

PERSONALITY AND BIG FIVE FACTOR MODELS OF PERSONALITY

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ABSTRACT

This article aims to describe the most salient features of personality and explain how these big five factors play a role in personalities. The search for the structure of personality is as old as the study of human nature itself. Within the last two decades, there has been consensus within the organization behavior researchers that five factor model of personality, often termed the “big five” personality frame work (Goldberg, 1981, 1990; Costa and McCrae, 1992; John and Srivastava, 1999), is one of the most prominent models in contemporary psychology to describe the most salient features of personality. Understanding and studying personality allows psychologists to predict how people will respond to the sort of things they prefer and value. A number of different theories have emerged to explain various aspect of personality. Personality is often described in terms of traits.

Since the mid-20th Century, psychologists have attempted to understand personality differences using with reference to these personality traits. Today the “Big Five” Theory is the most popular and widely accepted trait theory of personality. The big five personality dimensions can be divided into five factors: Extraversion, agreeableness, conscientiousness, openness, and neuroticism.

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Personality and Five Factors Models of Personality

Concept of personality:

The word personality derives from the Latin word “persona” which means mask. According to this root, personality is the impression we make on others; the mask we present to the world. The first meaning of “Persona” was used in ancient Roma by theater players, where the actors put the “mask” on their face in accordance with their roles. The purpose of these masks used by players was to represent a certain personality, to reveal its reflected characteristics. In reality, one aspect of personality is the attitude that people take in their relations with other people, behavior in other words is the mask they wore. Personality is one of the most comprehensive concepts in psychology. There is not a single definition of the personality that all psychologists agree on. Although there is no agreed definition, personality can be defined as consistent behavior patterns and individual processes resulting from the individual’s own self. (Burger, 2006: 44). Personality is the name that is given to the whole of the individual’s spiritual and social reactions, sum total of behaviors attitudes, values, and beliefs that are characteristic of an individual. Psychologists describe “personality” in different ways. However, when personality definitions are examined, it has been noted that there are several topics that unite psychologists. In these definitions, it is generally stated the emotions, thoughts and behavior patterns distinguish individuals from other individuals. According to Köknel, personality is “regarded as the whole of the physical, mental and spiritual features that separate a person from others. (Köknel, 1985: 19)

Understanding and studying personality allows psychologists to predict how people will respond to the sort of things they prefer and value. A number of different theories have emerged to explain various aspects of personality. Personality is often described in terms of traits. Gordon Allport was one of the first to describe personality in terms of individual traits. Today the “Big Five” Theory is the most popular and widely accepted trait theory of personality.

Five Factor Personality Models and Dimensions

The “big five” are broad categories of personality traits.

Since the mid-20th Century, psychologists have attempted to understand personality differences using with reference to these personality traits. The completeness of the Five-Factor Model has been questioned, regarding whether it captures the major sources of human personality variation (J.Corr-Matthews, 2009: 90). Tupes and Christal (1961) were the first to propose this model. This theory proposes that personality is made up of five broad personality dimensions: **extraversion, neuroticism, compatibility, Conscientiousness, openness.**

The five-factor personality model has emerged as a result of the search for a common language in personality researchers. At the beginning hundreds of different personality traits were discovered and measured after that similar personality traits began to gather under the same concept.

The support of Cattell (1943) ‘s systematic studies with the work of Fiske (1949) took its final shape in about 40 years with the contributions of researches by Eysenck and Cattell and many other scholars and researchers. (Digman, 1990: 418). The collection of personality traits for the first time in five features was the result of Ernest Tupes and Raymond Christal’s work at the U. S Air Force Personnel Laboratory in 1950. In this study, Tupes and Christal analyzed a total of 35 personality characteristics and have reached the five strongest personality traits. These are: Surgency (high level of positive emotion and mobility) b) Compatibility c) Reliability d) Emotional consistency e) Culture. The five factor models developed by Tupes and Christal (1950), later has been developed and finalized by Costa and McCrae (1988), Digman (1990) and Goldberg (1993).

While the compromise on the five-factor personality model has been criticized by some authors (Block, 1995: 12), it’s been important because allows to build a foundation about the dimensions of personality. (Hough, 1991: 44). For example, according to Goldberg (1981), five-personality

features contains information we should have when we meet a foreigner. In the compromise provided on the five-factor personality model, there is an effect on the coherent outcomes of the model being tested in different languages and cultures. For example, Hofstee and others in their study on German, English and Dutch subjects in 1997, observed that the five-factor personality model in general, retained its validity in three languages and three cultures. According to Barrick and Mount (1991: 23), it is important to have a number of compromises in order to be able to make progress in any area of science, and to have acceptable empirical classifications at this point. Barrick and Mount (1991) argue that the five-factor model provides a meaningful framework for understanding individual differences, particularly in performance, performance assessment, personal development, and education. Today, many researchers believe that they are five core personality traits. Evidence of this theory has been growing for many years, beginning with the research of D. W. Fiske (1949) and later expanded upon by other researchers including Norman (1967), Smith (1967), Goldberg (1981), and McCrae & Costa (1987). The five factors agreed upon at this point are personality dimensions, extroversion, compatibility, neuroticism, conscientiousness and developmental openness.

1.Extraversion

Extraversion is defined as the state of affection, action, or pleasure that an individual has with his or her external reality, and the pleasure it receives from this external reality. Extraversion is characterized by, sociability, talkativeness, excitability, assertiveness, and high amounts of emotional expressiveness. When we look at the five factor personality model, it emerges as one of the most widely agreed on two dimensions by different researchers. Generally, this dimension of extroversion / introversion, or (surgency) is referred to positivity and a high level of mobility. This feature is often associated with being social, being talkative and being mobile (Barrick and Mount, 1991: 98). The extroversion / introversion dimension was originally handled by Carl Jung (1920) (Lutrell, 2009: 17). According to Jung there are two mutually exclusive attitudes extraversion and intro-

version. While these two features are perceived as two opposing dimensions, they are also complementary dimensions. Extroverted are defined as persons who have physical energy outward. Therefore, external influences become more open and give more importance to objectivity (Lutrell, 2009: 85). Introverts are those who are more aware of their inner world. Along with perceiving the outside world, it is not as important as the inner world. Introverted personality attaches more importance to subjective evaluations and is highly inspired by its internal cognitive processes surrounding it. When the literature on the five factor personality model is examined, it is seen that people with high extroversion dimension have some common opinions about their characteristics.

Extroverted individuals are enthusiastic individuals and become self-confident individuals. They are eager to capture the change in their surroundings and are seen in a general positive attitude. Extroverts always feel free to get the word out in the community because their self-confidence is high. (Judge ve Bono, 2000). In sum, those with a high extroversion dimension are positive and social individuals and possess characteristics such as being cheerful, assertive, dominant, energetic and related to others. Individuals with low extroversion dimensions are those with introverted, withdrawn, calm personality traits. Extroversion is one of the most important precursors of psychological well-being in individuals with emotional consistency. According to the studies between happiness and extraversion it seems to be a positive relationship. For example, in the study of Hills and Argyle (2001), was found that happiness in the individuals is positively related to the extraversion at a high level. Again, according to this study, out-migrants have higher subjective well-being values when compared to demographic differences such as race, gender and age. The fact that extrovert individuals are happier individuals is due to their involvement in more social activities than inward-looking individuals. On the other hand, there are writers who base their strong relationship between extroversion and happiness on a cultural basis. Some psychologist argue that extradition in individuals is desirable in Western societies, and that external exploitation

in individuals is supported in these societies, and that self-esteem in individuals increases positively in psychological well-being.

2. Neuroticism

The second feature that provides the most compromise on the fivefactor personality model is neuroticism. Neuroticism is a trait characterized by sadness, moodiness, and emotional instability. Neuroticism has an important place in measurements as the most commonly used trait in personality measurements (Costa and McCrae, 1988: 302). Neuroticism measures the continuum between emotional adjustment or stability and emotional maladjustment or neuroticism (Costa and McCrae, 1992: 306) People who have the tendency to experience fear, nervousness, sadness, tension, anger, and guilt are at high end of neuroticism. Individuals scoring at the low end of neuroticism are emotionally stable and even-tempered (Costa and McCrae, 1992; John and Srivastava, 1999: 197).

Neuroticism refers to two types of tilting in relation to each other. These are: the anxiety tendencies in people; this tendency is linked to inconsistency and stress-proneness, and the tendency of the individual's well-being; this tendency is linked to personal insecurity and depression. Neuroticism is one of the basic personality traits and has features such as anxiety, moodiness and jealousy. (Thompson, 2008: 34). Therefore, neuroticism suggests a lack of positive adjustment and emotional consistency in individuals (Judge et al., 1999). In McCrae and Costa (1991) studies, the neuroticism dimension in the subjects is divided into six sub-dimensions. These are, respectively, anxiety, antagonism, depression, self-consciousness, thinking and security. It is expected that those who have a high degree of anxiety from these dimensions will feel tense, anxious and fearful. Persons with a high opposition dimension are referred to as those who are quickly confused and irritable. People with high depression dimensions are expected to experience more intense feelings such as hopelessness and guilt. Self-consciousness is not developed in individuals with a sense of

shame will be high and these individuals will be expected to have a mood that is turned into them, that is, a soul mood. Individuals with high levels of unthinking behavior will have a weaker resilience to willingness and desire, and finally those who have a high security dimension will be expected to have a poor ability to cope with stress (McCrae and Costa, 1991). Individuals with high levels of neuroticism resulting from the evaluation of these sub-dimensions will face a number of psychological and physical problems in their daily lives (Judge et al, 1999). The fact that neuroticism is associated with some adaptation and mental health states suggests that it is closely related to depression leading to common psychiatric problems. For example, Roberts and Kendler (1999) found that similar genetic factors on neuroticism and depression were effective on twins, and neuroticism and depression were more strongly related to self-esteem and depression. (Roberts and Kendler, 1999: 1107) might said that neuroticism refers to the inherent weakness of depression. Neurotic people experience one or more of the dimensions mentioned above. When neurotic individuals are considered psychological conditions mentioned above, it will be understood that their adaptation to persons and events in their environment is difficult. Individuals with low neuroticism are emotionally more balanced, calm, people who are less responsive in the face of events (Costa et al, 1986: 641).

3. Compatibility

When we look at the five-personality model in the literature, it is generally seen that there is consensus on the compatibility dimension as the third personality characteristic (Digman, 1990:84). While this dimension is often referred to as compatibility by the authors, some authors prefer names such as likability, friendliness, and social compatibility (Barrick and Mount, 1991:49). The individual who is understood from the compatibility dimension with working under different names is soft, trustworthy, helpful, forgiving, naive and direct (Costa et al., 1986: 77). The major difference between the dimensions of the five-factor personality model and

the compatibility dimension is that this dimension draws attention to individual differences in terms of business association and social cohesion. Extroversion and neuroticism are under investigation and examined under a five-factor personality model. Perhaps the least understood of these five dimensions appears to be compatibility. Although the extroversion dimension seems to be more related to social behavior, the relationship between the dimensions of extraterritoriality and compatibility in relation to social behavior is in different angles. Accordingly, while conceptual extroversion is related to social impact, compatibility deals with motives that cause positive relationships with others.

What is important in the dimension of compatibility that needs to be understood here is to try to understand what the individuals are using to keep and maintain relationships with others, or why individuals are actively involved in protecting those relationships. In this respect, individuals increase their acceptability within society. However, social desirability in the individual also brings with it a number of problems related to individual self-evaluations. Individuals may have an incorrect perception of themselves. Especially in the questionnaire studies which the person has evaluated himself, this problem appears more clearly. According to Crowne and Marlowe (1960), this is due to the fact that the individual's willingness to approve and the general validity of the questions give the answers accepted by the society. Hence, the compatibility dimension from the five factor personality model dimensions is a feature that is linked to social desirability. Individuals are increasing their social desirability with the compatibility feature and have acted on this to protect the existing social relations. In sum, those with a high compliance dimension are defined as being polite, polite, reliable, moderate, open-minded and self-sacrificing. (Judge and Bono, 2000: 754). These people give importance to be with others and to act together. It is expected that the situation of listening to and empathizing against the people of high compatibility is expected to be high. On the contrary, it is observed that individuals with low compatibility dimensions are associated with personality traits such as sarcastic, vulgar, skeptical, unwillingness to cooperate, and revenge (McCrae and Costa, 1991).

4. Conscientiousness

Conscientiousness is the personality trait of a person who shows an awareness of the impact that their own behavior has on those around them. Conscientiousness individuals are purposeful and determined. Features of this dimension include high levels of thoughtfulness, with good impulse control and goal-directed behaviors. Highly conscientiousness tends to be organized and mindful of details. Conscientiousness describes socially prescribed impulse control that facilitates task- and goal-directed behavior, such as thinking before acting, delaying gratification, following norms and rules, and planning, organizing, and prioritizing tasks (John and Srivastava, 1999: 121). They also feel a sense of duty towards others. They are aware of the effect that their words and actions can have on people in everyday situations. A person who is conscientious is most at ease when they feel that they are organized. They prefer their surroundings - their bedroom, desk or office - to be tidy and presentable. As a result of their careful behavior, conscientious people have been found to be less likely to be involved in driving accidents than those with less conscientious personality traits. In order to achieve their goals, a conscientious person will be willing to be hard-working, devoting much of their attention and energy towards a specific aspiration. Whilst tiring, this goal-oriented behavior can pay high rewards. For example, in a University of Iowa study of the performance of salespeople, a study found that conscientious employees achieved a higher volume of sales than their unconscientiously co-workers.

5. Openness

Openness is one of the five personality traits of the Big Five personality theory. It indicates how open-minded a person is. A person with a high level of openness to experience in a personality test enjoys trying new things. They are imaginative, curious, and open-minded. Individuals who are low in openness to experience would rather not try new things. They are close-minded, literal and enjoy having a routine. Openness to experi-

ence is the tendency of the individual to be imaginative, sensitive, original in thinking, attentive to inner feelings, appreciative of art, intellectually curious, and sensitive to beauty (Costa and McCrae, 1992; John and Srivastava, 1999). Such individuals are willing to entertain new ideas and unconventional values.

Individuals with a high level of openness have a general appreciation for unusual ideas and art. They are usually imaginative, rather than practical. Being creative, open to new and different ideas, and in touch with their feelings are all characteristics of these people. Individuals who score lower in openness on a career test are generally more closed-off, resistant to change, and analytical.

CONCLUSION

The search for the structure of personality is as old as the study of human nature itself. (Judge and Bono 2000: 87). Understanding and studying personality allows psychologists to predict how people will respond to the sort of things they prefer and value. A number of different theories have emerged to explain various aspect of personality. Since the mid-20th Century, psychologists have attempted to understand personality differences using with reference to these personality traits. Today the “Big Five” Theory is the most popular and widely accepted trait theory of personality. The big five personality dimensions can be divided into five factors: Extraversion, agreeableness, conscientiousness, openness, and neuroticism. The Big Five traits are broad personality constructs that are manifested in more specific traits. Factor 1, Extraversion, represents the tendency to be outgoing, assertive, active, and excitement seeking. Individuals scoring high on Extraversion are strongly predisposed to the experience of positive emotions (Watson & Clark, 1997: 53). Factor 2, Neuroticism is a trait characterized by sadness, moodiness, and emotional instability.3. Compatibility a tendency to be, soft, trustworthy, helpful, forgiving, naive and

direct. 4. Conscientiousness, is indicated by two major facets: achievement and dependability. Conscientiousness is the trait from the five-factor model that best correlates with job performance (Barrick & Mount, 1991: 46). 5. Openness to Experience (sometimes labeled Intellectance), represents the tendency to be creative, imaginative, perceptive, and thoughtful. Openness to Experience is the only Big Five trait to display appreciable correlations with intelligence.

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