evidence for decreases in very old age (Lucas & Donnellan 2011). In addition, rank-order consistency does not vary markedly across the Big Five traits, the assessment method (i.e., self-reports, observer ratings, and projective tests), or gender.

Exercise n. 3 (Resumé/Interview Exercise)

Describe your personality in 5 words, what impact may it have on your future job?

Give it a try...

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