

Appendix C

Personality Construct Definitions

These definitions are drawn from Stanek and Ones (2018) Table 13.3. Some constructs (e.g., Neuroticism’s Perseveration facet) do not appear below because they are not in the database meta-analyzed for this book.

	Definition
General Factor of Personality	The General Factor of Personality indicates general self-evaluation reflected in self-reports of personality. It is a common factor that includes variance from all Big Five traits, as well as Factor Alpha and Factor Beta. It is related to self esteem, as well as intra- and inter-personal integration.
Factor Alpha (Stability, Socialization, Integration)	Factor Alpha reflects individual differences in adjustment to functioning as part of human society or ‘the need to maintain a stable organization of psychosocial function’ (DeYoung, 2006, p. 1149). It is referred to as Socialization by Digman (1997) and Stability by DeYoung. Factor Alpha is a higher order personality trait that is defined by the shared variance among Emotional Stability, Agreeableness, and Conscientiousness. According to DeYoung (2006), as part of the Stability meta trait, ‘An absence of Neuroticism reflects emotional stability. Agreeableness reflects the tendency to maintain stability in social relationships. Conscientiousness appears to reflect motivational stability, the tendency to set goals and work toward them in a reliable and organized manner’. The low pole of Factor Alpha tends to indicate antisocial tendencies.
Factor Beta (Plasticity, Exploration)	Factor Beta reflects individual differences in the ‘need to explore and incorporate novel information’ (DeYoung, 2006, p. 1149). Also termed Plasticity, it is a higher order personality trait that is defined by the shared variance between Extraversion and Openness. It, ‘reflects the tendency to explore the world perceptually and cognitively’ (DeYoung, 2006).
Neuroticism	Neuroticism refers to a domain of traits relating to tendencies to experience negative emotions. Individuals scoring high on this Big Five factor are easily frustrated, stress intolerant and emotionally reactive. Global Neuroticism describes the degree of emotional dysregulation and maladjustment experienced by the individual.
Neuroticism-Volatility Aspect	This aspect of Neuroticism has been described as ‘emotional lability, irritability or anger, and difficulty controlling emotional impulses’ (DeYoung et al., 2007, p. 885). Measures were included here if they assessed the trait directly or tapped into multiple facets relating to the aspect such as irritability, anger, agitation, and uneven temper.
Neuroticism-Withdrawal Aspect	This aspect of Neuroticism has been described as ‘susceptibility to a class of negative affect that has commonly been described as withdrawal’ (DeYoung et al., 2007, p. 885). Measures were included here if they assessed the trait directly or tapped into into multiple facets relating to the aspect such as anxiety, depression, loneliness, and vulnerability.

Neuroticism--Anxiety Facet	Describes individual differences in experiencing unreasonable worry, tension, and apprehension. Further specification of the anxiety facet has been accomplished by specifying the focus of the anxiety (e.g., tests), see below.
Neuroticism--Anxiety Facet---Test Sub-Facet	Describes individual differences in experiencing unreasonable worry, tension, and apprehension related to tests.
Neuroticism--Depression Facet	Refers to individual differences in the degree to which a person experiences depressive affect and feelings of sadness, hopelessness, and loneliness.
Neuroticism--Negative Affect Facet	Negative affect is the core trait that anchors the Neuroticism factor. It refers to stable individual differences in the tendency to experience negative emotions, agitation, and perturbation. Although Negative Affect measures could have been appropriately included among Global Neuroticism measures, they were kept separate to provide for multiple ways of evaluating the Neuroticism factor.
<i>Neuroticism--Suspiciousness Facet</i>	Refers to individual differences in being envious and jealous as well as skeptical, or cynical about the nature of people’s intentions and behaviors. The opposite pole describes the tendency to believe that most people are good, trustworthy, and well-intentioned. This construct could have been grouped with the compound trait of Trust, however, Suspiciousness scales refer to affect, emotions, and feelings whereas Trust is more interpersonally-focused, so we kept these constructs separate.
Neuroticism--Uneven Tempered Facet	Tendency to experience uneven temper, anger, frustration, and irritability. The opposite pole of this facet describes individual differences in the degree of calmness, dispassionateness, and deliberateness experienced.
Agreeableness	Agreeableness refers to a domain of personality traits that describe behavioral tendencies in getting along with others. It involves ‘the general tendency to be likable, friendly, nurturing, interpersonally sensitive, sincere, eager to be liked by others and to fit in, to get along, etc.’ (Davies, 2012). Measures classified under this construct include direct measures of the global Agreeableness factor as well as measures that represent multiple aspects and/or facets of Agreeableness.
Agreeableness-Compassion Aspect	This aspect of Agreeableness has been defined as ‘compassionate emotional affiliation with others: (e.g., Warmth, Sympathy, Tenderness)’ (DeYoung, 2013). Shared variance across traits such as empathy, concern, and sympathy reflect the aspect. High scoring individuals express care about the well-being of others and are sensitive towards others’ feelings and needs. They tend to be sincere, sympathetic, and forgiving.
Agreeableness-Politeness Aspect	This aspect reflects the ‘more reasoned (or at least cognitively influenced) consideration of and respect for others’ needs and desires’ (DeYoung, 2013). Shared variance across traits such as compliance, morality, and selflessness define the aspect.
Agreeableness--Cooperation Facet	Refers to ‘the tendency to prefer cooperation to competition, liking to work with others, being a team player, and striving for harmony’ (Davies, 2012).
<i>Agreeableness--Lack of Aggression Facet</i>	The negative pole of the trait describes the ‘Willingness and/or ability to express anger against others: interpersonal manifestation of internal anger resulting from inability to control it (high Neuroticism) or unwillingness to control it (low Conscientiousness). Wishes others ill, seeks to physically/verbally/emotionally harm others; strikes down rivals; vindictive rather than forgiving; desires to get even with others; spiteful; mean; angry. The key element is the interpersonal part (i.e., it involves willingness and/or ability to express anger against other people, not just feeling anger or directing anger at self or objects – for ex. punching a wall)’ (Davies, 2012).
Agreeableness--Modesty Facet	Refers to the ‘tendency to be humble; does not talk about personal successes; deference; accepting blame or inferior position to keep harmony’ (Davies, 2012).
Agreeableness--Non Manipulative Facet	Refers to the tendency to refrain from deceptive behavior in dealing with others. Low scorers deceive, use, manipulate, or exploit others.
Agreeableness--Nurturance Facet	Describes ‘the tendency to be helpful to others and responsive to others’ needs; caring, kind, and considerate toward others; being supportive; being generous; doing things for others; helping the unfortunate; being selfless and altruistic; engaging in pro-social behavior’ (Davies, 2012).
<i>Agreeableness--Tender Mindedness Facet</i>	Describes individual differences in being kind and sincere in interactions with others.
Conscientiousness	Conscientiousness refers to a domain of personality traits that describe the ways in which individuals self-regulate impulses to follow socially prescribed norms. According to John and Srivastava (1999), ‘Conscientiousness refers to individual differences in the propensity to follow socially prescribed norms

	for impulse control, to be task- and goal-directed, to be planful, delay gratification, and follow norms and rules’. Global Conscientiousness describes individual differences in being disciplined, focused, tenacious, organized, and responsible. Measures were included in this factor if they directly tapped global Conscientiousness or if they assessed multiple aspects and/or facets of Conscientiousness.
Conscientiousness- Industriousness Aspect	This aspect of Conscientiousness has been described as a tendency to be industrious (DeYoung et al., 2007). It is a meso-level factor defined by the shared variance from traits such as hard working, ambitious, confident, and resourceful as well as self-disciplined and competent (DeYoung, 2013). Measures were included here if they assessed the trait directly or tapped into multiple facets relating to the aspect.
Conscientiousness-Orderliness Aspect	A meso-level factor defined by the shared variance from traits such as neatness, perfectionism, and punctuality (DeYoung, 2013). Individuals scoring high on the aspect may be described as precise, careful, disciplined and organized. They are timely and prompt, prioritize, follow-through, and task-focused. Low scorers procrastinate and are disorganized. Measures were included in this aspect if they directly indexed this aspect or if they assessed an Orderliness homogenous item cluster that is not represented in the other Conscientiousness facets noted.
Conscientiousness-- Achievement Facet	Describes individual differences in having high aspiration levels and working hard to achieve goals. Individuals scoring high on the facet work hard and derive satisfaction from accomplishing challenging goals. Measures that assessed specific, homogeneous item clusters (e.g., academic) are noted in the measures compendium in Appendix D.
Conscientiousness-- Cautiousness Facet	Refers to the tendency to think carefully before acting and avoid behaviors that violate rules or norms. High scorers are cautious and deliberate.
Conscientiousness-- Dependability Facet	Describes individual differences in responsibility and dutifulness. High scoring individuals are aware of societal rules and tend to behave in agreed upon ways.
Conscientiousness--Order Facet	Refers to the ‘ability to plan and organize tasks and activities’ (Roberts et al., 2005). Individuals scoring high on this trait are meticulous, neat, organized, planful, and detail oriented.
Conscientiousness--Persistence Facet	Refers to individual differences in persevering under difficult conditions and having patience and not relenting when success is not achieved quickly. High scorers tend to work long hours and endure in the face of adversity in order to achieve goals. In recent literature this has been referred to as grit.
Conscientiousness-- Procrastination Avoidance Facet	Tendency to complete tasks and goals early, on-time, or without delay.
Extraversion	Extraversion refers to a domain of traits characterized by behavioral engagement with the external world, particularly in the interpersonal arena. Measures that assessed the global factor of Extraversion or that combined items across multiple Extraversion facets were included here. Global Extraversion describes individual differences in liking and feeling comfortable amidst larger groups, being outgoing, active, and assertive as well as cheerful. Extraverted individuals are described as talkative, high-energy, sociable, fun-loving, and seekers of external stimulation.
Extraversion-Assertiveness Aspect	This aspect of Extraversion refers to agency as well as taking initiative and is linked with emerging as a leader in interpersonal settings. It represents the overlap of activity and dominance and it incorporates behaviors that mobilize others to take action and being persuasive.
Extraversion-Enthusiasm Aspect	The aspect describes the tendency to ‘experience positive emotions associated with anticipation or enjoyment of reward’ as well as ‘positive emotion and outgoing friendliness or sociability’ (DeYoung et al., 2007). This aspect of Extraversion brings together social (e.g., gregariousness) and affective (e.g., positive emotions) parts of Extraversion.
Extraversion--Activity Facet	Refers to individual differences in the tendency to be energetic. Individuals scoring high on this trait prefer staying busy and a fast-paced lifestyle. Low scoring individuals are more leisurely, though not necessarily lazy.
Extraversion--Dominance Facet	Describes individual differences in being dominant, forceful, and socially ascendant/potent. Individuals who score high on this trait are self-assured, adopt active roles in groups, and prefers to lead rather than follow.
Extraversion--Positive Emotionality Facet	Describes individual differences in experiencing positive emotions such as happiness, joy, love, zest, and excitement. High scoring individuals are cheerful, exuberant, and high-spirited.
Extraversion--Sensation Seeking Facet	Describes the tendency to seek out and even crave adventure, excitement, and stimulation. Individuals scoring high on this trait are spontaneous and venturesome. Low scorers tend to prefer predictability and safer experiences. Care should be taken to distinguish this construct from lack of cautiousness

	(see Conscientiousness facet), which has elements of violating rules and norms, whereas that is not the core of this construct, seeking experiential sensations and excitement is.
Extraversion--Sociability Facet	Refers to the tendency to be outgoing, seek the company of others, and engage in social situations. High scorers are often gregarious and tend to have a high desire for interpersonal interaction and enjoy other people's company.
Openness	Openness refers to a domain of personality traits that describes individual differences in cognitive exploration and stimulation. According to Connelly et al. (2014), 'The central element to openness is a desire to think and understand problems. Individuals seek out new experiences, are curious, liberal and independent minded, have artistic or scientific interests, are moved by aesthetics, and are introspective about emotions and behavior'.
Openness-Experiencing Aspect	This aspect captures the joint variance from aestheticism, fantasy, and imagination (DeYoung, 2013). It involves absorption in aesthetic and artistic experiences, sensation and perception, and fantasy. Measures were included here if they assessed the trait directly or tapped into multiple facets relating to the aspect.
Openness-Intellect Aspect	This aspect captures the joint variance from ingenuity, quickness, and intellectual engagement (DeYoung, 2013). It reflects both perceived intelligence and intellectual engagement. It can be thought of as individual differences in engaging with abstract information. Measures were included here if they assessed the trait directly or tapped into multiple facets relating to the aspect.
Openness--Aesthetics Facet	Tendency to appreciate artwork, music, natural beauty, and, 'be strongly moved by these aesthetic or artistic aspects' (Connelly et al., 2014). High scoring individuals 'genuinely appreciate various forms of art such as paintings, classical music, buildings, and landscapes, whereas those scoring low on this facet show low disinterest or indifference toward art' (Woo et al., 2014).
Openness--Curiosity Facet	Desire to know, seek, and explore new things.
<i>Openness--Fantasy Facet</i>	Tendency to have an active fantasy life and might often day-dream.
Openness--Ideas Facet	Tendency to engage with and manipulate information. 'Exploring many areas of knowledge; synthesis of ideas, verifiable generalization and logical thought to satisfy intellectual curiosity' (von Stumm & Ackerman, 2013).
Openness--Introspection Facet	Reflects individual differences in 'reflectiveness, meditateness, observing others, preference for thinking over overt activity, and philosophical inclination' (von Stumm & Ackerman, 2013). Connelly et al. (2014) described this facet as, 'Likes to think about and tries to understand the reasons for others' or one's own behavior; likes to predict how others will act'.
Openness--Need For Cognition Facet	Refers to a trait reflecting a preference for understanding complex topics and ideas (von Stumm & Ackerman, 2013). Individuals scoring high on the trait may be described as having a wide variety of interests and a desire to engage and understand one's world.
Openness--Non Traditional Facet	This facet indicates a 'readiness to reexamine traditional social, religious, and political concepts' (von Stumm & Ackerman, 2013) as well as conventional values, authoritarianism, and dogmatism.
<i>Openness--Variety Seeking Facet</i>	This facet involves seeking out cognitive/mental change (cf. behavioral/sensory variety and stimulation, which are more related to Sensation Seeking, see Extraversion). Individuals scoring high on this facet prefer variety and are receptive to change. It reflects a desire to engage with unfamiliar experiences and novel activities.
Compound Traits	
Achievement via Independence	Tendency to be driven to achieve goals and objectives in unstructured situations that allow individual freedom and initiative rather than require the following of standard operating procedures or rules.
Ambition	Tendency toward prosocial interpersonal dominance, initiative-taking, and strong will in pursuit of goals. High scoring individuals strive to do better than others and enjoy competition.
Ambitious Risk Taking	Tendency to pursue dangerous, unnecessary, and risky activities without regard for consequences. Lack of concern for self-damaging situations or behavior, with reckless pursuit of goals, regardless of risks involved.
Cold Efficiency	A rigid focus on principles, rationality, and discipline with little regard for any human costs such focus may incur.
Creative Personality	Individual differences in proclivity toward (rather than capability for) innovative behavior. Measures are typically criterion keyed for indicating creative potential.

Customer Service	Scales linked to this construct were keyed to the criterion of customer service. Although the ingredients indicate these scales measure Factor Alpha, they have a somewhat greater emphasis on Agreeableness.
Grandiosity and Intimidation	'Believing that one is superior to others and deserves special treatment; self-centeredness; feelings of entitlement; condescension toward others' (American Psychiatric Association, 2013, p. 780).
Independent of Conventions and Others	Characterized by a desire to be free, self-sufficient, independent-minded, individualistic, and autonomous; not tied to people or places.
Innovation	Tendency to seek, engage, and thrive in novel solutions; prefer synthesizing information and often form unorthodox ideas.
Interpersonal Sensitivity	Sensitivity to the emotions of others. 'The tendency to be sensitive others' moods, emotions; socially sensitive; tactful, diplomatic, empathic, and sympathetic' (Davies, 2012). The strongest component of this compound is Extraversion.
Judging-Perceiving	Preference for structure and planning versus flexibility and adaptability; desire for definiteness and absolutism.
Locus of Control (Internal)	Tendency to believe that what happens to one is within one's control. In contrast, external locus of control refers to a tendency to believe that one has less control over what happens to oneself.
Machiavellianism	Cynical disregard for norms regarding right and wrong combined with the use of deceit to pursue personal gains.
Managerial Potential	Tendency to provide fair and emotionally stable leadership. Scales assessing Managerial Potential are typically criterion keyed, but they tend to measure the personality traits indicated.
Narcissism	Proclivity toward self-centered admiration as well as a desire to demonstrate and build upon that image. 'Preoccupation with grandiose fantasies of self-importance, a need for admiration, and a lack of empathy' (American Psychiatric Association, 2000, p. 717). Indicates tendency to be arrogant, exploitative, and entitled.
Openness to Emotions	Tendency to be aware of, interpret, and express one's inner feelings and emotional experiences.
Optimism	General tendency to ascribe positive attributions to events and people.
Resourcefulness	Preference for solving challenging problems using persistence, planning, and novel thinking.
Restrained Expression	Tendency to be serious, responsible, and in control of one's impulses and expressions.
Risk Taking	Proclivity to downplay hazards and engage with uncertain ventures.
Routine Seeking	Tendency to search for routines in thoughts as well as activities.
Rugged Individualism	Tendency to embody stereotypically male traits, such as competitive, adventurous, bold, and independent. Preference for cognitive and behavioral exploration, and willingness to put forth effort in pursuit goals.
Self Control	Refers to a compound personality trait that ranges from restraint to reactivity, behaviorally and emotionally. High scoring individuals tend to more easily restrain their behaviors and reactions.
Self Esteem	Degree of self-confidence, self-assurance, self-worth, and lack of feelings of inferiority experienced by an individual. The core of this trait is lack of Neuroticism.
Self Monitoring	Willingness and ability to engage in the expressive control of public self-presentations.
Stress Tolerance	Tendency to handle pressure well and not experience anxiety and tension in stressful conditions. Measures of Stress Tolerance assess Factor Alpha but place a somewhat greater emphasis on lack of Neuroticism.
Tolerance	Tendency to be broad-minded and appreciate differences in others' values; freedom from prejudice (Connelly et al., 2014).
Trust	Individual differences in degree to which an individual will trust others and not question their motives. Low scorers on the trait tend to assume that others are dishonest or dangerous.
Type A	Tendency toward being competitive, aggressive, impatient, and ambitious.
Warmth	Tendency to be affiliative, affectionate, and outwardly friendly. Low scorers are described as cool, aloof, and detached.

Note: Italics indicate constructs with consistent loadings on other Big Five factors.

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