

The Big Five

Psychology

The five-factor model, and why it is the consensus.

Each is a continuum, not a type.

Trait	High scorers	Low scorers
Openness	Curious, imaginative	Conventional, practical
Conscientiousness	Organised, dependable	Spontaneous, careless
Extraversion	Sociable, energetic	Reserved, solitary
Agreeableness	Cooperative, trusting	Competitive, sceptical
Neuroticism	Anxious, reactive	Calm, resilient

Conscientiousness is the strongest single trait predictor of job performance and of longevity across studies.