

# The Concept of Personality from the Perspective of the Big Five

مفهوم الشخصية من منظور العوامل الخمسة الكبرى

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## ABSTRACT

The Big Five Personality Traits (Big 5) is one of the models that have played a prominent role in educational and psychological studies to understand and analyse the behaviour of individuals. The article begins by highlighting the importance of the study and its role in uncovering individual differences of personality, then addressing the genesis of the factor model the most important stages through scientific studies and research, then we discussed the theoretical framework of the personality factor model by analysing and interpreting its five dimensions: Neuroticism, extraversion, agreeableness, openness to experience, conscientiousness, then a critique of the five-factor model, and concluded the study with a set of recommendations that would add value to the field of personality studies and science.

**Keywords:** Agreeableness, Big Five Factors of Personality, Extraversion, Neuroticism, Openness to Experience,

## RÉSUMÉ

Le Big Five Personality Traits (Big5) est l'un des modèles qui ont joué un rôle prépondérant dans les études pédagogiques et psychologiques permettant de comprendre et d'analyser le comportement des individus. L'article met en relief l'importance de l'étude et son rôle dans la découverte des différences individuelles de la personnalité, puis aborde la genèse du modèle factoriel, les étapes les plus importantes à travers des études scientifiques et la recherche, ensuite nous avons discuté le cadre théorique du modèle factoriel de la personnalité en analysant et en interprétant ses cinq dimensions: Neuroticisme, extraversion, agréabilité, ouverture à l'expérience, conscience, puis une critique du modèle à cinq facteurs, et nous avons conclu l'étude par une série de recommandations qui apporteront une valeur ajoutée au domaine des études de la personnalité et de la science.

**Mots-clés :** Amabilité, Cinq Grands Facteurs De La Personnalité, Extraversion, Neuroticisme, Ouverture à l'expérience.

## Introduction

The importance of human personality classifications emerges through ancient and modern studies and theories, as the traits that distinguish individuals from each other, which in turn determine the direction of their behaviour. The Big Five model is considered one of the most important models that psychologists have been interested in the modern era, as this model identifies the most important traits that describe the human personality and determine its disorder.

The five-factor model is characterised by relevance to current theories and includes a scientific taxonomy, and it is applicable in practice as this model is characterised by universality (Rāḍīwālmwāqy, 2007). Added that the Big Five personality factors should be seen as the most descriptive and comprehensive model of the human personality compared to the **Cattell** and H.Eysenck models as they are not as few as Eysenck factors and not as large as Cattell factors (al-Aḥmadi, 2013, § 945). With reference to the above, the following question needs to be answered: What are the historical roots and theoretical framework of the Big Five personality model?

### 1. Highlight:

- This study contributes to the understanding of human personality and provides a theoretical framework that helps in revealing the most important individual differences to be able to analyse the behaviour of individuals,
- This study contributes to the development of scientific and practical tools that will enhance their use in the recruitment, selection and psychological counselling processes,
- Helping individuals realise their self-awareness and their dominant traits, which helps them to develop their weaknesses and improve their personal and professional lives,
- This study provides a broader understanding of the Big Five Factor Model, which helps to build and design psychological programmes based on individual traits to improve mental health and enhance social relationships,
- Attempt to enrich the theoretical knowledge about the Big Five personality model and expand knowledge about personality.

### 2. Literature Review

The origins of the Big Five are traced back to Fiske (Fiske, 1949): by factor analysing Cattell's list in different samples using self-reports and ratings by observers and peers (Kazim, 2001, p. 9). However, the first to hypothesise that personality can be progressed into five broad, distinct and separable factors was McDougall (1932) and then Thuston (1934) through his analysis of (60) traits into five independent basic factors and indicated that the list of sixty traits can be expressed by assuming five independent factors. In the 1930s, Allport & Audibert began to analyse traits through linguistic dictionaries in order to find the basic factors in personality. They compiled their initial list of approximately 18,000 lexical terms from the Webster's International Dictionary and then divided these traits into four lists, where the first list included (4504) basic personality traits, the second list included (4541) terms related to temporary states and temperaments, the third list included (5226) terms related to social evaluations, while the fourth list consisted of (3682) terms related to social evaluations. The second list included (4541) terms related to temporary states and moods, the third list included (5226) terms related to social evaluations, while the fourth list consisted of (3682) terms of descriptions that are difficult to sort out within the first three sections, and Allport and Adbert believe that only the first list represents true personality traits. (Simms, 2007, p. 66) Cattell (1943) reviewed this list and deleted about 99 per cent of the terms and kept only 35 traits.

He believed that every person possesses this set of traits and called them surface traits. With the help of the factor analytic method, Cattell later came to identify sixteen basic personality factors (16PF), which he considered to be the main traits used in his studies of personality intelligence (Al-Waqfi, 1998, p. 591). Eysnek (1952) and Guilford (1956) developed a model of personality structure, and Eysnek found through the application of personality tests that there are three main crucial in describing personality, namely: (introversion, extroversion, extraversion, equanimity, emotional imbalance and psychoticism) (Alal-Rīmāwīwa-ākharūn, 2004, § 522).

Borgata (1964) drew on the findings of Tapsu-Crystal and came up with five basic personality factors: Assertiveness, Responsibility, Intelligence, Social and Emotional (Goldberg, 1993, pp. 28-29). However, the five traits did not receive much attention until the 1980s. Goldberg (1981) reviews a study in which Goldberg used Norman's revised list of 1710 traits to test their stability and generality. Using various methods of factor analysis, Goldberg found that the five major personality factors remained practically constant after being rotated more than five times. In 1985, Costa and McCrae analysed the Cattell Personality Test PF16 and extracted three personality factors: extraversion, neuroticism, and openness to experience, and then added to the scale acceptability and conscientiousness (Rossier& al, 2004, p. 28)

### 3. Elements of the Big Five Personality Factors:

- a. Neuroticism: It is, in essence and often, a tendency to the intensity and intensity of negative emotions.
- b. Extraversion : This dimension is defined in a quantitative way where the person is characterised by the intensity of positive emotions, energy, dynamism, and ease of entering into relationships with others.
- b. Openness to experience: This dimension is difficult to define directly, but we can describe it as the opposite of routine and ordinary counselling.
- c. Acceptability: It is defined in a qualitative way, as it tends to establish harmonious and co-operative relationships with others that are free from conflicts.
- d. Concienciosité.

We can define this dimension by what is traditionally called in psychopathology the 'force du moi' and can be described as the ability to postpone immediate gratification, make long-term plans, make reasonable decisions and stick to them (Rajaajourdy& autres, 2016, p. 3). Anglo-Saxon psychologists Weston and John argue that the most important individual differences can be found in five groups of personality traits called the Big Five Factors:

**Extraversion (E):** This style is characterised by energy, enthusiasm, kindness, love, and excitement.

**Acceptability (A):** Characterised by altruism, affection.

**Conscientiousness (C):** This personality style is characterised by control, as opposed to restraint.

**Neuroticism (N):** Characterised by negative emotions.

**Openness (O):** Researchers believe that this style is characterised by originality (Jean-Michel & All, 2016, p. 437).

Ployart and Blies (2006) point out that the five personality traits have a fairly significant influence on the way people perceive and respond to variables and that some background traits are important for different dimensions, especially for adaptive performance (Charbonnier, 2013, p19). McCrae and John define the Big Five personality model as 'based on the notion that personality can be fully economically described by five

basic factors: Neuroticism, Extraversion, Openness to Experience, Agreeableness and Conscientiousness' (McCrae & John, 1992, p. 172):

*Neuroticism (N)*: According to Costa and McCrae (1995, p. 314), a neurotic person has high experiences of anger, disgust, sadness, confusion, and negative emotions (Costa and McCrae, 1995, p. 314). As Pervin defines it (Pervin, 1989): It is a dimension of personality that determines stability and anxiety in one party and imbalance and high anxiety in the other (Pervin, 1989, p. 6).

**Table No. (01) Neuroticism Factor Personality Traits**

Factor	Features
<b>Neuroticism</b>	<ul style="list-style-type: none"> <li>-Anxiety: Fear, irritability, restlessness, preoccupation, fear, irritability</li> <li>-Ange: The state of anger resulting from frustration.</li> <li>-Hostility: Resulting from repressed emotions</li> <li>-Depression: Emotional, more depressed than cheerful, leading to anxiety, anguish, worry, permanent irritability and changeable moods .</li> <li>-Self-awareness: Feelings of guilt, embarrassment, shyness, and social anxiety about not appearing in front of others in an acceptable manner</li> <li>-Impulsiveness: The inability to control impulses, in which the individual feels tense, anxious and irritable.</li> <li>-Stress and Vulnerability: Inability to cope with pressure, and thus the individual feels helpless, hopeless, dependent and unable to make decisions in stressful situations.</li> </ul>

**Source: al-Anṣārī, 2002, § § 715**

*Extraversion (E)*: It is the amount of relationship that an individual or person has with the external environment and refers to seeking to build social relationships and dealing with experiences positively (Beer and Beer, 2008:242). Costa and McCrae state that an extrovert is a person who is tactful, optimistic, cheerful, and enjoys the cultures and expressions in their lives (Costa and McCrae, 1995, p. 315).

**Table 2. Personal Characteristics of the Extraversion Factor**

Factor	Features
<b>Extraversion</b>	<ul style="list-style-type: none"> <li>- Warmth: Friendly, good-natured, pleasant, inclined to friendship</li> <li>- Gregariousness: Likes to party, has lots of friends, needs people around to talk to, seeks excitement, acts quickly and without hesitation.</li> <li>- Assertiveness: Loves control and dominance, rough around the edges, loves competition as well as leadership, speaks without hesitation, confident and assertive.</li> <li>- Activity: Energetic, energetic, fast-moving, quick at work, passionate, sometimes impulsive.</li> <li>- Excitement-Seeking: Fond of looking for exciting and provocative situations, likes bright colours and crowded or noisy places.</li> <li>- Positive Emotions: Feeling cheerful, fun, quick to laugh and smile.</li> </ul>

**Source: al-Anṣārī, 2002, § § 715**

*Agreeableness (A)*: Defined by Costa and McCrae (1992) it is one of the dimensions of interpersonal relationships, as a kind person loves others, sympathises with them, is eager to help them and believes that others will help him as he does (Costa and McCrae, 1992, p. 15). The factor of kindness has six aspects identified by (Costa and McCrae, 1992).

**Table 3. The Six Facets of the Kindness Factor and its Levels Extracted**

The Six faces of Gentleness	Challenger (A-)	Negotiator (A)	Adaptive (A+)
<b>The Trust</b>	Pessimistic, sceptical	Careful	Sees others as honest and purposeful
<b>Straightness</b>	Cautious, pragmatic	Cute	Straightforward, honest
<b>Altruistic</b>	Hesitancy to participate	Likes to help others	Always ready to help others
<b>Surrender and bow down</b>	Competitive, aggressive	Approachable	Sensitive to conflict
<b>Modesty</b>	Feels superior to others, condescending	Equal	Humble, keeping a low profile
<b>Moderation in opinion</b>	Rational stubbornness	Responsive	Flexible, empathetic, defends the rights of others, docile

Source: Costa & McCare's,1992

*Conscientiousness(C)*: This trait is characterised by control and restraint and is associated with integrity, correct boundaries, competence, a sense of order, self-regulation and discretion (Lloyd, 1998, p. 9). According to Costa and McCrae (1992), a person with this style is a conscientious and conscientious individual with a strong will and determination to act and achieve, a trait that is prominent among great musicians and athletes, and a high score for this factor exposes its owner to severe and disturbing sensitivity (Costa and McCrae, 1992, p. 9). The conscientiousness factor represents the main psychological resource in situations in which achievement is an important value, such as learning, teaching, and work, as well as the motivation to accomplish something, and the conscientiousness factor has six facets (Costa and McCrae 1992).

**Table (4). The Six Facets of Conscience Awakening**

The six facets of the conscientisation factor		Equilibrium (C)	Focused Interest (C+)
<b>Efficiency and competence</b>	Often feels unprepared	Ready	Feels capable, effective and efficient
<b>Disciplined</b>	Disorganised, unsystematic	Semi-regular	Organised, neat, radiates things in the right places
<b>Commitment to duty</b>	Uninterested in obligations and duties	Sets priorities	Conscientious, reliable
<b>Interest in learning and achievement</b>	Has little need for achievement and accomplishment	Serious about success	Strives for success, is a fighter, ambitious
<b>Self-discipline</b>	Indifferent	A mix of work and play	Focused on getting things done and complete them
<b>Careful and discerning</b>	Inattentive, unfocused, impulsive	Serious thinking	Thinks carefully before taking action

Source: Howard and Howard, 1995, p 11

*Openness to Experience (O)*: It is defined by Costa and McCrae (1992) as referring to curiosity and curiosity about both the internal and external world. The person with this trait is rich in experiences and has a desire to think about unfamiliar things and values out of the ordinary and experiences both positive and negative emotions to a higher degree than a closed individual. The factor of openness to experience has six facets.

**Table (5). The Six Facets of the Openness to Expertise Factor**

Factor	Features
<b>Openness to Experience</b>	<p><b>Fantasy:</b> He has strong perceptions full of imagination, has many dreams and strange ambitions, frequently daydreams, is not an escape from reality but aims to create an environment that suits his fantasies</p> <p><b>Aesthetics:</b> Loves art and has prominent interests in savouring all types of art and aesthetics.</p> <p><b>Feelings:</b> Expressing psychological states or emotions more than others, going through a state where the individual feels the value of happiness and then moves to the peak of sadness</p> <p><b>Actions:</b> The desire to renew activities and interests, the desire to break out of the daily 'routine' and be adventurous.</p> <p><b>Ideals:</b> Open-mindedness, discernment, lack of rigidity, novelty or innovation in ideas, resourcefulness and insight.</p> <p><b>Values:</b> The tendency to reconsider social, political and religious values. An individual who is open to values affirms the values he/she espouses and fights for them, while the opposite is true for an individual who is not open to values.</p>

**Source: Costa and McCrae, 1992.**

#### **4. Criticism of the Big Five model:**

Some scholars of personality, such as Mc Crae and John, believe that the Big Five personality factors are not an integrated theory, and Kattel and Eysenk are among the biggest opponents of the Big Five model, Asattel assert that there are more basic dimensions of personality than the Big Five, while Eysenk emphasises that these factors are many and therefore must be reduced to a smaller number of the mentioned dimensions, and some studies have indicated that there are many traits that are completely independent of the Big Five personality factors and not included in this model (Mccrae and John, 1992:189).

Others have found that there is overlap in these traits, and despite all these criticisms of this model, it remains a tool and scale that is widely used in the field of psychology in many studies and research to explain the behaviour of individuals and identify the differences between them, these criticisms of the five-factor model indicate the urgent need for more research to uncover other factors and aspects of personality.

#### **5. Recommendations:**

- Exploiting the results of research related to the five-factor model and integrating them into other fields such as sociology and artificial intelligence to give a deep understanding and analysis of personality.
- Researching the relationship between the Big Five personality traits and mental health in order to find solutions that enhance the quality of life of individuals.
- Developing tests that reveal the precious personality traits of individuals and use them in the recruitment process, especially in sensitive leadership positions.
- Organising counselling programmes to educate and train individuals and enable them to identify the Big Five personality traits for use in their personal and professional relationships and communication with others.
- Paying attention to guidance programmes that contribute to building the strengths of individuals' personalities.

## Conclusion

The physical, mental, emotional and moral components of personality are interacting, this makes it a complex topic in the field of psychology, because it affects the behaviour and emotions of the individual, knowing them allows us to predict the person's behaviour and the environmental stimuli to which he or she is exposed. The five major factors of the unique personality in one person have a major role in pushing the individual to respond to external and stressful situations and stimuli in a way that suits the trait that characterises him, making this model an effective tool in analysing and explaining some psychological aspects and predicting human behaviour, and therefore this study requires a focus on understanding personality in all its aspects.

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