



**BIG FIVE**

*in the*

**WORKPLACE**

# By the end of this session you will...



Understand the five dimensions of the Big Five system.



Recognize how high and low tendencies in each dimension show up in the workplace.



Understand your own strengths and talents, and the strengths and talents your teammates have to offer.



Gain useful strategies for communicating and collaborating better.

# What is the Big Five?

- Also called the **Five Factor Model** or “**OCEAN**.”
- Considered by experts to be the **most scientifically rigorous** formalization of human personality to date.
- Consists of five broad **dimensions** or “**super traits**” of personality.
- Each dimension is like a **bucket holding a set of sub-traits** that tend to occur together.

# THE BIG FIVE TRAIT MODEL *of* Personality

★ OPENNESS

★ AGREEABLENESS

★ CONSCIENTIOUSNESS

★ NEUROTICISM

★ EXTRAVERSION



# Let's look at THE FIVE DIMENSIONS

*Each one exists on a spectrum*

for instance, your Extraversion may be ...

HIGH ... MEDIUM ... LOW  
EXTRAVERT ... AMBIVERT ... INTROVERT



# Openness to Experience

*High Openness*  
thinking is more

**ABSTRACT & COMPLEX**

*Low Openness*  
thinking is more

**LITERAL & STRAIGHTFORWARD**





# Openness

*embracing new ideas & ways of doing things*



**Openness to Experience** describes an approach to thinking that is complex, abstract and curious.



**Those high in Openness are more:**

- Creative
- Adventurous
- Intellectual



**Those low in Openness are more:**

- Practical
- Conventional
- Concrete

*What's one way this trait shows up in your daily life?*



# How Openness Shows Up at Work



Creates new plans and ideas

Seeks complexity

Thinks outside the box

Fascinated with novelty

Focuses on the future

Wide range of interests

Prefers the broad view

*"Embrace the unknown"*



Sticks to tried-and-tested approaches

Protects what's working

Seeks simplicity

Wants to maintain existing methods

Takes the practical, here-and-now view

Possesses expert knowledge about a subject

Attentive to details

*"If it ain't broke, don't fix it"*

# Conscientiousness

*High Conscientiousness*  
asks

**"WHAT WILL PAY OFF IN THE FUTURE?"**

*Low Conscientiousness*  
asks

**"WHAT FEELS GOOD RIGHT NOW?"**



# Conscientiousness

*prioritizing long-term goals over short-term rewards*

★ **Conscientiousness** describes how much a person is able to forgo immediate rewards, demands or distractions in favor of delayed gratification.

★ Those high in Conscientiousness are:

- Goal-oriented
- Disciplined
- Organized

★ Those low in Conscientiousness are:

- Impulsive
- Flexible
- Spontaneous

*What's one way this trait shows up in your daily life?*



# How Conscientiousness Shows Up at Work



Sticks to promises and commitments

Works tidily and efficiently

Plows through boring and difficult tasks

Has a lot of willpower

Develops plans for everything

Continually refines and polishes

Puts work before play

*"Plan your work and work  
your plan"*



Easily distracted

Works open-endedly; changes course frequently

Focuses on actions in the moment

Impulsive and spontaneous

Shifts between ongoing tasks

Goes with the flow

Low need for 'perfection'

*"Keep it easy, keep it breezy"*

# Extraversion

*Extraverts*

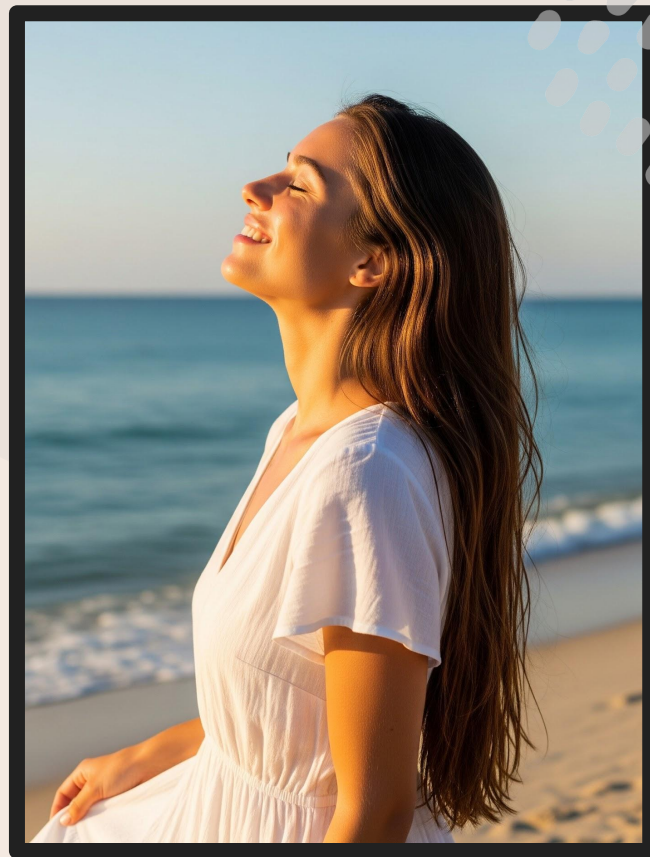
are energized by

**OTHER PEOPLE AND THE WORLD AROUND THEM**

*Introverts*

are energized by

**QUIET SPACE AND TIME ALONE**





# Extraversion

*gaining energy from others*

★ Extraversion describes a person's inclination to seek stimulation from the outside world, especially in the form of attention from other people.

★ Those high in Extraversion are more:

- Reward-seeking
- Enthusiastic
- Ambitious

★ Those low in Extraversion are more:

- Easily overstimulated
- Reserved
- Independent

*What's one way this trait shows up in your daily life?*

# How Extraversion Shows Up at Work



Prefers being around people

Upbeat and sociable

Enjoys speaking in groups

Shows a lot of positive feelings

Prefers to be active

Trusts others

Seeks public recognition

Speaks and acts directly

*"The more, the merrier"*



Prefers to work alone

Reserved, calm and low key

Quiet and private

Holds feelings down

Prefers being still or in one place

Is skeptical of others

More low-key

Chooses words carefully

*"Quality over quantity"*

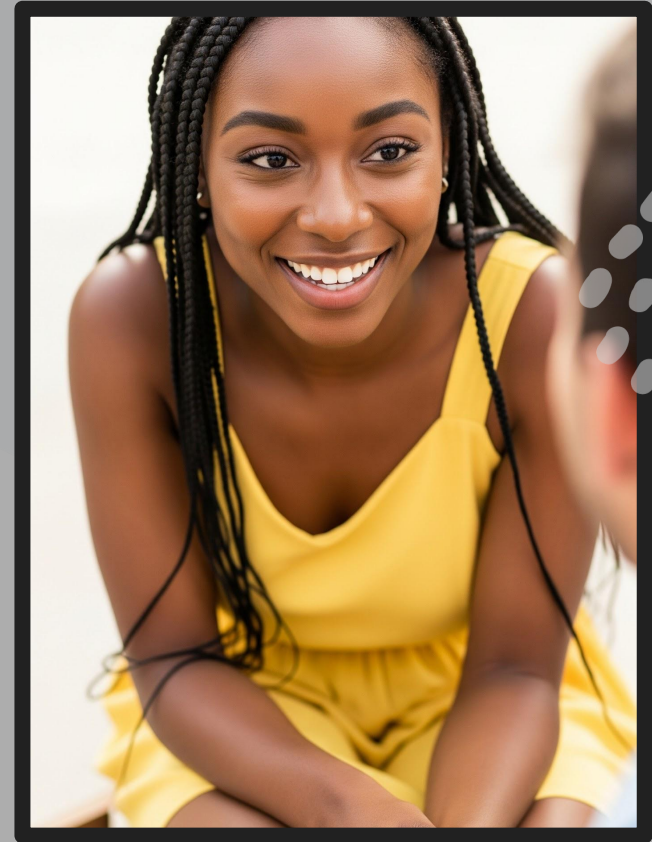
# Agreeableness

*High Agreeableness*  
looks like

**HARMONY, COOPERATION & PUTTING  
OTHERS' NEEDS FIRST**

*Low Agreeableness*  
looks like

**COMPETITION, SKEPTICISM &  
PUTTING ONE'S OWN NEEDS FIRST**





# Agreeableness

*valuing relationships and cooperation*

★ Agreeableness reflects a preference for empathy and collaboration.

★ Those high in Agreeableness are more:

- Empathetic
- Trusting
- Forgiving

★ Those low in Agreeableness are more:

- Suspicious
- Self-interested
- Confrontational

*What's one way this trait shows up in your daily life?*



# How Agreeableness Shows Up at Work



Team player

Cooperates with and helps others

Willing to compromise

Withholds opinions to keep the peace

Considers people when decision making

Puts the needs of the group ahead of results

*"Kindness costs nothing and means everything"*



Follows the beat of their own drum

Competitive with themselves and others

Stands up for the best decision

Challenges ideas and speaks their mind

Makes decisions without consulting others

Focused on the needs of the company /project

*"Facts over feelings"*

# Neuroticism

*High Neuroticism*

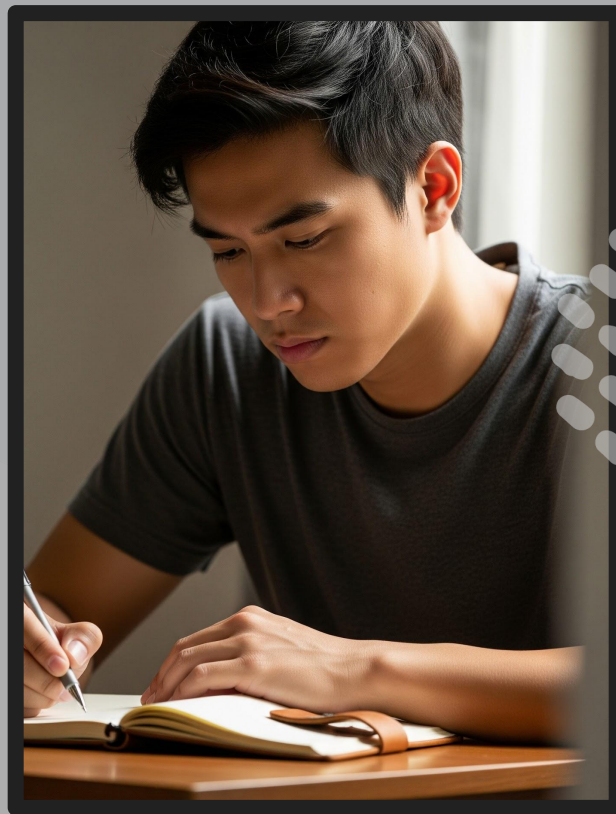
is more likely to

**REACT WITH NEGATIVE EMOTIONS**

*Low Neuroticism*

is more likely to

**BRUSH OFF EMOTIONS AND MOVE ON**



# Neuroticism

*experiencing strong negative emotions*

★ **Neuroticism** describes a person's connection to emotions like fear, sadness, anxiety, guilt and shame.

★ **Those high in Neuroticism** are more:

- Emotionally reactive
- Aware of threats
- Likely to struggle with self-esteem

★ **Those low in Neuroticism** are more:

- Optimistic
- Relaxed
- Less prone negative feelings

*What's one way this trait shows up in your daily life?*



# How Neuroticism Shows Up at Work



Dramatic responses when under pressure

Questions their own abilities

Frequently worries

Imagines the worst-case scenario

Alert to warning signs and mistakes

Struggles to get back on track when  
knocked off course

*"Better safe than sorry"*



Relaxed and resilient under stress

Confident in their skills and output

At ease most of the time

More realistic; balances the good with the bad

Rational about what could go wrong

Rapid rebound time

*"Keep calm and carry on"*

The background features a light gray and white color scheme with abstract shapes. On the left, there are two clusters of small, overlapping circles. A large, dark gray, wavy shape flows from the top left towards the center. On the right, a large, white, semi-circular shape is partially visible. The text is centered and uses a mix of serif and script fonts, with stars acting as separators.

*Understanding*  
**Your teammates' types**



*will help you*  
**COMMUNICATE,  
COLLABORATE**



*and*

**CREATE GREAT RESULTS**

# *Working with* **HIGH OPEN PEOPLE**

★ **Make room for brainstorming and exploration before reaching a decision**

★ **Let them ask questions; appreciate their ability to understand the implications behind the facts**

★ **Give a reality check to their unconventional ideas**

★ **Be patient as they explore multiple solutions**

★ **Set reasonable deadlines that allow them to work as inspiration strikes**

★ **Give them flexibility in their work; limit the number of repetitive and monotonous tasks**

# *Working with* **LOW OPEN PEOPLE**

- ★ **Allow them to work within clear routines and procedures**
- ★ **Keep the pace of work steady and consistent; try not to change goals or deadlines once a plan is set**
- ★ **Appreciate their ability to fact check and notice details that others miss**
- ★ **Avoid vague and ambiguous language when communicating**
- ★ **Offer clear solutions; not “maybes” or dozens of possible options**
- ★ **Support them to get comfortable with change and risk**

# *Working with* **HIGH CONSCIENTIOUS PEOPLE**

★ Set clear goals and deadlines then trust they will complete the project; don't micromanage

★ Be punctual and reliable; meet deadlines and do what you say you will

★ Help them prioritize when perfectionism might cause delays

★ Provide ample resources and information to support their planning

★ Keep shared work spaces tidy and organized

★ Give detailed feedback with clear examples they can act on

# *Working with* **LOW CONSCIENTIOUSNESS PEOPLE**

- ★ Break large projects into small, manageable tasks with clear deadlines
- ★ Create checklists and step-by-step guides for processes
- ★ Set up check-ins to review progress and priorities; use collaboration tools that show progress visually
- ★ Assign them to roles/ tasks that require flexibility and quick thinking
- ★ Provide written instructions and follow ups after meetings and conversations
- ★ Use their ability to adapt quickly in fast-paced environments

# *Working with* **HIGH EXTRAVERSION PEOPLE**

- ✦ **Allow them to work on teams, in spaces where they can interact**
- ✦ **Give time and space for them to think out loud and share ideas with people**
- ✦ **Allow time for chit-chat but interrupt where necessary to keep them on track**
- ✦ **Give opportunities to lead meetings or for public speaking**
- ✦ **Encourage them to slow down and listen**
- ✦ **Provide immediate feedback and recognition for their contributions**

# *Working with* **LOW EXTRAVERSION PEOPLE**

- ★ Offer quiet spaces or areas for focused work
- ★ Allow time for independent thinking and preparation before meetings and phone calls
- ★ Provide information in writing where possible
- ★ Avoid putting them on the spot in group settings
- ★ Assign tasks that require deep focus and analysis
- ★ Respect their need for privacy and personal space

# *Working with* **HIGH AGREEABLE PEOPLE**

- ★ **Assign team projects and group tasks where they can collaborate**
- ★ **Use inclusive language and frame requests as team efforts rather than demands**
- ★ **Offer constructive feedback in a gentle, supportive manner**
- ★ **Provide clear, specific expectations and deadlines to avoid over accommodation**
- ★ **Create a safe environment for them to express disagreements or concerns**
- ★ **Encourage them to express their opinions as they may be reluctant to do so**

# *Working with* **LOW AGREEABLE PEOPLE**

- ★ Be direct and straightforward in communication, avoiding unnecessary small talk
- ★ Allow them to play devil's advocate
- ★ Provide data to support your arguments as they will be skeptical of claims without evidence
- ★ Teach them strategies for expressing disagreement respectfully and constructively
- ★ Accept they will research and validate information independently; leverage this skill in your projects
- ★ Give them autonomy to do things their way

# *Working with* **HIGH NEUROTIC PEOPLE**

- ★ **Provide a structured and predictable work environment**
- ★ **Offer clear expectations and feedback to manage their tendency to worry**
- ★ **Allow time to process information and make decisions**
- ★ **Offer positive reinforcement and reassurance to boost their confidence**
- ★ **Be patient and empathetic as they express worries**
- ★ **Recognize their ability to anticipate potential problems as valuable skills**

# *Working with* **LOW NEUROTIC PEOPLE**

- ★ Use them as a calming influence on the team during stressful times
- ★ Assign them roles that require staying cool under pressure
- ★ Appreciate their ability to stay calm and objective when making difficult decisions
- ★ Encourage them to say how they feel as they may not naturally express worry or doubt
- ★ Use their composed demeanor in conflict-resolution situations
- ★ Encourage them to take the team's pulse occasionally as they may miss nuances in emotionally charged situations



HOW WILL **YOU** USE THE  
**Big Five**  
**TO SUCCEED?**



For more resources and information, visit [www.truity.com](https://www.truity.com)