

# CAB Training Cards



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## The 5-Factor Model of Personality for Self-Awareness – Know Thyself

Why do different people respond differently to the same situations? The 5-factor model attempts to explain this.

The *Big Five traits of personality* are five broad domains which define human personality and account for the differences in individual responses. The Big 5 factors are:

**Openness** - People who like to learn new things and enjoy new experiences are usually high in openness. Openness includes traits like being insightful and imaginative and having a wide variety of interests.

**Conscientiousness** - People who have a high degree of conscientiousness are reliable and prompt. Traits include being organized, methodic, and thorough.

**Extraversion** - Extraverts get their energy from interacting with others, while introverts get their energy from within themselves. Extraversion includes the traits of energetic, talkative, and assertive.

**Agreeableness** - These individuals are friendly, cooperative, and compassionate. People with low agreeableness may be more distant. Traits include being kind, affectionate, and sympathetic.

**Neuroticism** - Neuroticism is also sometimes called Emotional Stability. This dimension relates to one's emotional stability and degree of negative emotions. People high on neuroticism often experience emotional instability and negative emotions. Traits include being moody and tense.

The structure of the Big 5 factors was developed from

statistical analysis that examined which traits are more likely to occur at the same time in a person.

### **How do know your Big 5 factors?**

A self-report questionnaire must be completed in order to measure a person's level of the Big 5 traits. There are several questionnaires available for this purpose that can be completed either online or using paper or pencil. No matter what questionnaire you use, most consist of a list of similar statements that have to be rated based on how much you agree or disagree with that statement on a 5-point scale.

### **Sites where Big5 test can be taken for free:**

<https://www.123test.com/personality-test/> and <https://my-personality-test.com/big-5>

Each of the Big 5 scores is usually measured as a percentile that describes how much of each factor a person's personality possesses relative to other people. For example, if a person has an openness score in the 70th percentile, it means that the person has a greater level of openness than 70% of the population.

There are no right or wrong answers. Big 5 personality scores provide awareness to one's self especially to appreciate the underlying factors that define one's behavioral preferences. This will also help in adapting one's behavior to suit the contextual requirements of different situations.

Awareness about varied personality preferences of self and others also helps individuals to appreciate why people naturally behave differently from each other and the opportunity it provides to teams/groups to leverage the differences and achieving complementarity in team composition for superior performance.

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