



INSIGHT.ME PRESENTS: THE 5 MAIN PERSONALITY TYPES



**and Their Effect
on Day to Day Life**

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Why do you behave differently from your friends and family members? Scientists have long pondered on this question and have always set out to group individuals into personality types. Personality can be thought of as the differences in behaviors, the way people feel, and differences in thinking.

The Personality Types

You have likely come across tests that claim to measure your personality. There are plenty of those online. However, these are often never backed by science. Scientists on the other hand tend to categorize individuals on personality traits. The traits however are listed on a spectrum. Sometimes there is an overlap of traits with some people having more of one trait than another. The traits that seem to best define human personalities are the big five. These are:

- Openness
- Extraversion
- Conscientiousness
- Agreeableness
- Neuroticism

These personality types and traits were developed by Paul Costa and Robert R. McRae in the 1970s. They were from the National Institute of Health. They were also assisted by Lewis Goldman and Warren Norman from the University of Oregon and the University of Michigan at Ann Arbor respectively.

The interesting thing is that it was later found that these personality types were not limited to a single culture but were universal across different cultures around the world.

That said, it needs to be mentioned that these traits are common in people who exist in large and complex communities and societies. Among the Tsimane tribe of Bolivia, for instance, the main personality types were split into two—industriousness and prosociality.



Those who live in complex societies can pretty much have their personalities displaying any of the five traits mentioned above.

For instance, you may have little neuroticism, a high degree of openness, plenty of extraversion, and an average amount of agreeableness. You may also have a high amount of neuroticism, be highly conscientious, be very introverted and be disagreeable.

Let's now take a closer look at each personality trait.

Openness

Being open simply means that one is accepting of new experiences. People with this personality type like to try out new things. Such people also enjoy an adventure. They are also highly curious, enjoy art, music and are quite imaginative.

They can be very experimental and can often fall short when it comes to being practical.

Someone who is also low in openness will show the opposite of this. They are not very adventurous, they prefer to stick to a routine and habit.

Less open people are resistant to change compared to those who exhibit openness personality trait.



There is a correlation between openness and the need to learn. Such individuals will invest in learning new things throughout their lives. The openness personality trait can be further divided into six subsections of behavior. Each of these can be studied individually. They include:

- Artistic Interest
- Imagination
- Adventurousness
- Emotionality
- Liberalism
- Intellect

By understanding one's personality type, you can use this information to advance in your career and job.

For instance, someone with an open personality trait will thrive in a job that is characterized by plenty of change such as advertising and research.

Those that are low in openness will thrive in more routine jobs.

Conscientiousness

This refers to a person's ability to become aware and to control their impulses. Such individuals make long-term goals and plan on how to achieve these goals. Such individuals are highly disciplined and have a strong sense of duty. They are also reliable and like to actively achieve their focus. Moreover, they like to plan and will hardly do anything before setting up a plan beforehand to do it.

The downside is that such people can also be workaholics and tend to also be perfectionists. Others may also describe such people as boring. Similar to the openness personality trait, the conscientious trait can also be further divided into six sub-personality traits each of which can be measured and studied individually. These are:

- Orderliness
- Self-efficacy
- Dutifulness
- Self-discipline
- Achievement striving
- Cautiousness



On the other hand, people who score low in conscientiousness are quite spontaneous and are the type to do something without prior planning. Very low levels of conscientiousness may even go into carelessness territory.

Conscientiousness is considered important as people who have this personality trait are often high achievers in school and at the workplace.

Due to their organized well planned and dependable nature, conscientious people tend to succeed in their chosen disciplines. There is no specific ideal job type for people with this personality but instead can work well regardless of career path.

For employers, a high conscientiousness score can be a good indication of a disciplined worker, who plans their day well and also who can directly affect the success of their department. This thus can also be used to select a leader of a group.

Extraversion

Two words that can best describe an extraverted personality type are outgoing and enthusiastic. They will actively search for the company of others. They also hate being indoors and would rather be outside doing something fun that involves other people. Such people love the attention of others in the group.

Extraverted personality can also be divided into 6 different subsections that can be studied individually.

They include:

- Gregariousness
- Cheerfulness
- Activity level
- Friendliness
- Excitement seeking
- Assertiveness

Perhaps the most popular and recognizable trait that you can have is extraversion/introversion. They are called social butterflies and tend to be cheerful and assertive.

The more introverted one is, the less social one is. These types of personalities require plenty of alone time.



Keep in mind that being an introvert is not being shy. Being shy refers to having a fear of interaction where one is unable to function within a crowd. However, an introvert is simply someone who enjoys their own company.

When given a chance, introverts can be highly interactive on occasions such as at parties. That said, they will seek out alone time when they get the chance.

Compared to extraverts, introverts do not seek external stimulation.

Agreeableness

Agreeable people tend to see the best in others and strive for harmony in a social setting. Such people are selfless in that they can easily put other people's interests ahead of their own. They believe that deep down people are honest and trustworthy.

An agreeableness personality trait can be further classified into different subsections each of which can be measured on its own. These are:

- Altruism
- Modesty
- Trust
- Cooperation
- Sympathy
- Morality

When it comes to the workplace, agreeableness can work to someone's advantage when they are part of a group and needed to work in synergy. An agreeable person can prove a great leader of the group. Group members are more likely to follow the agreeable person as they are much more likable.

People on the other hand who are much less agreeable will do well with careers that don't require team spirits such as being a scientist, soldier, or a critic.

There are some benefits to being agreeable. Agreeable people have more job stability than those who are disagreeable. More agreeable kids also have fewer behavioral issues than those who are not agreeable.

Agreeable people also suffer less from depression than disagreeable people do.

On the other end of the spectrum, one study shows that disagreeable men make more money than agreeable men do.



Neuroticism

Whenever you see neuroticism, you should always connect it with the ability of a person to remain balanced and calm. Keep in mind that neuroticism is completely different from being neurotic. This is why many psychologists will prefer to use the term emotional stability when referring to neuroticism.

People who have a high score in neuroticism can remain calm and do not get upset easily. This however is not to say that such individuals are generally very happy. The right personality trait to associate with the many positive feelings is the extroverted type.

Neuroticism is associated with being overly concerned, overanalyzing, obsession, and plenty of anxiety. On the other end, those that score low in neuroticism, tend to have an emotional reaction to factors that would not affect most people. They tend to feel cornered by certain situations and may react aggressively.

When stressed, they are less likely to think clearly and thus act out of emotion and reason. One downside of this type of personality trait is that people will tend to fall much more easily into depression and anxiety and can contribute to emotional disorders.

This personality trait can further be divided into certain subtypes:

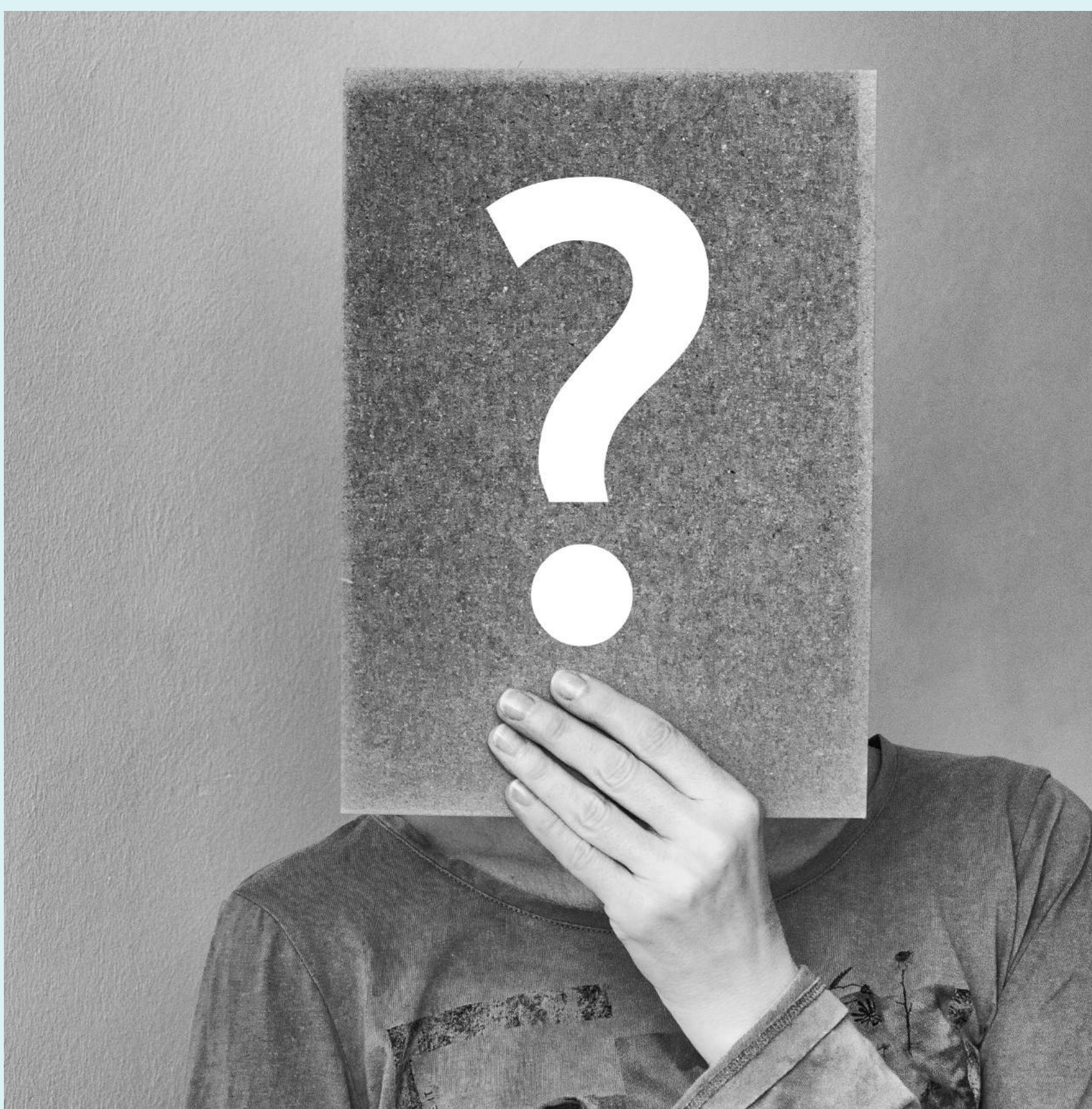
- Depression
- Anxiety
- Anger
- Vulnerability
- Immoderation
- Self-consciousness
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When it comes to the career, people who score high on the neuroticism test will be preferred at the workplace as they can maintain their balance and not overreact under pressure.

Those that score low are more likely to react under distraction, be affected by personal situations, and react under pressure.

People who have this personality trait also worry too much and are likely to fall into depression and anxiety easily. They are the type of people to search out for things that they are about even when everything else is going well.

On the other hand, those who have low neuroticism are often thought of as emotionally stable.



Can someone change his or her personality type?

Initially, it was thought that it was not possible to alter personality types. However, studies have shown that personalities can change throughout growth and development. The drug psilocybin or magic mushrooms has been shown to make one more open shortly after its use.

But that doesn't mean that you need to resort to drugs to be able to make a change. It is possible to alter personality through therapy. Someone can focus on a certain part of their psychology and alter that over time. Keep in mind that patience is a virtue in this case.

That said, people often experience a change in personality as they grow older and through the course of their lives. People tend to become more agreeable, extroverted, conscientious, and less neurotic.



More ways to measure personality

Granted the five personality traits have received the most backing in terms of scientific research. However, other means are used to determine different personality types.

Another popular method used to measure and determine personalities is the Myers-Briggs Indicator. It uses someone introversion or extroversion, decision-making process, information gathering, and the level of tolerance for ambiguity.

This methods groups individuals into 16 different personality types. However, the downside is that people often tend to get varying results after using the indicator more than once. Also, it has been shown that the answers that people often give don't match what they do in their normal day-to-day life.

Summing it all up

The five types of personality traits can be oversimplified by being placed in four categories. This means that people in the general population will fall in any of these four main categories.

Role models- these are people who naturally like to lead. They score high in neuroticism making them less emotional. They also score high levels of openness, extroversion, conscientiousness, and are agreeable.

Average – most people fall in this category. They score high in extraversion. They also score high on neuroticism and are less open.

Reserved – this category is often made up of people who score high in neuroticism and who also tend to be agreeable and conscientious.

Self-centered - these people are extraverted but tend to score low in openness, agreeableness, and conscientiousness.

Keep in mind that everyone displays each type of the big five personality traits.

However, the difference lies in the degree of each. People will be more open and less introverted while others are less conscientious and less agreeable.

That said, people can consciously alter their personality if they feel that this will improve their quality of life. For instance an introverted person can practice being more open and interactive.

