

Study of the Relationship Between Mindfulness and Work Performance Late adolescence

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ABSTRACT

As much logic as we put into your decisions, your personality will always affect the way we make a choice. Combined with maturity and experience, individual personality is an inevitable factor, but proactive self-awareness can help weigh how much our decision-making process is influenced by our individuality. Depending upon where we are in your day, we've likely made dozens, if not hundreds, of decisions. From the super simple to the exceedingly complex, our brain has been humming away on all sorts of options and potential consequences. Despite a long history of interest in personality traits and decision making, the association between personality traits and decision making in the Indian population is not yet well understood. In the research, 50 Indian males and 50 Indian females were chosen and the impact of the big five dimensions of personality on decision making was studied.

Keywords: Decision Making, Personality, Agreeableness, Neuroticism, Extraversion, Experience, Conscientiousness

Every day we encounter people referring to others as "bold", "brazen", "extrovert", "introvert", "modest", "moralistic", etc. Words like these simply refer to the characteristics or personality trait of that individual. Personality is defined as the set of characteristics, namely behaviour, emotional and cognitive, stemming from biological or environmental reasons (Corr & Matthews, 2009). Another way to look at personality is the individual's unique pattern of cognition, behavioural traits or emotional states. The study of personality has been prevalent since early civilizations, and in order to chalk out the personality of an individual, our forefathers made use of various fields ranging from palmistry, astrology, etc. It wasn't until the development of the scientific discipline of psychology that personality was put through a systematic analysis. Personality is influenced by both internal as well as external factors, known as interactionist perspective. The interactionist perspective views behaviour in any scenario or situation as an interplay between personality and environmental factors (Vansteelandt & Van Mechelen, 1999).

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Theories of Personality

Various psychologists, namely, Sigmund Freud, Alfred Adler, Gordon Allport, Hans Eysenck, Abraham Maslow, and Carl Rogers have explained their perspective related to personality, based on which these can be further classified as following paradigms:

- a) Psychoanalytic Approach to Personality
- b) Humanistic Theory of Personality
- c) Trait Theory of Personality
- d) Learning Approach to Personality

Psychoanalytic Approach to Personality

The most notable work related to this approach was done by Sigmund Freud, who gave various theories pertaining to personality. The major aspect of psychoanalysis is by understanding the unconscious. Freud (1923) postulated that personality is made up of three components: ego, superego and id. The id refers to the component of the personality that encapsulates a human's innate and primitive desires. These primitive and innate desires range from somatic needs, aggressive desires to sexual urges. The id is that component of the personality that works on pleasure principle. If a human complies with all the desires meted out by id, it would result in a scenario of utter imbroglio and havoc. So in order to tame id, the ego comes into play. Ego is that component of the personality that monitors the id and as per the evaluation of the situation, gives into the situation. Hence, ego is that component of that works on reality principle. It simply considers all the external parameters, and takes step that shall minimize pain and maximize pleasure. The third component of personality is superego that makes up the morals of an individual. The superego lets us yield into our desires only when the gratification of the desires are in accordance to the morality. Freud believed that the interplay between these three components determined the personality of an individual. He further suggested that Freudian slip or everyday common errors, like slip in tongue, are because of the battle between these three components.

Another theory stated by Freud, which influenced the personality was psychosexual stages of development. Freud suggested that every individual went through these stages and the development in these stages determined the nature of an individual's personality. Freud was of the notion that a major chunk of the personality was influenced by our underlying thoughts and desires, about which an individual isn't aware; called the unconscious.

Except Freud, there are other psychologists who stated their theory about personality, namely Carl Jung, Karen Horney and Alfred Adler. Carl Jung (1916) postulated that major personality of an individual is determined by the collective consciousness, a bulk of consciousness that is shared by every individual. Karen Horney stated that social factors, primarily nurturing at birth influenced their personality. She stated that there were 10 patterns of neurotic needs, which she broadly categorized under 3 categories that determined the personality of an individual (complaint, aggressive and withdrawn). Alfred Alder (1927) stated that children felt inferior owing to their sizes, and personality of an individual stemmed from the desire to overcome this inferior feeling, which he termed as striving for superiority.

Humanistic Theory of Personality

A set of psychologists believe that humans aim for dignity, self-determination and growth, and this also determines their personality. Such theories form are known as humanistic theories and major work is done by Rogers (1961) and Maslow (1970).

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Rogers postulated that when an individual is left to its own, it showcases various positive traits and are in the quest to develop into fully functioning persons. He further went on to explain that the cause of anxiety and various psychological ills sprouts when there is a large lacuna between our real self and our perceived self.

Another important humanistic theory of personality was given by Abraham Maslow in 1970. Maslow stated that individuals have 5 levels of need, namely physiological, safety, social, esteem and finally self-actualization. He arranged them in a hierarchy and stated that once a need is fulfilled, then only can a person move to the next level. He also gave the concept of psychologically healthy individual. As per Maslow, a self-actualized person is a psychologically healthy person who is aware about his or her actual potential. Maslow also states that self-actualized people have peak experiences, instances where they feel a connect with the universe.

Trait Theory of Personality

The theories that define specific dimensions or traits associated to a personality are known as trait theory of personality. Gordon Allport came with the concept of cardinal trait, central traits and secondary traits. He went through the dictionary and came up with 4500 trait words which he classified into the three categories (Allen & Bem, 2016). He described cardinal trait as the trait that determines the personality of an individual. He described central traits as those traits that are evident in every individual, and they may not be that prominent as the cardinal traits. The secondary traits are those that come on the surface only in certain circumstances.

Another major work done in the field of trait theory is done by Raymond Cattell (Cattell & Dreger, 1977). He used the method of factor analysis and narrowed down the source traits to 16 traits. Based on this theory, is the 16pf test based which determines a person's personality by evaluating these 16 traits. The 16 source traits are- cool and warm, easily upset and calm and stable, not assertive and dominant, trusting versus suspicious, and undisciplined versus self-disciplined.

The other theory is the big five factors personality theory which states that there are only 5 traits namely, extraversion, agreeableness, conscientiousness, emotional stability, and openness to experience (Goldberg, 1993).

Learning Approach to Personality

These theories of personality state that learning and experience influences the personality. Albert Bandura's theory of social cognition states that behaviour is a mix of experiences along with cognitive factors. Bandura also stresses the importance of observational learning, which chisels an individual's personality. Another factor based on this theory is the concept of self-efficacy. Self-efficacy is defined as the individual's evaluation pertaining to that task, and it has been found that the parameter of self-efficacy is beneficial in determining the psychological health of that individual (Bandura, 1968).

Decision Making

Decision making is defined as a cognitive capability, where in an individual can select an option amongst the various options given to him. It comprises of evaluating the pros and cons associated with each decision, and then finally determining the course of action. The characteristics of decision making are establishment of objective, assigning hierarchy to these objectives, planning alternate courses of action, comparing the action to the objective,

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tentatively selecting the action that fulfils the objective, analysing further the repercussion of the tentative action, finally coming up with a decision after analysing all the action.

The decision-making skills has its link in various fields. In field of neuroscience, the anterior cingulate cortex (ACC), orbitofrontal cortex and the overlapping ventromedial prefrontal cortex are presumed to be involved in the process of decision making. A neuroimaging study (Walton et al., 2004) postulated distinctive patterns of neural activation in the anterior cingulate cortex (ACC), orbitofrontal cortex and the overlapping ventromedial prefrontal cortex depending on whether decisions were based on other's order or self-perception. In context to emotions, the somatic marker hypothesis states how decision making is done in unforeseen circumstances (Reimann et al., 2010).

Studies has shown that there is difference in the pattern of decision making between adults and adolescents. The aspect in which their decision-making skills have a difference are-impulse control, peer pressure, immediate gratification and emotional regulation. As compared to adolescents, adults are better at controlling risk taking behaviour owing to their fully developed cognitive control system (Gardner and Steinberg, 2005). The decision-making styles can be divided as follows. Optimizing versus satisficing is the first subdivision which states that maximizers are people who make the optimum or the best decision in any given situation; whereas, satisficers are the ones who come up with decisions that are good enough (Sparks, 2007). Another classification of decision-making style is intuitive and effortful (Kaheman, 2011). Intuitive style is fast, bottom-up and implicit; whereas effortful is top-down, slow and explicit. The GDMS (General Decision-Making Style) test states that there are 5 decision making styles: rational, intuitive, dependent, avoidant, and spontaneous (Scott & Bruce, 1995). The rational style considers all facts and also considers other's opinions. The intuitive style believes in one's decision skills and goes with what the gut states to do. The dependent style completely relies on others' opinion to formulate their opinion. The avoidant style keeps pushing the responsibility under the carpet and tries to evade making decisions. Lastly, spontaneous type immediately makes the decision and is impromptu in doing it.

LITERATURE REVIEW

A study titled, "Personality Effect on Decision-Making Among Normal University Students and Comparing Gambling Task Performances of Normal University Students with a Group of Normal Adults", (Icelliglu & Ozden, 2012) aimed to find the relation between personality and decision making in the field of gambling. A convenience sample of 107 students aged between 18-25 enrolled in departments of Psychology, Mathematics and Turkish Language and Literature of Istanbul from Kultur University participated in the study's post adolescent group. For the older adult group, 90 participants aged between 26-60+ were selected randomly. The instrument used for evaluation of the same was the Iowa Gambling Task (IGT), and Eysenck Personality Inventory, the and research findings state that lower IGT performance was found to be associated with impulsivity but in post adolescence the lower score was found to be associated with sensation seeking.

Another study titled "The effect of personality traits and knowledge on the quality of decisions in supply chains" (Erjavec, Popovic & Trkman, 2019) aimed to prove the following hypotheses: a) the personality trait extraversion is negatively associated with confidence in a decision, b) the personality trait agreeableness is negatively associated with the quality of a decision, c) the personality trait agreeableness is negatively associated with confidence in a decision, d) the personality trait conscientiousness is positively associated

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with the quality of a decision, e) the personality trait conscientiousness is negatively associated with confidence in a decision, f) the personality trait openness is positively associated with confidence in a decision and g) the personality trait openness is positively associated with the quality of a decision. The research participants played the Supply Chain Game (Responsive-Learning-Technologies, 2015). The game simulates decision-making in the supply chain operations of a firm. The results of the study are as follows- decision-makers' conscientiousness and openness were the two personality traits that contributed the most to the better quality of decisions, extraversion negatively affects the quality of decisions, and lastly, the knowledge as perceived by an individual does not affect either their confidence or the decision quality.

In a pioneering experiment with supermarket shoppers, psychologists Sheena Iyengar and Mark Lepper found consumers confronted with a larger choice range were more likely to make a suboptimal choice, or make no choice at all. As noted by another researcher, psychologist Barry Schwartz:

Consistent with the evidence that choice is not an unmixed blessing, results have begun to appear in the literature on human decision-making to indicate that adding options for people can make the choice situation less rather than more attractive—that indeed, sometimes people prefer it if others make the choices for them

University of Sydney economist Robert Slonim suggests businesses knowingly use choice paralysis as a strategy to maximise profits: “They provide us with many plans and deals to make us feel like we are in control, but too many choices actually lead most of us to make a bad (or no) choice.” It’s particularly evident, he says, in mobile phone and energy markets. A study titled "The Effect of Personality on Decision Making" (Pullaro & Jalajas, 2017) tried to find evidence pertaining to their hypotheses: a) conscientiousness and agreeableness should have a positive effect on the number of correct decisions, and b) extraversion, openness, and neuroticism has a negative effect on the number of correct decisions. The subjects in the study were 129 college students (undergraduate and graduate) from a private college in the northeastern United States. The tools used for the research were BFI and five questions taken from Kahneman and Tversky’s work (1984). The result of the study failed to draw any relation between personality and decision making.

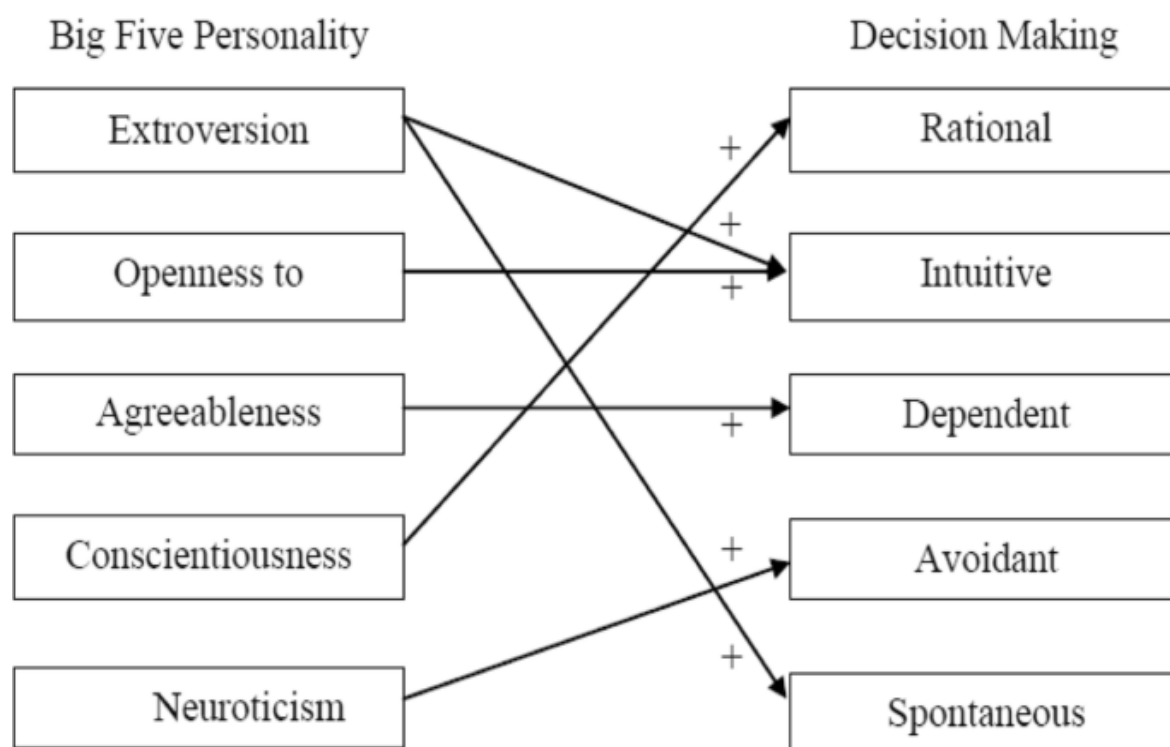
A study titled "Decision-Making Styles and Personality Traits", (Bayram & Aydemir, 2017) aimed to study the relations between decision-making styles and personality traits among a group of university students. The study group consists of 312 participants who were students. Results showed that the rational style and intuitive style were significantly associated with four of personality traits, except neuroticism. The dependent style had a positive relation with agreeableness and neuroticism. The avoidant style had negative relation with extraversion, conscientiousness, and openness. The spontaneous style had a negative relation with agreeableness and conscientiousness, positive relation with and neuroticism. The tools used for the study were decision-making style scale (DMS) and the Big Five Inventory (BFI).

In a study titled, "Accounting for Individual Differences in Decision-Making Competence: Personality and Gender Differences", Weller et al. (2018), aimed at measuring individual differences in decision-making competence (DMC). The hypotheses of the research were- a) higher levels of Conscientiousness will be related to higher DMC scores, b) higher self-reported Openness would be positively correlated with DMC scores, and c) higher self-

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reported Honesty/Humility would be associated with higher DMC scores. 921 subjects completed the entire survey. The participants were asked to fill ADMC in Italian which consisted of 4 sub-scales (Resistance to Framing, Consistency in Risk Perception, Applying Decision Rules, and Recognising Social Norms), and Italian-language version of the 60-item HEXACO-PI-R. The results stated that honesty/humility, conscientiousness, and openness to experience were positively associated with performance on DMC components.

Narooi and Karazee (2015) studied personality traits, attitude to life, and decision-making styles among university students in Iran. They deduced the presence of a strong relationship between personality traits and decision-making styles. Riaz and Batool (2012) evaluated the relationship between personality traits and decision-making among a group of university students (Fig. 1). They concluded that "15.4 to 28.1% variance in decision-making styles is related to personality traits". Similarly, Bajwa et al. (2016) studied the relationship between personality traits and decision-making among students. They concluded that conscientiousness personality trait is associated with rational decision-making style. Bayram and Aydemir (2017) studied the relationship between personality traits and decision-making styles among a group of university students in Turkey. Their work yielded to multiple conclusion namely a significant association between rational and intuitive decision-making styles and extroversion, openness to experience, conscientiousness, and agreeableness personality traits. The dependent decision-making style had a positive relation with both neuroticism and agreeableness. The spontaneous style had a positive relation with neuroticism and significant negative relation with agreeableness and conscientiousness. Extroversion personality traits had a positive effect on spontaneous style. Agreeableness personality had a positive effect on the intuitive and dependent decision-making style. Conscientiousness personality had a negative effect on avoidant and spontaneous decision-making style and a positive effect on rational style. Neuroticism trait had a positive effect on intuitive, dependent and spontaneous decision-making style. Openness to experience personality traits had a positive effect on rational style.



Significance Of the Study

Personality is a something that gives an insight into a personal's strength, weaknesses, social standing and various other parameters. The primary aim for selection of this topic is decision making is something that we utilise every moment, so working on it will improve our functionality in day-to-day activities. Now talking about personality, it is something which gives insight into a person's pattern. Many a times, people in order to gain favours or secure a place utilise their gift of gab and lie. A proper formulation of a theory would be useful in various settings, ranging from industry, education, military, corporate, public sector, hospitality and many more, and would remove the fact that pretence could help you secure a place. Various research has been conducted to find a link between the two, but nothing has been developed in context of Indian population. As it has been postulated that personality is an interplay of biological as well as environmental factor, so the studies and researches related to decision-making and personality may not be valid in context of Indian population. This study aims to give insight into the relation between personality and decision making in Indian adolescent, which would prove beneficial in a country where there is an insufficiency of jobs and, proper and deserving candidates.

Aims/Objectives

Research Problem

The research aims at finding the relationship between personality and decision making in Indian adolescents.

Objective

- To find the levels of extraversion, agreeableness, conscientiousness, emotional stability and openness to experience new stuff in Indian adolescents.
- To establish a relation between extraversion, agreeableness, conscientiousness, emotional stability and openness to experience new stuff, and decision making in Indian adolescents.
- To find whether gender plays a role in establishing the relation.

Hypotheses

H01 There will be a negative correlation between extraversion and good decision making.

H02 There will be a positive correlation between agreeableness and good decision making.

H03 There will be a positive correlation between conscientiousness and good decision making.

H04 There will be a positive correlation between emotional stability and good decision making.

H05 There will be a positive correlation between openness to new stuff and good decision making.

H06 The gender shall have no influence on the result.

Operational Definition

- *Openness to Experience* is defined as a person's tendency to enjoy or delve in different forms of art, adventure, unusual adventures, emotions, impromptu plans, inquisitiveness and imagination. Usually, they have quirky beliefs and are in the self-actualized stage. They are also prone to indulging in risky behaviour (Ambridge, 2014).
- *Conscientiousness* is a tendency to display self-discipline. It the method by which people regulate their impulses. Higher conscientiousness indicates a tendency of

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planned activities and lower scores are indicative of spontaneous behavior (Coasta, 1992).

- *Extraversion* is defined as a person's inclination for social settings, mixing up with people and vivacious in nature (Laney, 2002).
- *Agreeableness* is defined as the characteristics of being considerate, kind, generous, trusting and trustworthy, helpful, and willing to sacrifice their interests for others (Rothmann & Coetzer, 2003).
- *Emotional stability* is defined as a person's ability to keep at bay negative emotions like anger, stress or depression (Jeronimus et al., 2014). They tend to be emotionally stable, composed and free from negative emotions (Dolan, 2006).
- *Decision making* is defined as a cognitive capability, where in an individual can select an option amongst the various options given to him.
- *Late adolescence* or young adulthood is defined as the period of frequent change and discovering various aspects ranging from home, family, school, resources, work and life. The age bracket is from 18 years to 24 years (Teipel).

Participants

A sample refers to the number of subject taken in order to conduct research. The random sampling method with inclusive criteria will be adopted. The sample size (n) of the study is 100, 50 males and 50 females. The age bracket of the subject is from 18-24 years and are Indian citizens. The participation is voluntary in nature and subjects will be made to fill 3 forms- consent form, BFI and Decision-Making Inventory.

Research Design

The research is quantitative in nature and it is an experimental design. There are 5 independent variables (extraversion, agreeableness, conscientiousness, emotional stability and openness to experience new stuff) and the dependent variable is decision making. To establish an effect, regression analysis will be used.

Tools And Techniques

The following tools have been used for our study:

a) *The Big Five Factor Inventory (BFI)*: BFI is 44-item inventory that measures an individual on the Big Five Factors (dimensions) of personality (Goldberg, 1993). Each of the factors is then further divided into personality facets. The Big Five Factors are further classified as bellow (John & Srivastava, 1999):

a.1) Extraversion vs. introversion:

Gregariousness (sociable)

Assertiveness (forceful)

Activity (energetic)

Excitement-seeking (adventurous)

Positive emotions (enthusiastic)

Warmth (outgoing)

a.2) Agreeableness vs. antagonism:

Trust (forgiving)

Straightforwardness (not demanding)

Altruism (warm)

Compliance (not stubborn)

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Modesty (not show-off)
Tender-mindedness (sympathetic)

a.3) Conscientiousness vs. lack of direction:

Competence (efficient)
Order (organized)
Dutifulness (not careless)
Achievement striving (thorough)
Self-discipline (not lazy)
Deliberation (not impulsive)

a.4) Neuroticism vs. emotional stability:

Anxiety (tense)
Angry hostility (irritable)
Depression (not contented)
Self-consciousness (shy)
Impulsiveness (moody)
Vulnerability (not self-confident)

a.5) Openness vs. closedness to experience

Ideas (curious)
Fantasy (imaginative)
Aesthetics (artistic)
Actions (wide interests)
Feelings (excitable)
Values (unconventional)

The 44-item inventory has a 5-Likert Scale ranging from disagree strongly (1) to agree strongly (5). The scoring of BFI is done as follows (“R” denotes reverse-scored items):

Extraversion: 1, 6R, 11, 16, 21R, 26, 31R, 36
Agreeableness: 2R, 7, 12R, 17, 22, 27R, 32, 37R, 42
Conscientiousness: 3, 8R, 13, 18R, 23R, 28, 33, 38, 43R
Neuroticism: 4, 9R, 14, 19, 24R, 29, 34R, 39
Openness: 5, 10, 15, 20, 25, 30, 35R, 40, 41R, 44

b) *Decision Making Inventory*: The tool used for decision making was an inventory developed by mindtools.com. The inventory consists of 18 items, having a 5-Likert scale ranging from not at all to very often. The score can range from 18-90. The interpretation of the score is as follows:

18-42: Poor decision making skills
43-66: Moderate decision making skills
67-90: Excellent decision making skills

The inventory makes use of six essential steps in the decision-making process:

Establishing a positive decision-making environment.

- Generating potential solutions.
- Evaluating the solutions.
- Deciding.
- Checking the decision.
- Communicating and implementing.

Statistical Techniques

The relation between extraversion and decision making, agreeableness and decision making, conscientiousness and decision making, emotional stability and decision making, and openness to experience new stuff and decision making will be done by making use of IBM SPSS Statistics v23x64. The statistical tool will be used to test the hypotheses, i.e. the impact of personality on decision making in Indian adolescent, is regression analysis.

RESULTS AND DISCUSSION

Agreeableness and Decision making

Figure 2 shows the correlation between Agreeableness and Decision making. As per the result displayed on SPSS the correlation between Agreeableness and decision making is 0.973, significant at 0.01 level. The correlation is positive as well as high. The result means that as agreeableness increases, decision making increases and as agreeableness decreases, decision making skill decreases. There wasn't any significant difference between the mean of males and females.

Correlations

		Agreeableness	DECISION
Agreeableness	Pearson Correlation	1	.973**
	Sig. (2-tailed)		.000
	N	100	100
DECISION	Pearson Correlation	.973**	1
	Sig. (2-tailed)	.000	
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

Figure 2

Conscientiousness and Decision Making

Figure 3 shows the results based on SPSS tool applied on collected data. The result shows that there is a correlation of 0.646 between conscientiousness and decision making. The value 0.646 is significant at 0.01 level. The result shows that there is a high positive correlation between the 2 variables. That is, when conscientiousness increases, decision making increases, and when conscientiousness decreases, decision making skill decreases. There wasn't any significant difference between the means of value of conscientiousness and decision making in males and females.

Correlations

		Conscientiousness	DECISION
Conscientiousness	Pearson Correlation	1	.646**
	Sig. (2-tailed)		.000
	N	100	100
DECISION	Pearson Correlation	.646**	1
	Sig. (2-tailed)	.000	
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

Figure 3

Neuroticism and Decision Making

Figure 4 shows the correlation between emotional stability and decision making. Emotional stability is the inverse of neuroticism and is evaluated by reversing the scoring of neuroticism scale. The figure states that the correlation between emotional stability and decision making is 0.621, significant at 0.01 level. The correlation is high and positive. This means that when emotional stability increases, decision making skill increases, and when emotional stability decreases, decision making skill decreases.

Correlations

		Emotional	DECISION
Emotional	Pearson Correlation	1	.621**
	Sig. (2-tailed)		.000
	N	100	100
DECISION	Pearson Correlation	.621**	1
	Sig. (2-tailed)	.000	
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

Figure 4

Openness and Decision Making

Figure 5 shows the correlation between openness and decision making. The correlation between both the variables is 0.534, significant at 0.01 level. The correlation value is high and positive, and it simply means that when openness increases, decision making skill increases, and when openness decreases, decision making skill decreases.

Correlations

		Openness	DECISION
Openness	Pearson Correlation	1	.534**
	Sig. (2-tailed)		.000
	N	102	102
DECISION	Pearson Correlation	.534**	1
	Sig. (2-tailed)	.000	
	N	102	102

** . Correlation is significant at the 0.01 level (2-tailed).

Figure 5

Extraversion and Decision Making

Figure 6 shows the correlation output on SPSS between extraversion and decision making. The value of correlation between extraversion and decision making is -0.971. It means the correlation is high and negative. It means that when extraversion increases, decision making skill decreases, and when extraversion decreases, decision making skill increases.

Correlations

		EXTRAVERSI ON	DECISION
EXTRAVERSION	Pearson Correlation	1	-.971**
	Sig. (2-tailed)		.000
	N	100	100
DECISION	Pearson Correlation	-.971**	1
	Sig. (2-tailed)	.000	
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

Figure 6

DISCUSSION

Agreeableness is characterized by cooperation, morality, sympathy, low self-confidence, high levels of trust in others and agreeable individuals tend to be happy and satisfied because of their close interrelationships. Likewise, dependent decision-making style is characterized by extreme dependence on others when it comes to making decisions. Our study confirmed this relationship similarly to Wood (2012) and Bayram and Aydemir (2017) findings of a positive relationship between decision-making style and agreeableness personality trait.

Conscientiousness is characterized by competence, hard work, self-discipline, organization, strive for achievement, and goal orientation. Besides, conscientious individuals have a high level of deliberation making them capable of analyzing the pros and cons of a given situation. Similarly, rational decision-makers strive for achievements by searching for information and logically evaluating alternatives before making decisions; making them high achievement-oriented. This positive relationship between decision-making and conscientiousness was established by Nygren and White (2005) and Bajwa et al. (2016); thus, solidifying our current findings.

Extroversion is characterized by higher levels of self-confidence, positive emotions, enthusiasm, energy, excitement seeking, and social interactions. Our studies show a negative correlation between extroversion and decision making.

Neuroticism is characterized by anxiety, anger, self-consciousness, and vulnerability. High neurotic individuals have higher levels of negative affect, depression, are easily irritated, and more likely to turn to inappropriate coping responses, such as interpersonal hostility. Our study results showed a negative relationship between neuroticism and decision-making style. Openness to experience individuals are creative, imaginative, intellectually curious, impulsive and original, open to new experiences and ideas. The positive relationship between openness to experience and intuitive decision-making style was established by Riaz and Batool (2012) and came in concordance with our study findings.

CONCLUSION

Kahneman (2011) posed a number of dilemmas designed to gauge how individuals make decisions. This study considered five of the personality traits. The scores were aggregated and compared to results from a personality test in order to assess the relationship between

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personality and decision making. Our study suggests that extraversion and neuroticism have an inverse effect on decision making, whereas openness, agreeableness and conscientiousness tends to have a direct relation on decision making.

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Conflict of Interest

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