



TRUITY



# BIG FIVE IN THE WORKPLACE

*Gain insight into yourself and your team to  
work together more effectively*

**A Presentation Guide for Trainers and Managers**

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# Introduction

*Welcome to Big Five in the Workplace!*

**When it comes to workplace dynamics, an ideal workspace is one where productivity is high, communication is open, tasks are performed with confidence, and every team member feels valued and understood.**

One way to achieve that is through the power of the Big Five. The most widely used and extensively researched model of personality, the Five Factor Model, as it is officially known, helps people understand themselves and others better. More importantly, researchers have demonstrated time and again that the Big Five is predictive of real-world behavior. This means it can help you understand why your team members behave the way they do and the best way to work, communicate and problem-solve with them.

Our comprehensive Big Five Personality Test builds on this well-proven system. Often used for personal development, it offers valuable insight to improve self-awareness and growth. However, your work team can also benefit greatly from taking the test as a group and learning about the foundational traits that drive decision-making, priorities, and interactions. This presentation guide will help you do that, bringing an extra dimension of insight to your team building and professional development.

Get ready to **unlock the power**  
of your work team!

# Before You Begin

This guide is designed for team leaders, trainers and human resources professionals who have used Truity's Big Five Personality Test for their work teams. Paired with your team's Big Five reports and our slide presentation, it will give you the essential information needed to explain the Big Five model inside a business setting and run a workshop for your team.

**As a facilitator, you should have a general understanding of the principles of personality type, but you do not need to be an expert.** The information contained in this guide will teach you everything you need to know to lead a successful Big Five workshop for a team.

## The complete kit comprises two parts:

1. This study guide to help you learn about the Big Five's principles in advance of the session, including sample activities and discussion questions.
2. A slideshow to provide a visual component to your presentation.

## Prepare for your workshop:

1. Have your team members take Truity's Big Five Personality Test and review their reports.
2. Read this guide in advance of the workshop to help you get up to speed with the basic concepts of the Big Five and to decide if you want to include any activities and discussion questions in your workshop.
3. Make a copy of the workshop slides to create a slideshow for your team.



Understanding the Big Five is like the skeleton key to unlocking human potential in the workplace. It isn't about putting labels on people, but seeing each person as a unique individual with valuable contributions to offer, no matter how they may differ from you or others.

# What Is The Big Five?

The Big Five model evaluates personality across five dimensions. Some use the acronym “OCEAN” to remember the five dimensions:

- **O**penness
- **C**onscientiousness
- **E**xtraversion
- **A**greeableness
- **N**euroticism

Each dimension exists on a continuum, and everyone who takes Truity's Big Five personality assessment receives a percentage score for each of the five dimensions. The scores range from 0% (meaning the total absence of the trait) to 100% (meaning the strongest possible presence of the trait).

Where other personality systems aggregate scores and place individuals into types or categories ("Type One" in the Enneagram or "ISTJ" in the Myers and Briggs system, for example), the Big Five has no such labels. That would be impossible, since no two people will have exactly the same percentage combinations across the five dimensions.

In this guide, we are focusing on “high” and “low” presentations of each dimension as a way to help people recognize themselves and their teammates in the trait descriptions. Even then, it is important to understand that a “high” or “low” score will manifest differently in each individual. For example, a highly Conscientious person with high Agreeableness traits will use their Conscientiousness differently than someone with a similar level of Conscientiousness but a lower Agreeableness score. The first may be motivated to work hard for the good of the team, while the second may be motivated by personal success and competition.

So keep an open mind and encourage your team to do the same!



## **The full guide is only available to Truity @ Work users.**

- If you are a Truity @ Work customer, please log into your account to access the full versions of all training materials.
- For more information on testing your team with the Truity @ Work platform, click here: [Personality Tests for Business](#).
- To purchase test credits for the Truity @ Work platform, click here: [Purchase Test Credits](#).

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