

The Big Five Personality Factors of Leadership

Conscientiousness/Work

How does the person approach tasks and responsibilities?

Easygoing individuals are free spirits who are likely to be laid-back, flexible and casual, with less emphasis on achievement.

Industrious people are responsible, and conscientious. They are likely to be well organized, achievement-oriented and always follow-through on commitments.

Extraversion/Social

How does the person express himself/herself and interact with others?

Private persons prefer solitude and space, either physical or mental.

They tend to pursue activities such as quiet walks, reading, meditating or sharing time with a few friends. Outgoing people are sociable, talkative and assertive. They tend to be energetic, and need to be around others. They gain their energy by talking, socializing, and working with others.

Agreeableness/Tact

How important are others' opinions and feelings to the person?

Critical individuals are independent, skeptical, competitive, and frank. Some tend to be focused more upon their own needs than the needs of others. Agreeable people tend to want to reach out and help others. They are harmonious, good-natured, optimistic, and care about what others think of them.

Emotional Stability/Stress

How does the person respond to adversity or pressure? Resilient individuals are unflappable, calm, and confident. They usually keep their composure, even in stressful situations. Reactive persons are sensitive and emotional. They are prone to be tense, insecure, and moody. They may react to circumstances with strong feelings.

Openness to Experience/Intellectual Curiosity/Interest

How open is the individual to various interests and ideas? Practical persons are pragmatic, conventional, and no-nonsense. They will feel most comfortable with traditional and well-established methods and topics. Inquisitive persons are open to new experiences and tend to have broad interests. They may also be curious, creative, original, and imaginative.