

Big Five Personality Traits as Predictor of Teacher Freezing

Dr. Susmita Basu^{1*}, Prof. Debasri Banerjee²

ABSTRACT

This study examined the influence of big five personality traits on teacher freezing. To address the purpose of the study, 606 samples were taken from various educational institutions of West Bengal, India. Big five personality inventory was used with little modification. This inventory comprised of 102 statements about big five personality traits. Big five personality traits are: Extraversion, Neuroticism, and Openness to Experience, Conscientiousness and Agreeableness. The Collected data was analysed by using descriptive and inferential statistical techniques including correlation and regression analysis. It was found that big five personality traits have a significant influence on the level of freezing among teachers. The present study suggested that the incorporation of personality development and professional growth strategies into teacher education programme to address the factors associated with teacher freezing and professional well-being. This study has implication for educators and educational institutions in understanding the importance of personality traits in teachers 'professional development, retention strategies, career progression and student outcomes.

Keywords: *Big five personality traits, teaching, teacher freezing*

"Education is the manifestation of perfection already in man"----- Swami Vivekananda.

Education is one of the basic need for national development and prosperous society. In order to maintain this goal quality assurance in education system is necessary. Quality teachers are the indispensable part of an effective education system. A teacher should act as a motivator, and should be able to help the students to create their own image by understanding the needs and problems of the students. Effective teachers cannot be identified based on their qualifications, how long they taught etc. The best way to assess teachers' effectiveness is to look at their attitude towards teaching profession. Freezing proness is an umbrella term. It means teachers' lethargy, disinterest and lack of motivation towards profession. In the present era of globalization the teaching profession has undergone significant changes. Teachers attitude towards profession are considered important factors influencing the quality of education. Prolonged unfavourable attitude towards profession may contribute to burn out which leads to dissatisfaction and stagnation. A favourable or unfavourable attitude towards a profession is largely determined by a person's personality configuration. The big five personality traits provides a comprehensive framework for understanding an individuals' personality structure through the five dimensions of personality.

¹Assistant Professor in Education, Government Girls' General Degree College, Ekbalpur

²Professor and Ex-HOD, Department of Education, University of Calcutta, Kolkata, India

*Corresponding Author

Received: September 22, 2026; Revision Received: October 04, 2025; Accepted: October 08, 2025

Big Five Personality Traits as Predictor of Teacher Freezing

Based on this background, the present study, focuses on examining the predictive role of big five personality traits in teacher's freezing proneness.

Big Five Personality Traits: The big five personality model comprises five broad personality domains: extraversion, neuroticism, openness to experience, agreeableness and conscientiousness. Together these domains provide a comprehensive representation of one's personality. Numerous empirical study have demonstrated that big five personality traits are reliable across different raters and assessment methods. These traits are quite stable throughout the life span. The big five personality factors are defined as follows:

- **EXTRAVERSION:** Those who score high in this dimension are described as outgoing, friendly, assertive person. Those who score low in this dimension are described as reserved, quiet, detached etc.
- **NEUROTICISM:** This factor is related with individual's emotional stability and degree of negative emotions. People who score high in this dimension are described as prone to worry, depressed, emotionally insecure etc. Those who score low in this dimension are described as relaxed, calm etc.
- **OPENNESS TO EXPERIENCE:** People with high level of openness to experience are likely to learn new things and gather new experiences. Those who score high in this dimension displays traits like imagination, artistic interest, intellectual curiosity etc. People with low level of openness to experience display traits like traditional, conservativeness etc.
- **AGREEABLENESS:** Agreeable people are described as friendly, cooperative, helpful, forgiving, soft hearted etc. Those who score low in this dimension are described as rude, unhelpful and manipulative person.
- **CONSCIENTIOUSNESS:** Conscientiousness is a range of characteristics that describe individual differences in the tendency to be self-controlled, reliable, responsible, hardworking, orderly, and rule abiding (Roberts, Jackson, Fayard, Edmonds, & Meints, 2009, as cited in Robert, Lejuez, Krueger, Richards & Hill, 2012, p.1).

Teacher Freezing: It means teachers' lethargy, disinterest and lack of motivation towards teaching profession. It is a state of negative psychological experiences resulting from job related stress or occupational maladjustment. It resists teachers' innovativeness and creative potentials. It includes the overall stagnated conditions which leads to absenteeism, turnover intentions and job dissatisfaction. In the present study the dimensions of teacher freezing are: professional, psychological, social and moral.

Relation between Big Five Personality Traits and Teacher Freezing:

Personality measurement has a long history in occupational psychology which encompasses several broad theoretical perspectives and taxonomies. The five factor model comprises a set of relatively stable personality traits that has predictive value in understanding occupational challenges. This model is widely recognized in occupational psychology due to its ability to explain individuals attitude towards workplace and manage challenging situation.

REVIEWS OF RELATED LITERATURE

This section focuses on the research gap and existing findings regarding the contributions of the big five personality traits to teachers' freezing proneness.

Hamilton (2010) conducted a study to explore the relationship between teachers' personality traits and teachers 'reported attitude towards teaching and family- school partnership. A total

Big Five Personality Traits as Predictor of Teacher Freezing

of 243 teachers from the state of Illinois were selected for this purpose. Results of the study indicated that three personality traits- agreeableness, conscientiousness and extraversion had a significant impact on teachers' attitude.

Almutairi, J. H., & Ahmed, A.T. (2022) Conducted a study to identify the relationship between five major personality traits and teachers attitude towards teaching profession. Results of the study indicated that four of personality traits have positive significant relationship with teachers' attitude towards teaching except neuroticism trait.

Singh (2022) conducted a study to analyse the characteristics of an effective teacher in context to big five personality model. Results of the study indicated that openness is a significant predictor of teaching effectiveness. The study further concluded that cooperative nature and openness to experimenting with new learning approaches are two significant attributes of an effective teacher.

Gonzales & Rosales (2022). Conducted a study to find out the relationship between big five personality traits and teaching performance. A total of 451 respondents were selected for this purpose. Results of the showed that, respondents got higher score in agreeableness, conscientiousness, openness and extraversion demonstrated better teaching performance than those who scored lower on these traits.

Jaseens (2024) conducted a study to determine the level of teacher freezing among school teacher. A total of 300 teachers were selected from various districts of Kerala. The results of the study revealed that level of teacher freezing among secondary school teachers was high. The study further showed that gender was not a significant factor influencing teacher freezing.

Sipani & Singh (2025) conducted a study to explore the impact of big five personality traits: openness, agreeableness, conscientiousness, neuroticism and extraversion on flow proneness and job satisfaction. Results of the study showed that neuroticism negatively affected both flow proneness and job engagement. On the other hand, extraversion, conscientiousness and openness were found to enhance work engagement and flow among teachers.

Tan & Ubaue (2026) conducted a study to determine the relationship between teachers' personality traits and their teaching skills among elementary school teachers. A total of 130 elementary school teachers from Baungon district II were selected for this purpose. Results of the study revealed a significant positive relationship between teachers' personality traits and their teaching skills. It was further demonstrated that openness is the strongest predictor of effective teaching. The study further concluded that both personality traits and teaching skills play vital role in effective teaching and creating a positive learning environment.

Objectives of the Study

The major objectives of this study are summarized below:

1. To find out the factors of teacher freezing proneness.
2. To find out the relationship between big five personality trait dimension and teacher freezing.

Hypothesis of the Study:

- H01: There is no significant relationship between teacher freezing and neuroticism trait.

Big Five Personality Traits as Predictor of Teacher Freezing

- H02: There is no significant relationship between teacher freezing and extraversion trait.
- H03: There is no significant relationship between openness to experience and teacher freezing.
- H04: There is no significant relationship agreeableness and teacher freezing.
- H05: There is no significant relationship between conscientiousness trait and teacher freezing.

(Further hypothesis will be formed based on the obtained significant relationship.)

- H06: Neuroticism trait is not a significant predictor of teacher freezing.
- H07: Extraversion trait is not a significant predictor of teacher freezing.
- H08: Openness trait is not a significant predictor of teacher freezing.
- H09: Agreeableness trait is not a significant predictor of teacher freezing.
- H010: Conscientiousness trait is not a significant predictor of teacher freezing.

METHODOLOGY

Mixed method research design was applied for this study.

Sample:

In this present study, the data was collected through stratified random sampling from various secondary, higher secondary schools and general degree colleges. The participants (N=606) were from various academic institutions of rural, semi urban and urban areas.

Tools:

In the present study, the tool was constructed by the researcher and rated by 3 experts. It included:

1. **Teacher Freezing Scale:** An inventory consisting of 40 statements to identify the teachers' attitude towards professional, psychological, social and moral job freezing proneness. Within this scale certain statements were included, through which their willingness to continue this service and assess the level of freezing tendencies among teachers.
2. **Big five personality Inventory:** An inventory consisting of 102 statements to describe the hierarchical organization of personality in terms of five basic dimensions: Neuroticism, Extraversion, Openness to experience, Agreeableness, Conscientiousness.

Limitations

The following limitations were there in this study:

1. It is limited to school (secondary and higher secondary) and college levels.
2. It is mainly limited within Bengali medium institutions.

RESULT & FINDINGS

The present research work has been carried out with two types of data analysis namely: Qualitative and Quantitative.

Quantitative Analysis: The quantitative data were analysed using the Coefficient of correlation and regression analysis. While the coefficient of correlation was used to determine the nature and degree of relationship between two variables and regression analysis was used to examine the predictive contribution of one variable to other.

Big Five Personality Traits as Predictor of Teacher Freezing

Table:1.1 Table showing the correlation between TFS and TPNE

Correlations			TFS_ TOTAL	TPNE_TOTAL
Spearman's rho	TFS_TOTAL	Correlation Coefficient	1.000	.518**
		Sig. (2-tailed)	.	.000
		N	606	606
	TPNE_TOTAL	Correlation Coefficient	.518**	1.000
		Sig. (2-tailed)	.000	.
		N	606	606

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

N=606

** TFS= Teacher Freezing, TPNE= Teacher Personality Neuroticism dimension.*

H₀₁: There is no significant relationship between teacher freezing and neuroticism trait. This hypothesis is rejected, as there is a significant relationship between teacher freezing proneness and neuroticism trait. Teaching profession requires some energetic, dynamic traits. Usually, neurotic individuals are less satisfied with their job and tends to be more freeze due to their insecure, depressed and vulnerable nature.

Table:1.2 Table showing the correlation between TFS and TPEX

Correlations			TFS_ TOTAL	TPEX_TOTAL
Spearman's rho	TFS_TOTAL	Correlation Coefficient	1.000	.328**
		Sig. (2-tailed)	.	.000
		N	606	606
	TPEX_TOTAL	Correlation Coefficient	.328**	1.000
		Sig. (2-tailed)	.000	.
		N	606	606

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

N=606

** TFS= Teacher Freezing, TPEX= Teacher Personality Extraversion dimension.*

H₀₂: There is no significant relationship between teacher freezing and extraversion trait. This hypothesis is rejected, as there is a significant relationship between teacher freezing proneness and extraversion trait. The state of psychological comfort at workplace depends a lot on the personality profile. It is a bi-polar trait dimension. In contrast to introvert, extrovert people are more active, energetic, enthusiastic, outgoing. Therefore, extroverts tend to favour the opposite side of freezing proneness.

Big Five Personality Traits as Predictor of Teacher Freezing

Table: 1.3 Table showing the correlation between TFS and TPOP

Correlations			TFS_ TOTAL	TPOP_TOTAL
Spearman's rho	TFS_TOTAL	Correlation Coefficient	1.000	.352**
		Sig. (2-tailed)	.	.000
		N	606	606
	TPOP_TOTAL	Correlation Coefficient	.352**	1.000
		Sig. (2-tailed)	.000	.
		N	606	606

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

N=606

* TFS= Teacher Freezing, TPOP= Teacher Personality Openness dimension.

H₀₃: There is no significant relationship between teacher freezing and openness to experience. This hypothesis is rejected, as there is a significant relationship between teacher freezing proneness and openness to experience trait. Openness to experience means one's attitude towards creativity, innovation and originality. It is a bi-polar trait dimension. In contrast to openness, traditional individuals are less creative and tends to be more freeze. Freezing leads to professional and psychological stagnation. It creates hindrance towards cognitive flexibility.

Table: 1.4 Table showing the correlation between TFS and TPAG

Correlations			TFS_ TOTAL	TPAG_TOTAL
Spearman's rho	TFS_TOTAL	Correlation Coefficient	1.000	.402**
		Sig. (2-tailed)	.	.000
		N	606	606
	TPAG_TOTAL	Correlation Coefficient	.402**	1.000
		Sig. (2-tailed)	.000	.
		N	606	606

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

N=606

* TFS= Teacher Freezing, TPAG= Teacher Personality Agreeableness dimension.

H₀₄: There is no significant relationship between teacher freezing and agreeableness trait. This hypothesis is rejected, as there is a significant relationship between teacher freezing proneness and agreeableness trait. Agreeable individuals are kind, trustworthy, caring for others, forgiving, tolerant. It is a bi-polar trait dimension. In contrast to agreeable individuals, antagonistic people are more dismissive, indifferent and tends to be more freeze. Freezing is a psychological stage. The person in this situation displays behaviours like dismissive, indifferent and hard.

Big Five Personality Traits as Predictor of Teacher Freezing

Table: 1.5 Table showing the correlation between TFS and TPCO

Correlations			TFS_ TOTAL	TPCO_TOTAL
Spearman's rho	TFS_TOTAL	Correlation Coefficient	1.000	.691**
		Sig. (2-tailed)	.	.000
		N	606	606
	TPCO_TOTAL	Correlation Coefficient	.691**	1.000
		Sig. (2-tailed)	.000	.
		N	606	606

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

N=606

* TFS= Teacher Freezing, TPCO= Teacher Personality Conscientiousness dimension.

H₀₅: There is no significant relationship between teacher freezing and conscientiousness trait. This hypothesis is rejected, as there is a significant relationship between teacher freezing proneness and conscientiousness trait. People with conscientiousness traits usually well-organized, accountable, vigilant, determined and hardworking. It is a bi-polar trait dimension. In contrast to conscientious people, people who are less conscientious tend to more disorganized and freeze.

Table:2 Table showing the regression coefficient between big five personality traits and teacher freezing

Model	Unstandardized Coefficient	Standardized Coefficient	t	Sig.	95.0% Confidence Interval for B	Correlations			
	B	Std. Error				Lower Bound	Upper Bound	Zero order	Partial
(Constant)	31.340	5.621	5.575	.000	20.300	42.380			
TPNE_Total	-.270	.095	-2.847	.005	-.455	-.084	.339	.115	-.076
TPEX_Total	.479	.056	8.515	.000	.368	.589	.538	.328	.228
TPOP_Total	.089	.114	.780	.435	-.134	.312	.365	.032	.021
TPAG_Total	-.495	.100	-4.930	.000	-.692	-.298	.401	.197	-.132
TPCO_Total	1.616	.088	18.384	.000	1.443	1.788	.692	.600	.493

* Dependent Variable: TFS Total (TFS- Teacher Freezing)

* Predictors: (Constant), TPCO_Total, TPEX_Total, TPOP_Total, TPNE_Total, TPAG_Total (TPCO= Teacher Personality Conscientiousness dimension, TPAG= Teacher Personality Agreeableness dimension, TPOP= Teacher Personality Openness dimension. TPEX= Teacher Personality Extraversion dimension, TPNE= Teacher Personality Neuroticism dimension.

Big Five Personality Traits as Predictor of Teacher Freezing

H₀6: Neuroticism trait is not a significant predictor of freezing.

This hypothesis is rejected, as neuroticism is found to be a significant predictor of freezing proneness. Big five personality taxonomy is a bipolar trait model consists of five dimensions. Neuroticism is a bipolar trait dimension. People with higher level of neurotic tendencies are anxious, less trusting, depressed and aloof. It is very closely related with negative affectivity. (Watson & Tellegan, 1985 as cited in Yahaya., Yahaya., Bon., Ismail & Noor, 2012, p.7456). On the other hand, individuals who score low in this dimension tend to be more emotionally stable and less reactive to freezing proneness. So, there is a negative correlation between less neurotic tendencies and higher level of freezing proneness.

H₀7: Extraversion trait is not a significant predictor of freezing.

This hypothesis is rejected, as extraversion is found to be a significant predictor of freezing proneness. The big five personality model is a bipolar dimension. As per the scoring pattern teachers with low scores in this dimension tends to be less extrovert and more detached or aloof. Freezing proneness leads to disengagement. As per the scoring pattern teachers with low score in freezing tends to be more attached towards their profession. So, extraversion trait is a significant predictor of freezing proneness due to its relation with sociability.

H₀8: Openness trait is not a significant predictor of freezing.

This hypothesis is accepted, as openness trait is not found to be a significant predictor of freezing proneness.

H₀9: Agreeableness trait is not a significant predictor of freezing.

This hypothesis is rejected, as agreeableness trait is found to be a significant predictor of freezing. Agreeable people tend to be more friendly, cooperative and altruistic by nature. It creates interpersonal sensitivity. On the other hand, individuals with high level of freezing proneness are exposed to low productivity, turnover, depression and solitary accommodation. So, individuals with high level of agreeableness tend to be less freeze.

H₀10: Conscientiousness trait is not a significant predictor of freezing.

This hypothesis is rejected, as conscientiousness trait is found to be a significant predictor of freezing proneness. Conscientiousness is a widely researched trait from the big five personality model. It is associated with two major adjectives namely, achievement and dependability. Individuals with low level of conscientiousness tends to be less organized, reliable and responsible. These facets are closely related with freezing proneness. Therefore, it can be concluded that conscientiousness trait is a significant predictor of freezing proneness.

Qualitative Analysis:

The present study adopted a mixed method research design through interview. A total of 16 teachers were selected for this purpose. The qualitative findings indicated that: autocratic leadership by administration, interpersonal conflicts, inadequate teaching resources, perception of teaching as an excessive workload, declining interest towards teaching, and resistance to change, economic dissatisfaction, inadequate pedagogical knowledge and emotional exhaustion were identified as contributing factors of freezing proneness among teachers.

DISCUSSION

The present study showed that there are so many aspects that are needed to be address properly. The findings of the study revealed a negative correlation between less neurotic tendencies and higher level of freezing proneness. Individuals with high level of neurotic

Big Five Personality Traits as Predictor of Teacher Freezing

tendencies are generally anxious, less trusting, depressed and aloof. It is very closely related with negative affectivity. (Watson & Tellegan, 1985 as cited in Yahaya., Yahaya., Bon., Ismail & Noor, 2012, p.7456). Findings of this study are consistent with those of Rajini & Chaturvedi (2016). This study also highlighted the relationship between neuroticism and adverse psychological outcomes. Furthermore, the present study revealed that neuroticism has a significant positive correlation with emotional exhaustion which may ultimately contribute to freezing proneness.

The study further indicated that individuals with high level of agreeableness are less likely to experience freezing tendencies due to their cooperative, compassionate and altruistic nature. These findings correlated with the findings of Tabassum & Akshaya (2024). In their study they found that higher level of agreeableness and conscientiousness can reduce occupational stress and improve quality of life. Results of the present study also suggested that, individuals with lower level of conscientiousness are tends to be less organized, reliable and responsible compared with those possessing moderate or high level of conscientiousness. This finding is supported by Liu, et.al (2022). Findings of their study revealed that emotional exhaustion and depersonalization are negatively correlated with conscientiousness, openness, and extraversion whereas, positively correlated with neuroticism.

Furthermore, the findings of the present study also consistent with She, et.al. (2026), whose study demonstrated that personality traits play a significant role in influencing individuals' psychological responses, professional adjustment and higher career adaptability profiles.

Educational Implication:

The findings of study have significant implications in the field of education. Personality trait plays a significant role in predicting an individual's tendency towards professional stagnation. The present study has an implication for teacher educators, policy makers and educational administrators. The present study has the following significant implications:

- Recognised the stressors which teachers feels generates freezing proneness. The performance of a good teacher not only depends upon the specialization of the subject or field but also depends upon the person and organizational relationship. The daily interaction with pupils, colleagues, superiors and fragmented demands of teaching profession often creates occupational stress which further lead to freezing proneness.
- Pointed out the stressful areas in teaching profession. The present study gives an indication about the role of stress factors in teaching profession. This study identified a relationship between teacher stress and teaching behaviour.
- The study supported that, OCTAPACE culture should be introduced as a stress management technique in teaching profession. OCTAPACE stands for O- Openness, T-Trust, A-Autonomy, P-Pro action, C-Confrontation, A-Authenticity, E-Efficiency. (as cited in " Kumar,2012, p.76).
- The study suggested that, teacher education programme needs to be revised according to the changing needs of teaching culture. HR management skills should be introduced as an essential ingredient for teacher training programme.
- The study pointed out that, the big five personality taxonomy is a significant predictor of freezing proneness.
- The study identified that personality is the key component of teachers' professional attitude and job involvement.
- 'Pedagogical fitness' of teachers must be considered as an essential criteria for career advancement scheme of UGC.

CONCLUSION

The present study concludes that personality traits play a significant role in understanding teachers' job engagement and freezing proneness. The study emphasizes the need to recognize individuals' personality characteristics to foster a resilient, motivated and committed teaching community.

REFERENCES

- Almutari, J.H & Ahmed, A.T. (2022) The relationship between the big five personality traits and job satisfaction with virtual teaching among teachers of students with learning difficulties. *J.Educ.Health Promot*, Retrieved on: <https://pmc.ncbi.nlm.nih.gov/articles/PMC9621352/>
- Gonzales, V. J., & Rosales, M,J,D. (2022). Big five personality traits and its relationship to teachers' performance evaluation in public high schools. *European Online Journal of Natural and Social Sciences*,11(1),93-104. Retrieved from: chrome-extension://efaidnbmnnnibpcajpcgclefindmkaj/https://european-science.com/eojnss_proc/article/viewFile/6415/2906
- Hamilton, A. R. (2010). Exploring the relationship between teacher personality traits and teachers' attitude and practices towards family-school partnership. *Thesis*, retrieved from: efaidnbmnnnibpcajpcgclefindmkaj/https://ecommons.luc.edu/cgi/viewcontent.cgi?article=1133&context=luc_diss
- Jaseena,F.(2024). Teacher Freezing among secondary school teachers –An analysis. *Educational administration and practice*,30(1),7780-7783.
- Kumar,A.S.(2012). A Critical Analysis of stress faced by teaching professionals at management institutes in Pune with special reference to role stressors and job satisfaction. Retrieved from: <https://shodhganga.inflibnet.ac.in/handle/10603/4401>
- Liu, Z., Yingnan, I., Wenying, Z., Yuanping, H., & Dongbin,L.(2022). A meta-analysis of Teachers' Job burnout and Big Five Personality Traits. *Front.Educ*,7. <https://doi.org/10.3389/feduc.2022.822659>
- Rajini., & Chaturvedi (2016). Relationship between Teacher Freezing with Mental Health and Personality among Secondary School Teachers. *Globus Journal of Progressive Education*,6(1),1-3.
- Robert, B.W., Lejuez, C., Krueger, R.F., Richarda, J. M & Hill, P.L.(2012). What is conscientiousness and how can it be assessed? *Developmental Psychology*. Retrieved from: <https://psycnet.apa.org/record/2012-35000-001>
- She, C., Zou, I., & Zhou, J. (2026). Profiles of Career adaptability and their associations with socio demographic characteristics, big five traits, mental health among Chinese Primary and Secondary School Teachers. *Personality and Social Psychology*,17, <https://doi.org/10.3389/fpsyg.2026.1841554>
- Sing, N.D. (2022). The Big-Five Personality Model and effective teaching: A Predictive Analysis among Prospective Teachers in Manipur, *International Journal of Early childhood Special Education*,14(8),1215-1225. DOI:10.48047/INTJECSE/V14I8.168
- Sipani, D., & Singh, S. (2025). Personality traits and Flow proneness as predictors of work engagement among people from education sector. *The international journal of Indian Psychology*,13(2),2657-2673. DIP:18.01.236.20251302, DOI:10.25215/1302.236
- Tan,J.S., & Ubaub,J.N.(2026). Teachers' Personality Traits and their Teaching Skills. *International journal of multidisciplinary research and analysis*,9(5), Retrieved from: <https://www.ijmra.in/v9i5/104.php>
- Tabassum, M., & Akshaya (2024). The impact of Personality traits on Occupational Stress and Quality of Life among Higher Secondary School Teachers. *International Journal of Indian Psychology*,12(2), DOI: <https://doi.org/10.25215/1202.103>

Big Five Personality Traits as Predictor of Teacher Freezing

Yahaya, A., Yahaya, N., Bon, A.T., Imsil, S., & Noor, N. M. (2012). The relationship between Big Five Personality with work motivation, competitiveness and job satisfaction. *Elixir International Journal*, 44(2012). 7454-7461. Retrieved from: <https://www.semanticscholar.org/paper/The-relationship-between-big-five-personality-with-Yahaya-Yahaya/ff17673a044bf93ab3f9e1936266252059adc192>

Acknowledgment

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Basu, S. & Banerjee, D. (2026). Big Five Personality Traits as Predictor of Teacher Freezing. *International Journal of Indian Psychology*, 14(4), 058-068. DIP:18.01.006.20261404, DOI:10.25215/1404.006