

Parkland College

From the Selected Works of Sarah Grison

February 28, 2019

Who Are We? How Knowing Our Personalities Can Improve Our Personal and Professional Lives

Sarah Grison, *Parkland College*



Available at: <https://works.bepress.com/sarah-grison/39/>

Welcome!



- Did you take the Big Five Personality test from the emailed link? If so, please get out your results.
- If not, as we are getting ready to start, please feel free to complete it (120 items = 7 minutes).
- <https://tinyurl.com/8hvez9>
- In that case, please copy all of the results and email them to yourself.
- We will be discussing the results soon.
- Please let me know if you have questions!

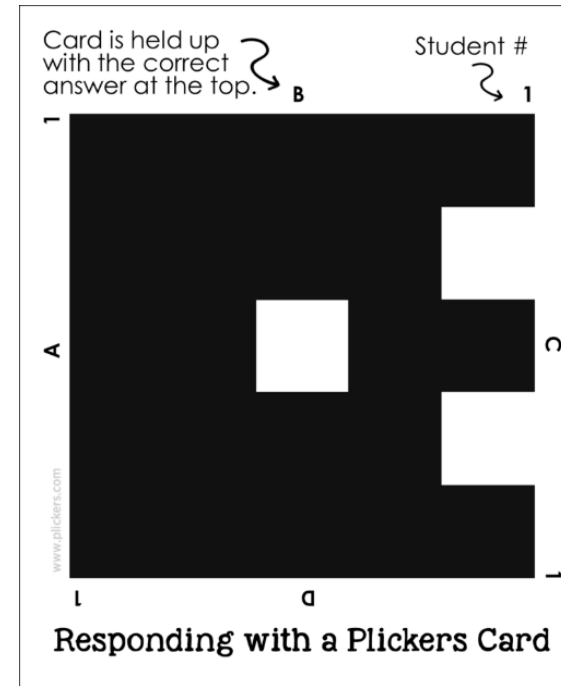
Were you able to do the Big Five test?

Please rotate the plicker card until the letter you want to answer is at the top and turn it to me.

A – Yes

B – No

C – Not sure



[Learn about using plickers](#) to engage people during a presentation!

Who are we?

How knowing our personalities can
improve our personal & professional lives

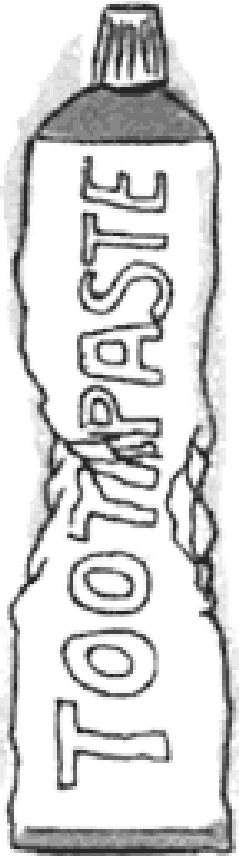
Sarah Grison, Ph.D.
Associate Professor of Psychology

February 22, 2019

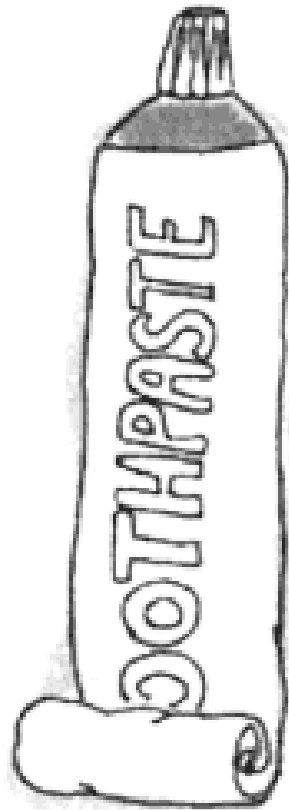
This PPT will be accessible at SPARK!
Just search for CETL or Grison.



THE TOOTHPASTE PERSONALITY TEST



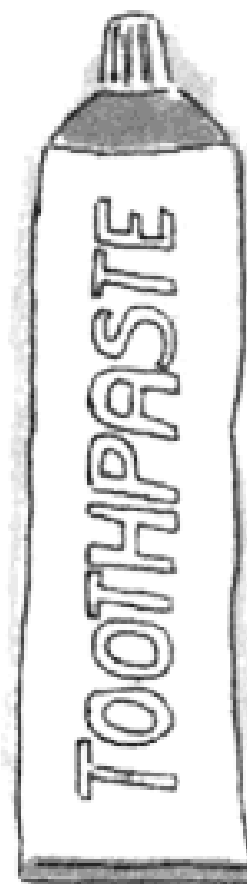
IMPULSIVE,
LIFE OF THE
PARTY



THRIFTY,
PRONE TO
DEPRESSION



STUBBORN,
SLOW WITTED



ANTISOCIAL,
BAD BREATH

© 2014 SH

Our goals for today:

- ▶ Discover our personality traits.
- ▶ Explore why understanding people's traits matters.
- ▶ Discuss how considering traits can improve our lives.

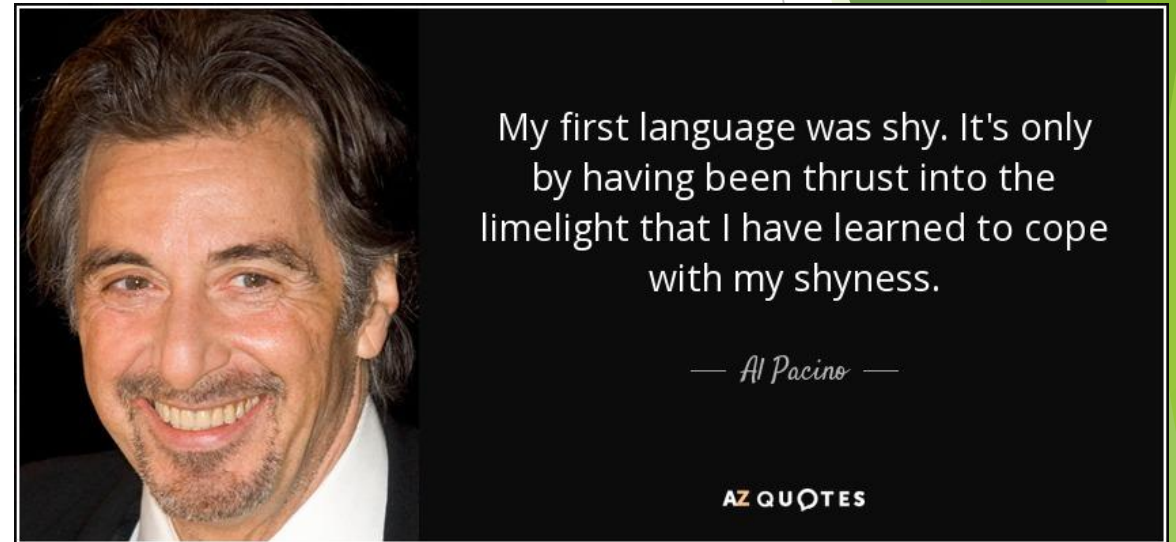


Let's all be respectful and supportive of each other as we discuss these topics!



What are personality traits?

- ▶ Personality traits are the stable ways that we think, feel, & act
- ▶ So, traits make up the core of who we are!
- ▶ Traits are:
 - ✓ Determined by genetics & biology
 - ✓ Changed through learned experiences
 - ✓ Expressed differently across situations



Do you know someone who is shy?
Did they learn to change their
behavior over time?
Are they shy in all situations?

Big Five test reveals personality traits

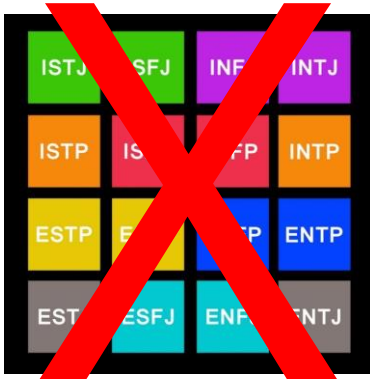
- ▶ Research shows several main categories of traits in Big Five
- ▶ We vary in the degree we show each trait
- ▶ Each trait is associated with many “descriptors”
- ▶ Factor analysis calculates each trait score across many “descriptors”
 - ✓ e.g., A curious person who is also artistic and imaginative will be high in Openness to Experience

O penness to experience	C onscientiousness	E xtraversion	A greeableness	N euroticism
Imaginative vs. down-to-earth Likes variety vs. likes routine Independent vs. conforming	Organized vs. disorganized Careful vs. careless Self-disciplined vs. weak-willed	Social vs. retiring Fun-loving vs. sober Affectionate vs. reserved	Softhearted vs. ruthless Trusting vs. suspicious Helpful vs. uncooperative	Worried vs. calm Insecure vs. secure Self-pitying vs. self-satisfied

The acronym OCEAN will help you remember the Big Five.

Big Five is a good measure of personality

- ▶ Very reliable: Results stable over time
- ▶ Good validity: Results align with other personality measures
- ▶ More predictive of workplace performance than Myers-Briggs



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The Mini-IPIP Scales: Tiny-yet-effective measures of the Big Five Factors of Personality.

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[Donnellan, M. Brent](#) [Oswald, Frederick L.](#) [Baird, Brendan M.](#) [Lucas, Richard E.](#)

Citation
Donnellan, M. B., Oswald, F. L., Baird, B. M., & Lucas, R. E. (2006). The Mini-IPIP Scales: Tiny-yet-effective measures of the Big Five Factors of Personality. *Psychological Assessment*, 18(2), 192-203.
<http://dx.doi.org/10.1037/1040-3590.18.2.192>

Psychological Assessment
Editor Yossef S. Ben-Porath, PhD
Journal TOC

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Abstract
The Mini-IPIP, a 20-item short form of the 50-item International Personality Item Pool-Five-Factor Model measure (Goldberg, 1999), was developed and validated across five studies. The Mini-IPIP scales, with four items per Big Five trait, had consistent and acceptable internal consistencies across five studies (α = at or well above .60), similar coverage of facets as other broad Big Five measures (Study 2), and test-retest correlations that were quite similar to the parent measure across intervals of a few weeks (Study 4) and several months (Study 5). Moreover, the Mini-IPIP scales showed a comparable pattern of convergent, discriminant, and criterion-related validity (Studies 2-5) with other Big Five measures. Collectively, these results indicate that the Mini-IPIP is a psychometrically acceptable and practically useful short measure of the Big Five factors of personality. (PsycINFO Database Record (c) 2016 APA, all rights reserved)

[Access the article here.](#)

What did the Big Five reveal about you?

What trait were you:

Highest on?

What about lowest on?

A – Openness

B – Conscientiousness

C – Extraversion

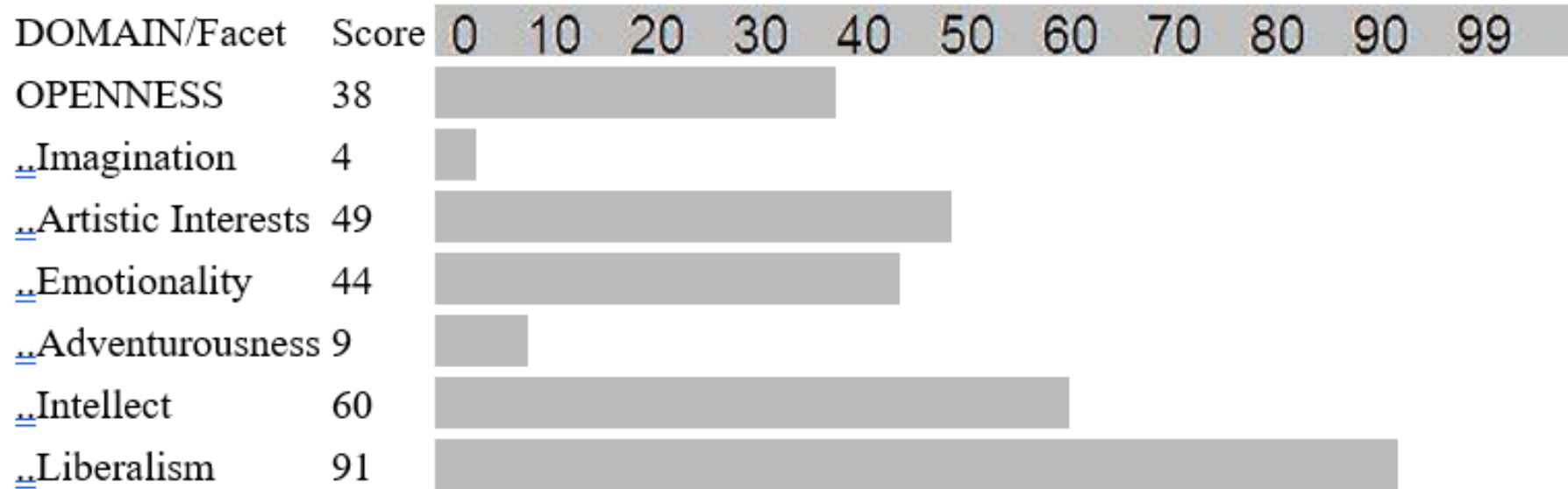
D – Agreeableness



So...You are not alone!

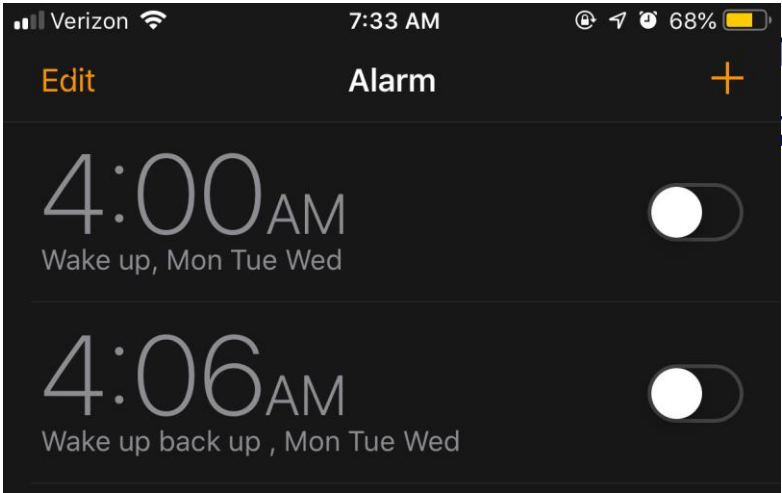
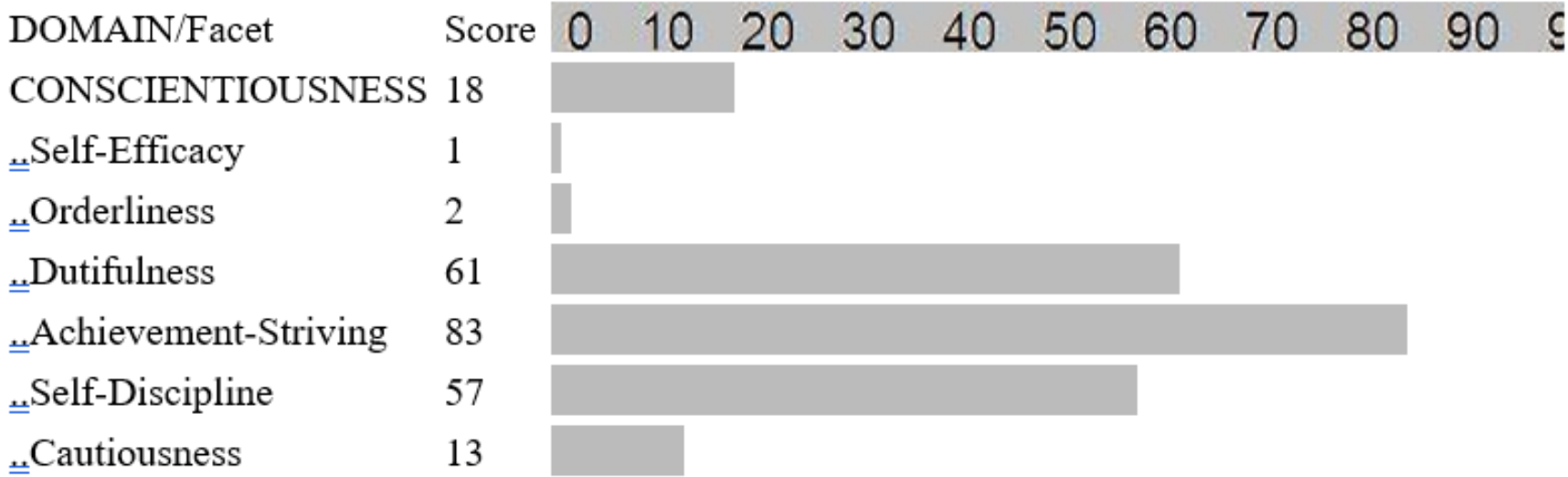
But! It's not just the overall score that shows how a trait affects one's life. Let's look more closely at the descriptors....

Openness to experience



Are we more or less open to ALL of the same things?
How might this affect our personal and professional lives?

Conscientiousness



Conscientiousness can predict persistence

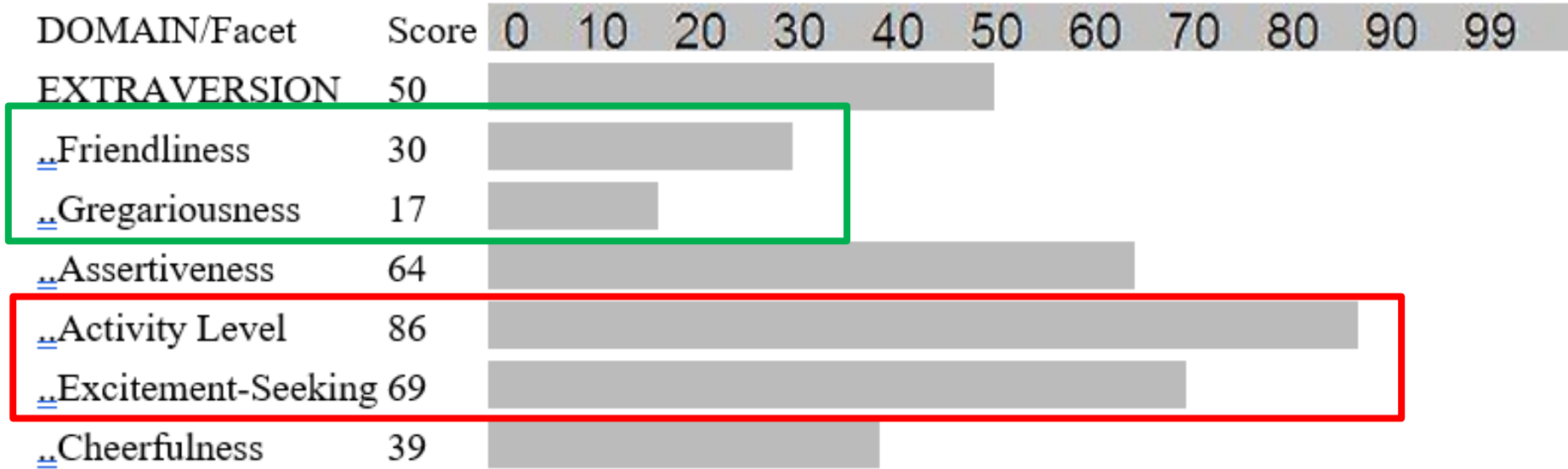
- ▶ Factors of *striving for achievement & having self-discipline* are related to persistence
- ▶ Persistence is a key predictor of success in many realms
- ▶ This includes in the workplace!



Will Smith segment on Tavis Smiley

Hear Will Smith discuss
conscientiousness with Tavis
Smiley (@ 4:00)

Extraversion



So, wait...Extraversion is NOT just about being sociable?
How many of us show differences between the sociability
descriptors versus the activity descriptors?

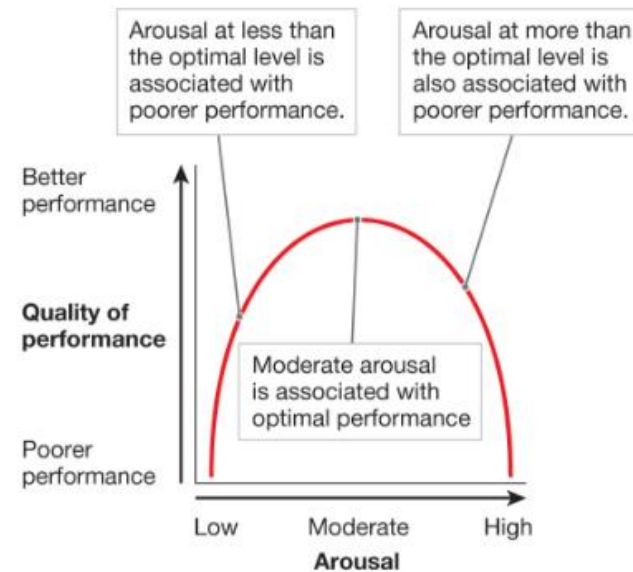
Extraversion may predict a desire for stimulation

- Factors of *excitement-seeking* & *activity level* reflect a sensation-seeking personality



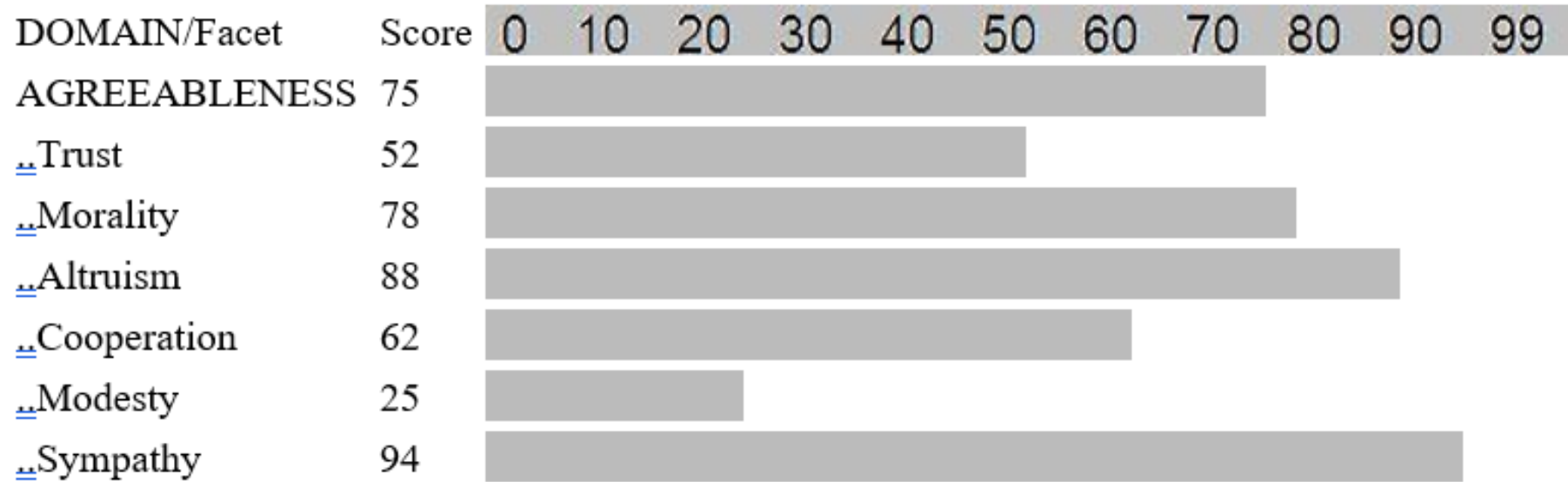
You can [hear Brian Little discuss extraversion here \(@ 4:50\)](#)

- However, too much stimulation (arousal) can affect performance



[Read about the Yerkes-Dodson law here](#)

Agreeableness



We vary in the factors related to agreeableness.
But this is not a bad thing!
Yet...How might this affect a person's life?

What did the Big Five reveal about you?

What was your
neuroticism score?

A – 0-25

B – 26-50

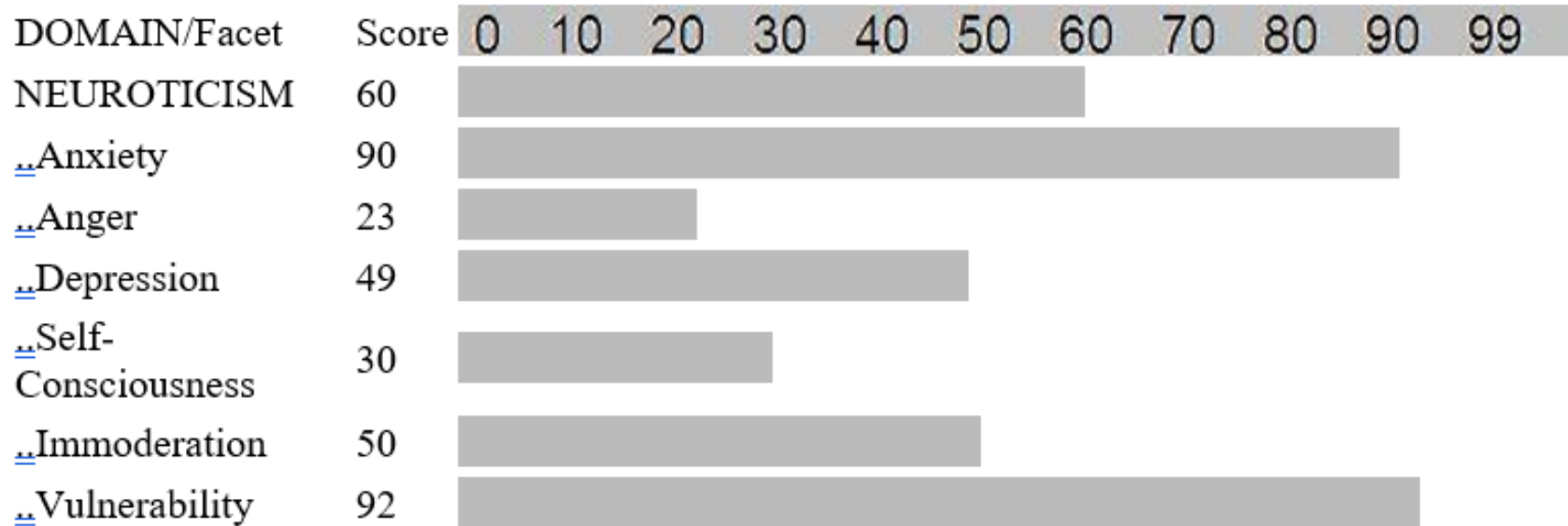
C – 51-75

D – 76-99



Once again...You are not alone!
But, again, the scores on the descriptors matter.
Let's see how...

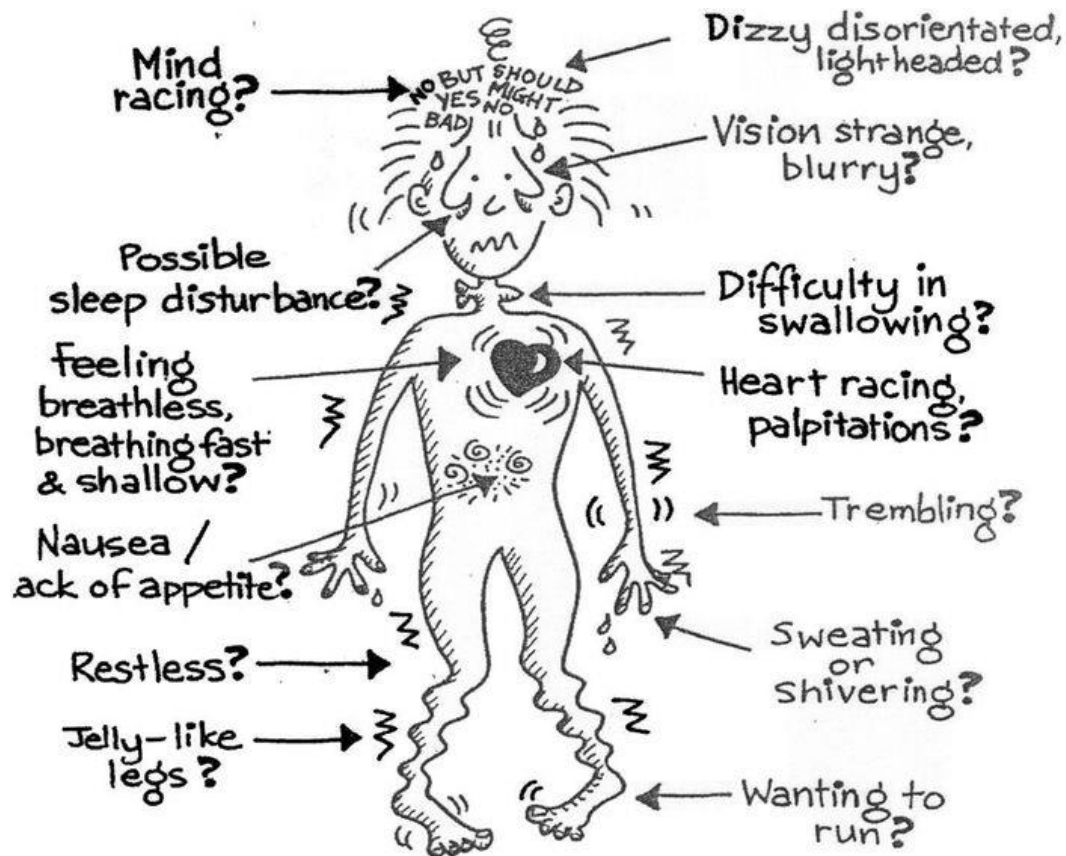
Neuroticism



Worrying is not “bad”! It reveals how we are sensitive to stressors in the environment, so is protective and motivating!

But anxiety can have negative effects, such as...

Neuroticism may predict anxiety symptoms...



What else might we feel?

- ▶ Negative thoughts
- ▶ Thinking the worst
- ▶ Flushed face
- ▶ Anger
- ▶ Desire to run away

Let's learn something about each other!

- ▶ Take a look at your results and think about what you learned
- ▶ Please write on the card something about one trait (or descriptor) that will help others know you better
- ▶ Please keep it anonymous!
- ▶ If you do not wish to share, please feel free to write "No, thank you."
- ▶ I will collect your cards and share information with the group



Our goals for today:

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- ▶ Explore why understanding people's traits matters.
- ▶ Discuss how considering traits can improve our lives.



Let's all be respectful and supportive of each other as we discuss these topics!



Let's look at traits in the Case of the Prickly Person!

- ▶ We will make 3 groups of about 6 people each
 - ✓ I will give you a number (1, 2, or 3) & that's your group!
- ▶ In EACH group, half of the people will talk about one person in the case
 - ✓ Half of you will discuss Alastair
 - ✓ And half of you will discuss Rebecca



Let's look at traits in the Case of the Prickly Person!

► Questions to discuss:

- ✓ Why might Alastair's/Rebecca's traits cause them to think as they do?
- ✓ Why might their traits make each feel as they do?
- ✓ Why might their traits make each act in certain ways?
- ✓ How might the context of the interaction or past experiences influence each of them?

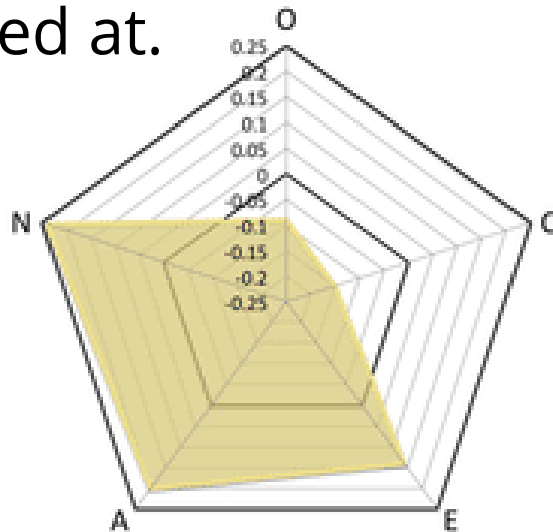


We will discuss this together
as a group in a minute.
Then you will “meet” the
other person!

Case of the “prickly” person

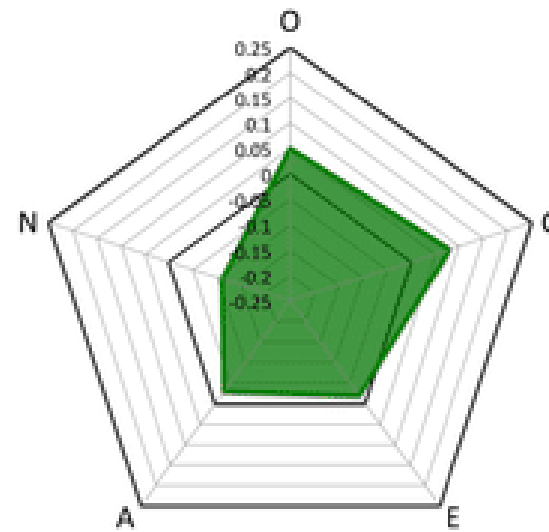
► Alistair:

- Likes to be a “team” player at work and in sports. But he gets nervous in situations where he might be negatively evaluated, especially doing new things that he feels less skilled at.



► Rebecca:

- Wants her team leader, Alistair to give a presentation to the company. But Alistair has said “no” to this previously in a way that seemed overly aggressive.



Let's see if we can improve the interactions in the Case of the Prickly Person!

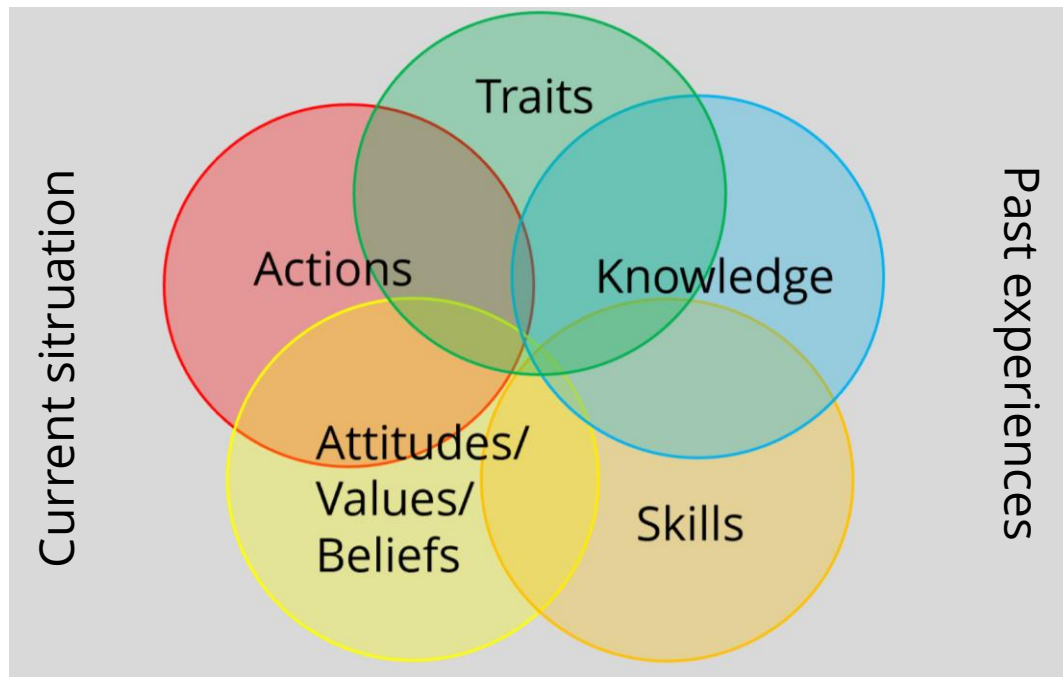
► Questions to discuss:

- ✓ Will this interaction be positive if they do not consider each other's traits?
- ✓ How might they learn about each other's traits?
- ✓ How might the context of the interaction be taken into account to improve the interaction?
- ✓ What else might be done to make this a good interaction?



We will again
discuss this
together as a group.

So, understanding personality matters because traits impact everything!



Here's an example from my life
where traits, context,
and past experience intertwine....



So! The current situation & prior experiences affect the expression of traits!

New "marshmallow test" suggests trust matters



Evelyn Rose, 4 of Brighton, N.Y., participates in a reenactment of the marshmallow experiment used in a University of Rochester study published in the journal *Cognition*. The study was conducted at the University of Rochester Baby Lab. / J. ADAM FENSTER / UNIVERSITY OF ROCHESTER

[Watch the video of the marshmallow test here.](#)
[Read the research on the updated marshmallow test.](#)

It matters to understand traits because...

- ▶ It helps us know our strengths and challenges
 - Being high or low on a trait could be a strength or a challenge
- ▶ Traits affect how we think, feel, & act
 - Whether we strive to get specific knowledge & skills, feel threatened or excited by a situation, and engage in or avoid certain situations
- ▶ We need to understand the traits of others, their past experiences, and how they might react in a situation
 - Because these all affect positive interactions and influence trust

We all have roles to play at
home and work.
We can do this better when we
understand each other!



Our goals for today:

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- ▶ Explore why understanding people's traits matters.
- ▶ Discuss how considering traits can improve our lives.



How considering our traits & the traits of others can improve our lives

1. Allows us to see our strengths & challenges & use a **growth mindset** to make changes
2. Lets us begin to see the **perspectives of others** and develop **empathy**
3. Gives us an opportunity to **improve communication** with others

We can use a growth mindset to address challenges in our traits

- ▶ **Growth mindset:** When we acknowledge a challenge and work to improve - we can!
- ▶ Growth mindset predicts:
 - ✓ Brain activity during challenges ([Mangels, et al., 2007](#); [Moser, et al., 2011](#))
 - ✓ Persistence, resilience & success in many domains ([Dweck, 2019](#))
 - ✓ Reductions in anxiety & depression (Schleider & Weisz, 2016)



Psychologist Carol Dweck described growth mindset in a [TED talk \(December, 2014\)](#).

We can strive to see the perspectives of others & practice empathy

► **Perspective-taking:** Putting ourselves in others' shoes & working to understand their thoughts, feelings, motivations, & actions

- ✓ What are their traits?
- ✓ What experiences have they had?
- ✓ How might the current situation affect them?
- ✓ How can we have/show **empathy**?

Showing empathy helps to develop trust!



Watch the [video on empathy versus sympathy here](#).

We can practice improving communication by using PENs



P = Pause and Prepare: Breathe. Label your intentions.

E = Emotions: Guess (OR share) underlying emotions.

N = Needs: Guess (OR share) common human values.

(Courtesy of E. Shpungin, 2017)

Why do we say back the essence of what we hear?

Take Home Messages

- ▶ We all have traits – they may be strengths or challenges!
- ▶ It's important to understand our traits and those of others
- ▶ Key is understanding other people's traits & their perspectives
- ▶ How we engage with others affects how they engage with us
- ▶ Be aware of past experiences and the current situation and always consider these in all interactions
- ▶ Growth is good, but can be challenging in terms of perspective-taking, practicing empathy, & improving communication (PENs)
- ▶ Presence of “discomfort” doesn't mean something is bad
- ▶ It means we are growing!!

What area do you plan to make a change in?

A – Developing a growth mindset to address challenges in traits

B – Striving for perspective-taking & empathy with other people to understand their traits

C – Practicing communication with people of different traits through the PENs method

D – More than one of the above



Consider making a plan for change by using this worksheet!



Remember – we are all part of a larger whole!

We cannot control each other!

But we CAN control working to understand ourselves & each other to improve our lives!

Thank you for participating!

- ▶ Any questions?
- ▶ Or please feel free to email me at: sgrison@parkland.edu
- ▶ You will be able to access this presentation at SPARK
- ▶ Please fill out both sides of the evaluation sheet
- ▶ I look forward to working with you again in the future!

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Additional resources on traits

- ▶ <https://www.psychologicalscience.org/topics/personality-testing>
- ▶ <https://www.psychologicalscience.org/publications/observer/obsonline/cambridge-analytica-story-casts-spotlight-on-psychographics.html>
- ▶ <https://www.psychologicalscience.org/news/minds-business/dominant-leaders-are-bad-for-groups.html>
- ▶ <https://www.npr.org/programs/invisibilia/482836315/the-personality-myth>
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- ▶ <https://www.wnycstudios.org/story/91496-who-am-i/>