

Personality and success



Who am I?

- Global leadership developer
- Background in coaching, personal development training, and corporate training
- Certified Trainer and Master Coach in NLP, NLP Coaching, Time Line Therapy© and Hypnosis. Certified in Hogan Assessments
- 15+ years experience in leadership positions across APAC



Objectives

- Get to know the **BIG 5**
- Know where you rate in terms of the **BIG 5**
- Understand the **traits** of each personality type
- Enhance the two traits important for **success**
- Create an **action plan** to leverage your personality type to achieve success

Personality – why is it important?

- It determines our choices, behavior, thoughts, and emotions
- It determines how we react to the world and how we handle adversity
- Affected by the environment, values, and genetics
- Affects how you fit into a particular situation
- **It is important for us to understand our personality as it helps position ourselves to succeed** – it is difficult to be a fish out of water

Big 5

- Also known as the “five factor model” of personality
- Research driven approach in psychology which states that common personality traits can be captured by five core dimensions



Why Big 5?

- It has stood the test of time and used by numerous organizations to link personality to on the job performance
- The traits are influenced from both environmental and genetic factors
- The findings are valid across **different cultures**
- It is a good snapshot of the current situation – can change over time

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Openness



Indicates the willingness to try new things

High score

- Creative
- Welcomes abstraction and concepts
- Open to change
- Likes variety and doing something new
- Gets bored of routine and things being too predictable

Low score

- Not very imaginative
- Sticks to the “tried and true”
- Dislikes abstraction, likes clear guidelines
- Open to change if they can see the benefits
- Practical



Likes “inspiring” music and not “mellow or romantic”

Conscientiousness



Indicates dependency and reliability

High score

- Likes structure
- Spends time getting prepared
- Detailed oriented
- Good at prioritizing
- Self-disciplined
- Organized and systematic

Low score

- Dislikes structure and schedules – goes with the flow
- Not organized
- Tend to procrastinate
- May not complete things they say they would complete
- Impulsive



Does not really have a preference, music is “just music”

Extraversion



Indicates where a person's energy comes from

High score

- Sociable, enjoys meeting new people
- Likes to start conversations
- A big circle of friends
- Energized around other people
- Talkative

Low score

- Likes to be by themselves or people who they know
- Finds it difficult to start conversations with others
- Thinks before they speak
- Prefers to stay in the background



Likes “relaxing and acoustic” type of music

Agreeableness



Tendency to be cooperative rather than suspicious of others

High score

- Deeply interested in others
- Care about others and shows empathy
- Enjoys helping others
- Trusts others easily
- Generous
- Sees the best in other people

Low score

- Has little interest in others
- On guard when speaking with others they don't know
- Can be skeptical and cynical
- Has difficulty trusting others



Likes “any type of music as long as it’s good”

Neuroticism



Tendency to experience negative emotions easily

High score

- Stressed out
- Constantly worried
- Gets upset pretty easily
- Anxious
- Mood swings

Low score

- Emotionally stable
- Relaxed, doesn't stress out easily
- Rarely feels sad or depressed
- Calm



Does not like music and thinks they all suck

Traits valuable for business success

- The University of Minnesota did a study after analyzing large sets of data to find out which personalities contribute most to success in a company (also traits managers look for)
- **Conscientiousness** – being dependable, persevering, and organized rated most highly
- **Agreeableness** – being cooperative, flexible, and tolerant scored second

How to develop conscientiousness

- According to Harvard University, these are some areas to concentrate on to boost conscientiousness:
 - **Focus on specifics and the things you can influence**
 - **Make daily plans and stick to them**
 - **Use reminders**
 - **Ask people to keep you accountable**

Agreeableness

- “The nobler sort of man emphasizes the good qualities in others, and does not accentuate the bad. The inferior does the reverse”
- Confucius (551- 479 BC)

Personal commitment towards success

- What is one commitment you will make to increase your level of conscientiousness?
- What is one commitment you will make to increase your level of agreeableness?
- Based on your commitments made and your level of openness and extraversion, how will you increase your level of success in the following areas?

- **Business/career**
- **Health**
- **Relationships**



Further tips on how to achieve success

- Even the best plans don't go according to plan – set a goal, plan what you are going to do, and go out and do it
- Hold yourself accountable because nobody else will. Stick to your commitments
- Focus on your circle of influence – more energy spent on things within your influence will lead to better results
- Prioritize and be selfish with your time – time the one thing that you cannot get back
- **The only person holding you back is you, not your family, not the area you live in, but you**
- Seek out those who can help you and surround yourself with people you can learn from – get out of your comfort zone and ask!

Thank you for your time! Add me to LINE so we can be in touch



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