

What is Personality

Not all psychologists agree to a single definition of personality, but there is strong agreement that personality includes the impression you create in others through your typical patterns of behavior. In other words, it's the reputation you earn over time in the workplace. Also it is agreed, that personality traits either accentuate or compromise the skills and abilities you bring to the workplace.

Recent studies show that personality and character are much stronger predictors of success than either IQ or plain book smarts. It is estimated that 75 percent of people in the workforce have personality traits that can hinder their job performance. Such counterproductive personality traits not only hinder job performance but create a source of stress in the workplace, for example in the boss-subordinate relationship.

Success Personality Traits and Counterproductive Personality Traits

Research shows that high performers share a set of characteristics that set them apart from the average performer. These characteristics are optimism, hard work, ambition, open-mindedness, patience, persistence, and the encouragement of others. A large body of research supports these traits to be associated with high performance across a spectrum of different jobs. Very few individuals, only about 15 percent, have all these success traits unaccompanied by any prominent counterproductive traits. Most people have at least one or two of the success traits, usually in combination with counterproductive traits that interfere with top performance and job satisfaction. Two things to remember about counterproductive traits. In moderation, none of these traits interfere with success. Secondly, personality traits do not operate in a vacuum, they interact with and are influenced by the presence of other unique traits.