

BIG 5 COPYRIGHT

Openness to
experience

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Dependability

TRAITS

Extroversion

Agreeableness

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Neuroticism

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○ BIG 5 TRAITS

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A lot of research has been done over time about human personality and its relation with leadership. As of today there are 5 elements of one's personality that are related to one being a true and an authentic leader.

Openness to experience

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Dependability

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Does an individual obtain these traits in their genes/ hereditary? Or are these developed individually by learning and practice?

Extroversion

Agreeableness

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Neuroticism

OPENNESS TO EXPERIENCE

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- The tendency to be curious about everything and willingness to attain as much information as possible
- Experiences can involve: Enjoy learning something new everyday - technology, language, sports, etc.
- Being aware of emotions one is going through at a particular time. Example: being nervous while giving presentations - why are we nervous? Being open to the emotions and experience
- Comfortable having an experience in every industry/ field
- Intellectual curiosity: experiences that challenge your intelligence

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- Not being afraid of failure and being open to accept results of your actions
- Anyone low in this trait tends to be viewed with more traditional approaches to life and may struggle when it comes to problem solving outside their comfort zone of knowledge
- Everybody is afraid to try something new. You can get nervous, or excited and be ready to face your failure - learn from it and improve. This takes us back to personal leadership

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DEPENDABILITY

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- A trait that includes high levels of: thoughtfulness, good impulse control, goal-directed behaviours, self-discipline, aim for achievement, mindful of deadlines

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- They plan ahead, analyze their own behaviour to see how it affects others
- Planned rather than spontaneous behaviour
- Person's tendency to be organized and hardworking
- A good example of a conscientious (dependable) person would be someone you know who is always planning ahead for the next time you meet - and in the meantime, regularly staying in contact, checking in on your wellbeing. They like to organize around certain dates and events and are focused on you when you meet.

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- People low in conscientiousness tend to dislike structure and schedules, procrastinate on important tasks and fail to complete tasks as well.

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- Second strongest predictor of leadership

EXTRAVERSION (SOMETIMES REFERRED TO AS EXTROVERSION)

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- High amounts of emotional expressiveness

- Assertive vs Aggressive

- Assertive is the quality of being self-assured and confident

- Aggressive is the negative quality of defending your opinion

- Due to their high confidence and ability to speak their mind, extroverted people are seen as leaders by others

- How open are you to listening to others attentively and genuinely reflecting on what they said, even if you have opposite beliefs, then how do you convey disagreement

- Measures on two elements: sociability and dominance

- How comfortable are you socially and what impact do you leave in a room

- How dominant are you in conversations, without being threatening or rude

- Strongest predictor of leadership, with it's own constraints, as measured above

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AGREEABLENESS

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- People who score high in this trait will show signs of trust, kindness, and affection

- Highly agreeable people tend to be more inclined to be helping other people

- Agreeableness does not mean you agree with everything. It means you agree to give people your time, listen to their concerns with full attention and then explain to them the actions you will be taking and why

- The opposite to agreeableness is disagreeableness but it manifests in behaviour traits that are socially unpleasant.

Manipulation and nastiness towards others, a lack of caring or sympathy, a lack of taking interest in others and their problems are all quite common

- Take genuine interest in the well being of others and give care without expecting anything in return

- Transformational leaders

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NEUROTICISM

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- Emotional instability. Negatively related to leadership

- Tendency to experience unpleasant emotions easily, such as anger, anxiety, depression, vulnerability and other emotions that control your behaviour

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- "You have to train your mind to be stronger than your feelings, or else you are going to lose yourself"

- Emotional strength to not let negativity influence you

- Anxiety, which plays a large part in the makeup of neuroticism, is about an individual's ability to cope with stress and perceived or actual risk. People who suffer with neuroticism will overthink a lot of situations and find difficulty in relaxing even in their own space.

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- Of course, those who rank lower on the neurotic level will exhibit a more stable and emotionally resilient attitude to stress and situations. Low neurotic sufferers also rarely feel sad or depressed, taking the time to focus on the present moment and not get involved in mental arithmetic on possible stress-inducing factors

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