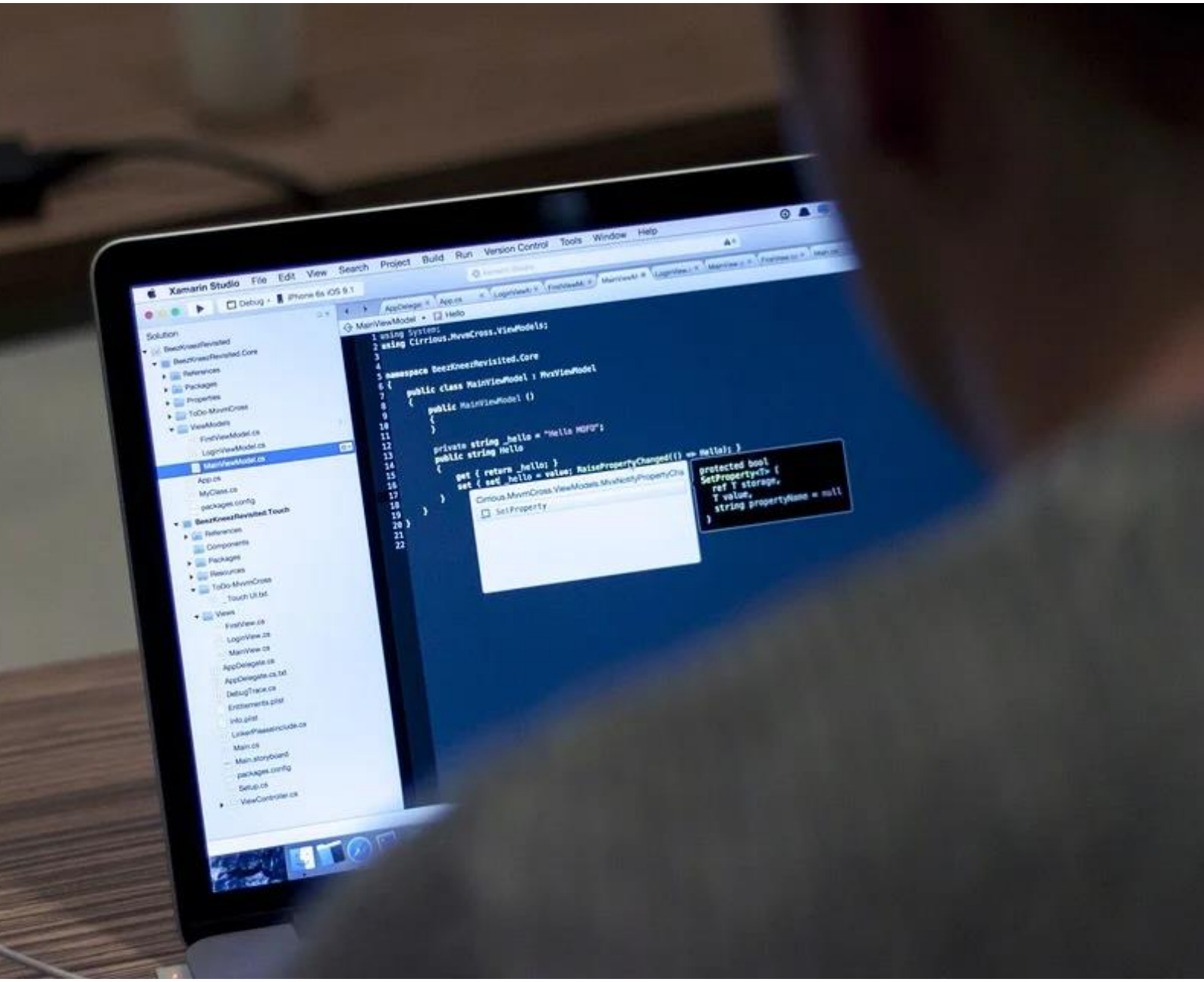

Self Assesment Report

TeBelSi

Funded by the Erasmus+ Programme of the European Union

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TeBeISi

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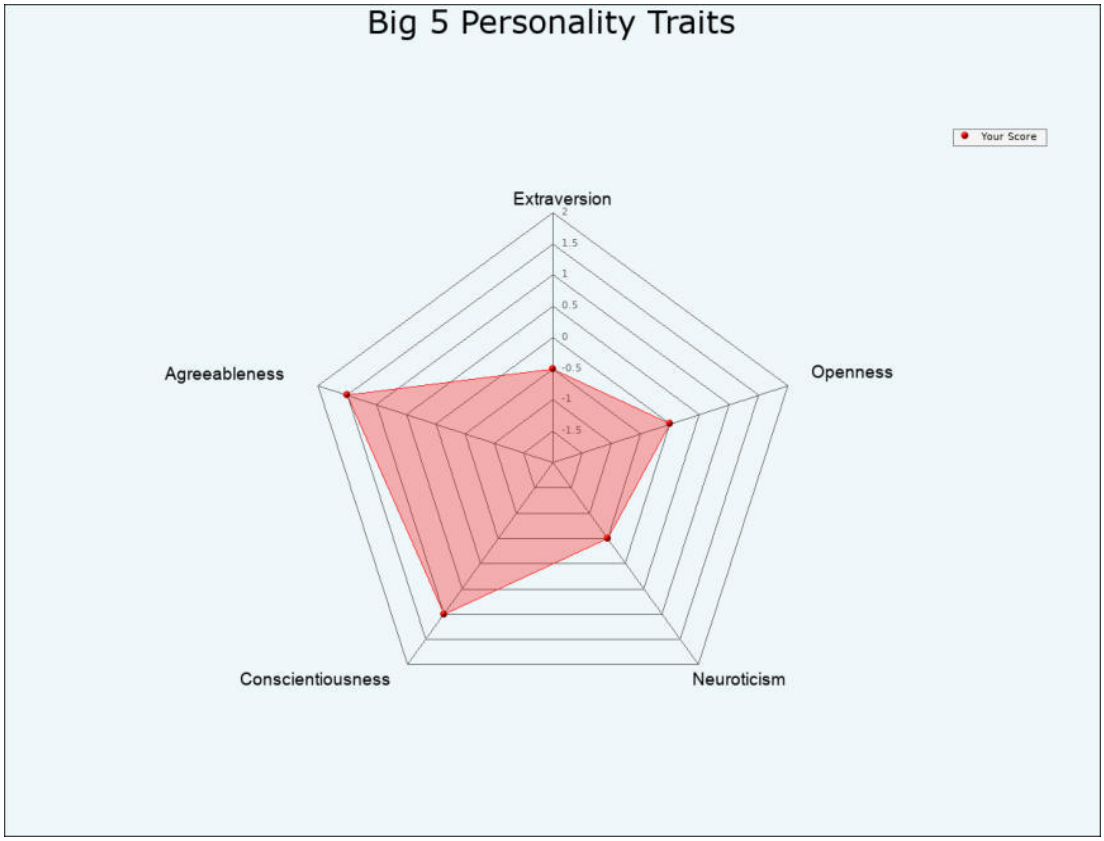
10/08/2021

Personality Trait

Overview



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Big 5 Personality Traits

Agreeableness

Agreeableness refers to how people tend to treat relationships with others. Unlike extraversion which consists of the pursuit of relationships, agreeableness focuses on people's orientation and interactions with others.

High	Low
• Trust (forgiving) • Straightforwardness • Altruism (enjoys helping) • Compliance • Modesty • Sympathetic • Empathy	• Sceptical • Demanding • Insults and belittles others • Stubborn • Show-off • Unsympathetic • Doesn't care about how other people feel

Conscientiousness

Conscientiousness describes a person's ability to regulate their impulse control in order to engage in goal-directed behaviors. It measures elements such as control, inhibition, and persistency of behavior.

High	Low
• Competence • Organized • Dutifulness • Achievement striving • Self-disciplined • Deliberation	• Incompetent • Disorganized • Careless • Procrastinates • Indiscipline • Impulsive

Extraversion

Extraversion reflects the tendency and intensity to which someone seeks interaction with their environment, particularly socially. It encompasses the comfort and assertiveness levels of people in social situations. Additionally, it also reflects the sources from which someone draws energy.

High	Low
• Sociable • Energized by social interaction • Excitement-seeking • Enjoys being the center of attention • Outgoing	• Prefers solitude • Fatigued by too much social interaction • Reflective • Dislikes being the center of attention • Reserved

Neuroticism

Neuroticism describes the overall emotional stability of an individual through how they perceive the world. It takes into account how likely a person is to interpret events as threatening or difficult. It also includes one's propensity to experience negative emotions.

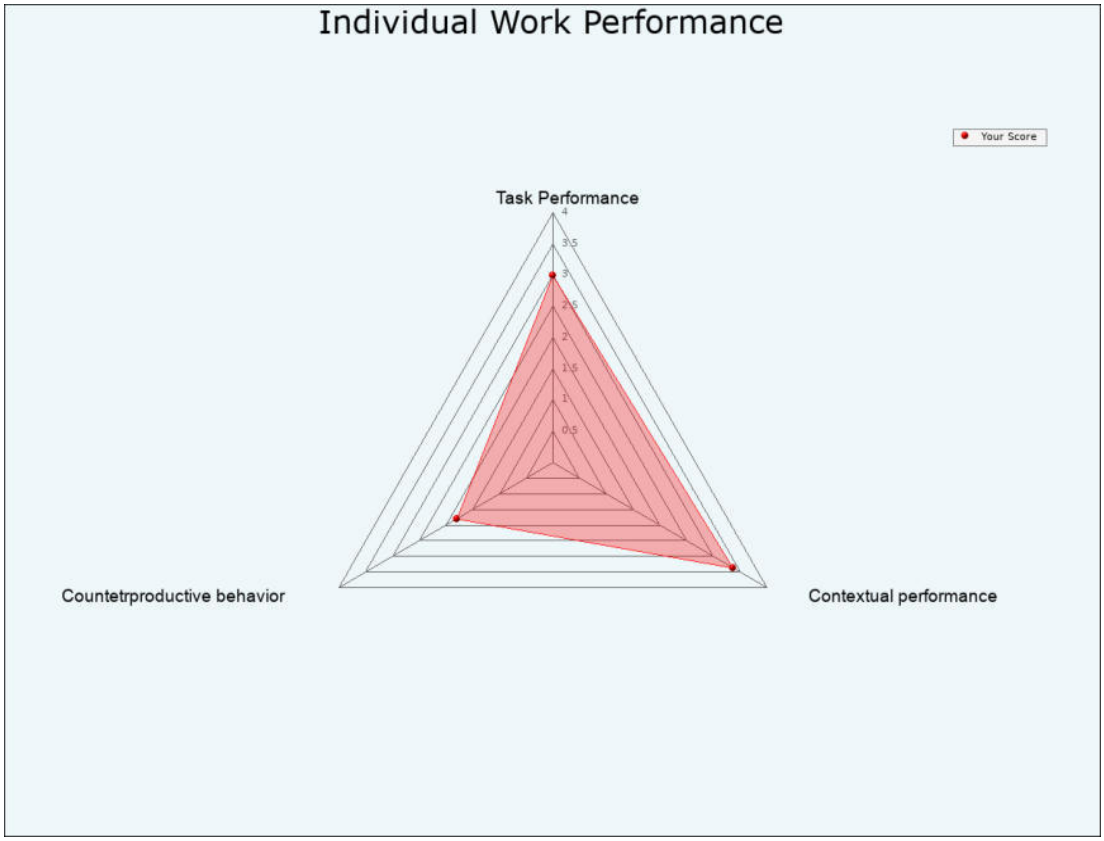
High	Low
• Anxious • Angry hostility (irritable) • Experiences a lot of stress • Self-consciousness (shy) • Vulnerability • Experiences dramatic shifts in mood	• Doesn't worry much • Calm • Emotionally stable • Confident • Resilient • Rarely feels sad or depressed

Openness

Openness to experience refers to one's willingness to try new things as well as engage in imaginative and intellectual activities. It includes the ability to "think outside of the box."

High	Low
• Curious • Imaginative • Creative • Open to trying new things • Unconventional	• Predictable • Not very imaginative • Dislikes change • Prefer routine • Traditional

Individual Work Performance



ABOUT

Individual Work Performance

Task Performance

Task performance refers to the proficiency with which an employee performs central job tasks. A high value can be achieved for example by keeping knowledge up-to-date, completing job tasks, working accurately and neatly, planning and organizing and solving problems.

Contextual Performance

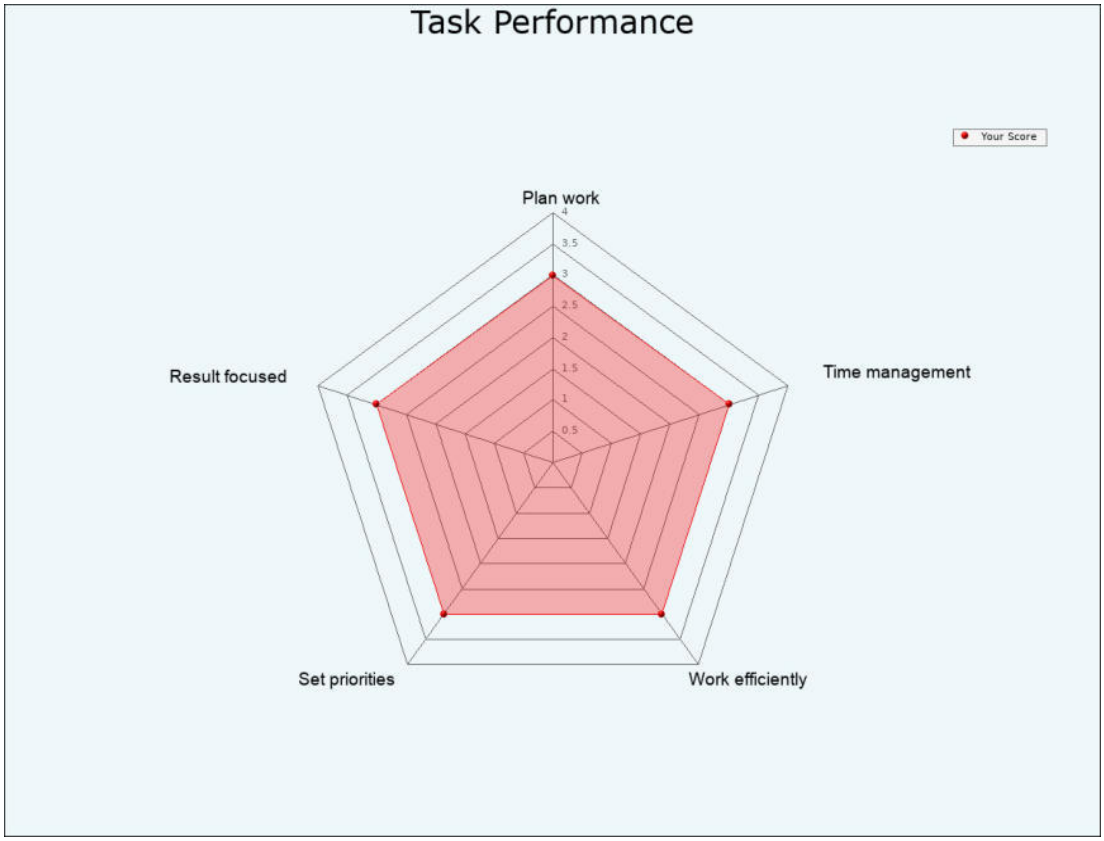
Contextual performance refers to employee behaviors that support the organizational, social, and psychological environment in which the central job tasks are performed. Employees with a high value in contextual performance show high initiative, are proactive, cooperate with others and show high enthusiasm. Contextual performance includes tasks beyond job duties.

The distinction with task performance is that in contextual performance the effective functioning of the organization is promoted, but not necessarily with a direct effect on workers' productivity.

Counterproductive behavior

Counterproductive work behavior refers to behavior that is harmful to the well-being
of the organization. People with a value show unreasonable behavior, do tasks incorrectly on purpose and misuse privileges. Besides, presentism and complaining can be often observed.

Task Performance



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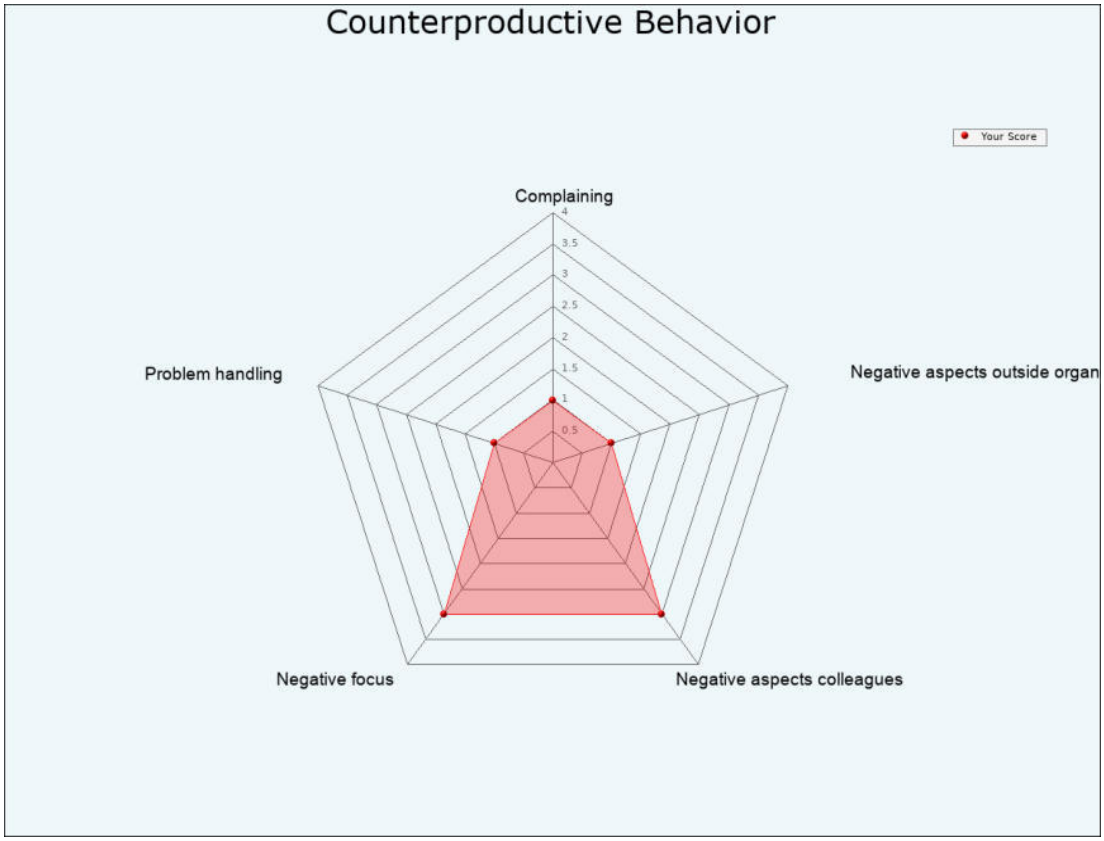
Counterproductive Behavior



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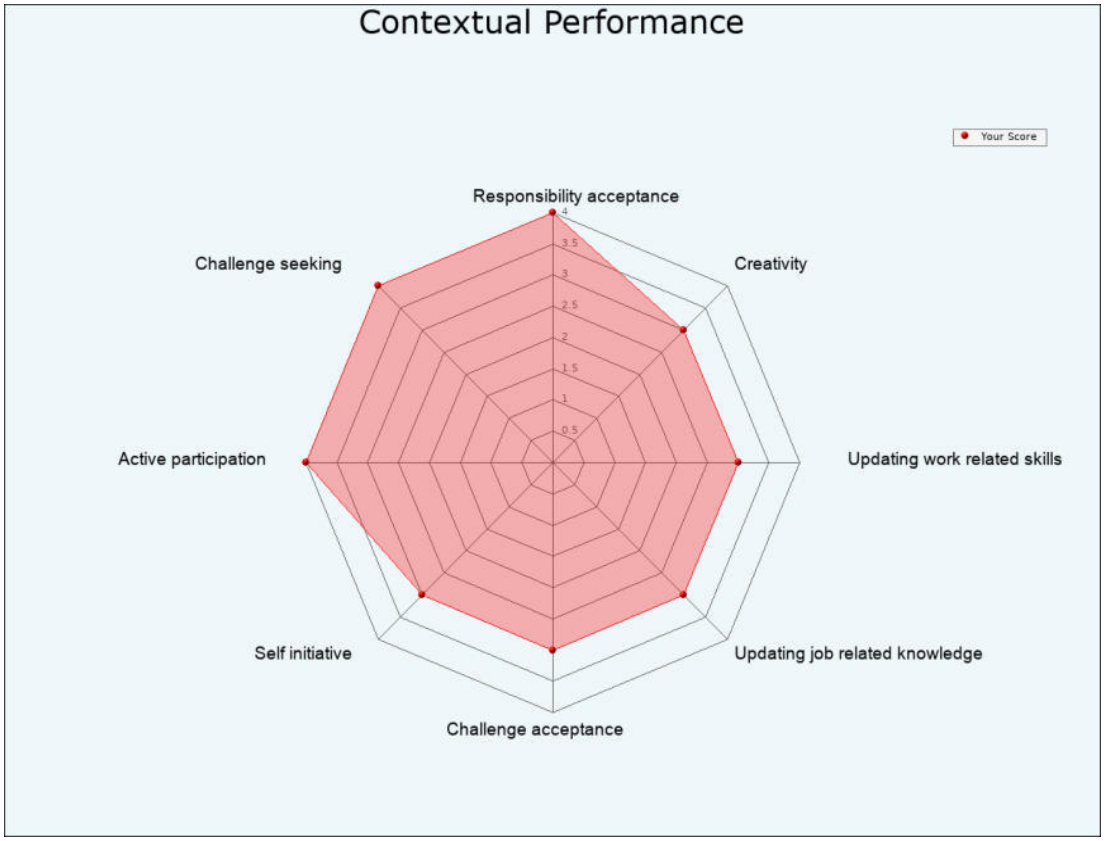
Contextual Performance



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