

Personality and the Big Five Traits explained

Overview of the Big Five

Today, the most widely researched and accepted model of human personality is the **Five Factor Model (FFM)** or the 'Big 5'. This model was evolved from the work of many researchers such as Fiske (1949), Norman (1967), with McCrae & Costa (1987) popularising the model in the format we see today. The Big 5 model has been extensively validated as the most accurate categorisation of human personality traits to date.

THE BIG FIVE MODEL



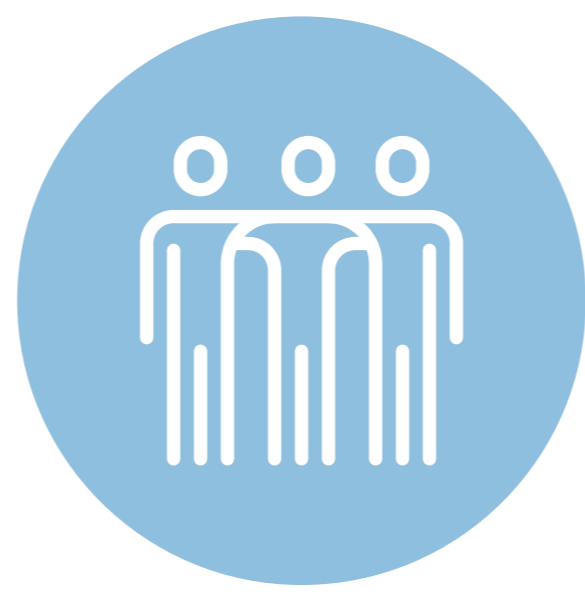
Openness to experience

People with high levels of this trait enjoy novelty, are curious about everything and tend to have a wide range of interests, often wanting to try new things. They may hold unconventional beliefs.



Conscientiousness

People with high levels of this trait are diligent and organised, showing high levels of self-discipline and using their initiative to set themselves goals and targets; they like to feel successful.



Extraversion

People with high levels of this trait like to be involved in a breadth of different activities, feeling motivated when they can interact with people. They come across as being full of energy and may be domineering.



Agreeableness

People with high levels of this trait tend to focus on the needs of others, having a high concern for social harmony and the well-being of others. They are trusting, considerate and cooperative.



Neuroticism

People with high levels of this trait experience negative emotions more frequently, such as stress, anxiety or guilt. They may react strongly to adverse situations but may also appear extremely passionate.

Overview of Thomas' Personality assessment

At Thomas International, our **Personality** assessment is powered by the **High Potential Trait Indicator (HPTI)**, which measures six personality traits that are proven to predict success at work. Personality guru, Prof. Adrian Furnham, and renowned work psychologist, Ian MacRae, developed the HPTI from the Big 5 model over several years, wanting to identify which specific traits had the strongest relationship with success at work (MacRae & Furnham, 2014).

HPTI PERSONALITY TRAITS

Conscientiousness



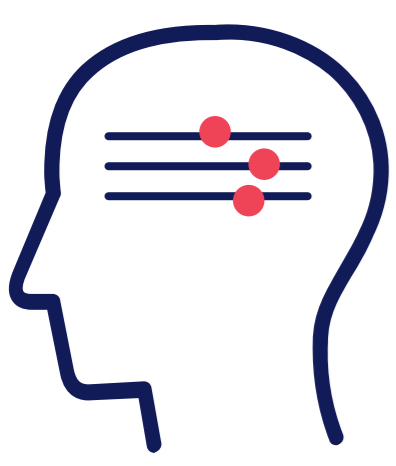
People with high levels of Conscientiousness tend to be focused on goals and how to reach them. They will usually be self-motivated. Those with lower levels of this trait tend to be relaxed and easy-going, taking things as they come.

Ambiguity Acceptance



People with high levels of Ambiguity Acceptance thrive in uncertain situations and enjoy complexity. Those with lower levels of this trait prefer high levels of clarity and direct solutions to problems.

Adjustment



People with high levels of Adjustment are calm under pressure and rarely experience stress or negative emotions. Those with lower levels of this trait can have more intense emotional reactions to stress and pressure.

Risk Approach



People with high levels of Risk Approach are keen to solve interpersonal issues proactively, not being afraid of confrontation. Those with lower levels of this trait tend to be more agreeable and avoid conflict with others.

Curiosity



People with high levels of Curiosity often like novelty, learning and variety in the world around them. Those with lower levels of this trait prefer conventional approaches and trusted methods.

Competitiveness



People with high levels of Competitiveness are motivated by power and influence, always wanting to win. Those with lower levels of this trait prefer non-competitive environments that focus on group cooperation.

In our new talent assessment platform, **Thomas Perform**, you can also explore how someone's personality influences their suitability for certain roles and delve deeper into their areas of limitation with our dynamic interview guide.

To understand more about how **Thomas' Personality assessment** can predict which of your candidates will be successful in your role, download our whitepaper [↔](#)