



PARADIGM
PERSONALITY LABS

THE BIG FIVE DICTIONARY

This dictionary is a guide to common workplace descriptive words and phrases. They are grounded in research and/or intuitive infrastructures based on the five-factor model of personality.

What are Blends?

A blend is a behavior that can be described by more than one Supertrait or Subtrait. Our traits do not live in isolation from one another, they interact with each other. Some everyday behaviors or states are composed of, or associated with, only one trait. For example, soft-heartedness is associated only with the Supertrait Accommodation (A+) and none other of the Supertraits. Determined, on the other hand, is associated with two Subtraits: High Activity (E3+) and high Drive (C3+).

Why look at Blends?

Understanding blends gives us deeper insight into the range of behaviors we demonstrate and observe in the workplace. We paint a coherent picture of an individual and their behaviors when we connect traits. For example, an individual that is both warm (E1+) and sociable (E2+) and low in agreement (A1-) will feel much more approachable and less competitive than an individual that is lower in warmth and sociability. Blending E1, E2 and A1 gives a much more robust picture of how we can anticipate and individual's approach to conflict and debate.

Introduction

John Johnson and Fritz Ostendorf completed a comprehensive study in which these relationships were clarified. Their results were published in the *Journal of Personality and Social Psychology* (1993, 65(3), 563-576) and entitled "Clarification of the Five-Factor Model with the Abridged Big Five Dimensional Circumplex."

In addition to Johnson and Ostendorf's work, another contribution appeared in August 1998 in the *Journal of Personality* (66(4), 495-5): "What is beyond the Big Five?", by Gerard Saucier and Lewis R. Goldberg, two giants in Big Five development. The Saucier-Goldberg study comprised 694 adults from the US Pacific Northwest. And, in 2000, Cawley, Martin, and Johnson added a couple hundred "virtue" words to the lexicon.

Paradigm's Big Five Blends Dictionary is a build upon their work.

How to read the Dictionary

On each page, the first column contains the key personality trait term to be defined in terms of Big Five infrastructure. In the next five columns, the plus (+) or minus (-) under one or more of the five super trait columns indicates whether that Supertrait is positively (+) or negatively (-) correlated with the key term. For example, the "CALM" entry on page three has a minus (-) under in the N (for Need for Stability). That means that Calmness is associated with lower scores on Need for Stability—a negative correlation.

All of the "Pures"—traits associated with only one super trait—are listed in bolded capital letters. Shaded cells are unrelated to that line's key term. The next column to the right displays the complete trait profile for a term, including all relevant Subtraits. The far-right column lists the source which proposes the Big Five Infrastructure for each row/key term. The full citation for each resource is listed at the end of this Introduction.

You will notice that some of the "pures" are entered two or more times. That phenomenon springs from the fact that 1) some terms have different meanings and need to be entered twice (like down-to-earth can mean practical or warm), and 2) some cultures view a particular term as associated with different meanings than do other cultures. For example, Germans associate "down-to-earth" with low Originality words, while Americans associate "down-to-earth" with high Accommodation words. As a result, "down-to-earth" loads on Originality in the Johnson & Ostendorf study, while it loads on Accommodation in the Saucier and Goldberg study.

Summary Guide to the Definitions:

- **PURES** are printed in bold capitals.
- Unbolded capitals (e.g., "AT EASE") were identified by researchers as pures, but Paradigm regards the secondary factor loading as significant enough to make it a blend.
- Primary trait loadings have a double plus or minus (--,++ vs. -,+).
- Some words may produce different blends in different cultures, such as "active."
- Traits that are related to a term but do not quite reach statistical significance are parenthesized.

	N	E	O	A	C	WorkPlace Subtraits:	SOURCE
Accepting						N2-E2-E6+	H(06)
Accessible						E2-A4-	H(06)
Administrator				+	+	A1+C456+	H(06)
Aggressive		+		-		E3+A3-4--	C&M(92)
Agreeable	-			+	+		J&O(93)
Alert		+			+	E3+A4-C134+	H(00a)
Ambitious		+			++		J&O(93)
Analytical					+	E3+C134+	H(00a)
Analytical				++	+		J&O(93)
Animated		+	+	++			S&G(98)
Assertive	-	++	+		+	A34-	J&O(93);C&M(92)
Balanced personal & Work Lives						N4+O3-A4+	H&S (08)
BOLD		+				N14-E36+A34-C5-	C,M,&J (02)
Breadth of Knowledge		++	+	-		E235+6+++O12+A4-	H&S (08)
Broad interests	-	+	+	+	+		J&O(93)
Careful				+	++	N3-E2-5+++A1+++2+C12+345++	C,M,&J (02)
CAREFUL					+		J&O(93)
Cautious (vs. Adventurous)	+	--			+		J&O(93)
Cautious (vs. Rash)		-			++		J&O(93)
Charismatic	-	++		-		N34-E3++56+O1+A4-C3+	H(06)
Cheerful	-	++		+		E1+	J&O(93);C&M(92)
Cold		-		--			J&O(93)
Comfortable under pressure	--	+	+	--		N134--2-E34++56+O23+A24--C3+	H&S (08)
Communicator		++	+	-		N2-E35+6+++O12+A24-C35+	H(06)
Compass		+	+	++		N3-4+E15++6-2+A1+++3+C35+	C,M,&J (02)
COMPETITIVE				-			S&G(98)
COMPETITIVE				--		N4-E4+++A--2---34-C1+3++	H&W(2011)
Composed	--			+			J&O(93)
Concentrates Easily					++	E3+C245+++6+	H&S (08)
Concern	+	+		+	+	N14+3--E15++2+6-A1++234+C35+	C,M,&J (02)
Confident	--	+				N13--4-A4--C1+	J&O(93);C&M(92)
Conflict-averse	+			+	+	N34+E23-5+A14+	H(00b)
Confrontational				-		N4+O3-A124-	H(06)
Conscientious				+	++		J&O(93)
Courteous			+	+	+		J&O(93)

					+				
Creative	-		+					N134-E6+O23+A4-C2+	C,M,&J (02)
CREATIVE					+				J&O(93)
Credible			+					N3-E5+O3+C34+	H(06)
Critical (vs. Agreeable)	+				--				J&O(93)
CURIOUS					+				S&G(98)
Curious					+		+		J&O(93)
Customer Focused						+		N14-E6+A4+(C5-)	H&S (08)
Decision maker, Speedy			++				+	N34-E3+A4-C13+	H(00a)
Decisive	-	+		-	+			N14-E46+O2+4-A2--4-C123+	H&S (08)
Dedicated			+		+	++		E+34+A2-C++123456+	H&W(2011)
Delegator								A14-	H(00a)
Deliberate			-				++		J&O(93)
Depth of Knowledge			+				+	E34+O12+A3+C4+	H&S (08)
Details, Good with			-		+	++		N24-O1-A12+C12345+	H(00a)
Determined			+				+	E3+C3+	C&M(92)
Diligent	-	+			++	++		N23-E15++6-A1++2+C12+345++	C,M,&J (02)
Diplomatic			-		+	+			J&O(93)
Disciplined			+	--	+	+		N23-E1++5+6-O1--3-A1++23+C134+25++	C,M,&J (02)
Dominant			++	+	-	+			J&O(93)
Driven			+		-	++		E34+ A2--4-C123456++	H&S (08)
EDUCATED					+				S&G(98)
Efficient	-						++	N4-C1++24+	C&M(92)
Efficient					-		++	N4-E3+O12-A4-C12345+	H(00b)
Empathic						++	+		J&O(93)
ENGAGED							++	C++123456+	H&W(2011)
Enterprising			++				+		J&O(93)
Enthusiastic			++		+			N3--E3+A4-	J&O(93);C&M(92)
Facilitative			++	++	-			E25+6++O1++234+A4-C34-	H&S (08)
Fixer							+	N23-E34+C125+	H(06)
Flexible	-		+			-		N2-E6+O3+A2+C125-	H&S (08)
Flexible	-	+	+	++					J&O(93)
Focused					-		++	N24-E6-O1-A3+C12345+	H(00a)
Follow-through					--	+	+	N2-3+O123-A14+C12345+	H(00a)
Forward looking	--			+	+	+			J&O(93)
Friendly			++		+			E1+A1+	J&O(93);C&M(92)
Friendly			++		+			N3--E1++5+6-2+A1++C35+	C,M,&J (02)
Future-Oriented			+	+			+	N2-E346+O1++O23+A4-C235+	H(06)

Generous		+		++			J&O(93)
Goal-Oriented		+			+	E3+O2+ A24-C123456++	H(06)
Goes for the win-win	--	+				N13-E23+A4-C3+	H(00a)
Good at hiring people		++	+	-		E245+6++O12+3++A23-4--	H&S (08)
Gracious			-	+	+	N1+3--E15++6+O1- A1++234+C234+5++	C,M,&J (02)
Gregarious		++			-		J&O(93)
Guiding		+			+	N2-E6+O2+C12456+	H(06)
Gullible			-	++			J&O(93)
HARDWORKING					+		J&O(93)
HEADSTRONG					-		J&O(93)
Healthy	--	+			+		J&O(93)
Helpful		+	+	++	+		J&O(93)
Humorous		++	+			N3-E12+O12+C25-	H(00b)
Hungry to Learn	-		+			N4-O13+2++A13+C35+	H&S (08)
IDEALIST		+				N3-E135+A4-C35+	C,M,&J (02)
Implementer					+	N4-E6-C1345+	H(00a)
Inclusive		+	+			N4-E56+O2+A3+	H(06)
Independent			+	-		E4+O+2+A-14-	H&W(2011)
Individualistic	-	+	++				S&G(98)
Industrious				-	++		J&O(93)
Inflexible	+	-	-	--			J&O(93)
Influential	-	+	+				S&G(98)
Inspiring		++	+	-		N3-E36++E45+O123+A234-C3+	H(06)
Instrumental		+	+			E345+O123+C13+	H(06)
Introspective				+		E1-C5+	H(06)
Joyful		++	+			N23-E1++25+A12+C5+	C,M,&J (02)
Judgment, Good					+	N34-A4-C145+	H(00a)
Knowledgeable	-	+	+	+		N34-E15+O3+A4-C145+3++	C,M,&J (02)
Knowledgeable			++	+			J&O(93)
Laugher		++			-	N3-E123+O1+A1+C5-	H(00b)
Lenient			-	+			J&O(93)
Listener					+	N24-A123+C45+	H(00a)
Logical					++	N4-E35+O1-C12345+	H(00b)
Mathematical	-				+	N2-O2+C134+	H(00b)
Meticulous					++	E3+ A2-C123456++	H&S (08)
Motivator	-	++			+	N34-E3++12+A4--C134+	H(00b)
Natural Salesperson		++		--		N3-E12456+3++A13-24--C3+	H&S (08)

Negotiator	-					N4-E6+O3+A4-C4+	H(00b)
Numbers, Good with				+	+	N2-E5+A12+C4+	H(00a)
Objective	--		+		+		J&O(93)
Observant						O2+C46+	H&S (08)
Open-minded	-	+	++	++	+		J&O(93)
Optimistic	-	+		+		N13-O3++	C&M(92)
Outgoing	-	++				E1+2++	J&O(93);C&M(92)
Outspoken		+		--	-		J&O(93)
Passive		--			-		J&O(93)
Past-Oriented				-		N1+O2-	H(06)
PATIENT				++	+	N23--E1+A13+2++C345+	C,M,&J (02)
Peacemaker						N2-C6+	H(06)
People Developer	-	++	+			N234-E345+6++O123+A2-C13+	H(06)
Perceptive			+		+		J&O(93)
Persevering	-				++		J&O(93)
Persistence				+	++	N3-E15+2-O1-25+A13+C124+3++	C,M,&J (02)
Person-oriented		++	+		-		J&O(93)
Persuasive	-	++	+	-		N13-E256++34+O12+A1-24--	H&S (08)
Persuasive		+	+	--		N3-E36+O1++2+A12-4--C3+	H(06)
Pessimistic	-			-		N3+E5-	C&M(92)
Playful		+			--		J&O(93)
Polished			++	+	+		J&O(93)
Practical		-	-		++	N4-O13-A3+C25+	H(00a)
Pragmatic						O2+	H&S (08)
Praises others		++		++		N3--E1++25+6-A1++23+C2-	H(00b)
Predictable				--	+		J&O(93)
Prefer routine		-	--		+		J&O(93)
Prefer variety		+	+		-		J&O(93)
Preserving		--	-				J&O(93)
Private		-		+		E13-A4+C6+	H(06)
Problem-Solver			+		+	N2-O12+A3+C25+	H(06)
Productive	-				++	N234-E3+A1+4-C12345+	H(00a)
Professional	-	+			+	N234-E1-456+O3+A2-3+C156+	H(06)
Profit-Oriented	-	+		-	+	N3-E34+O1+A2--4-C35+	H(06)
Proud		+		--			J&O(93)
Quality Conscious		+			+	E356+C135+	H&S (08)
Rational	-	+		+	++	N234-E1++5+O1-A12+C1345++2+	C,M,&J (02)
Realistic						C256+	H(06)

Reserved (vs. Affectionate)		--		-			J&O(93)
Reserved (vs. Outgoing)	+	--					J&O(93)
RESOURCEFUL	-					N134-E15+O2+C13+	C,M,&J (02)
Responsible	-	+		++	++	N234-E13+5+++6-A1+++3+2-C134+++25+	C,M,&J (02)
Responsible				+	+		J&O(93)
Rule-abiding	+			-	+	++	J&O(93)
Rule-avoiding	-			+	-	--	J&O(93)
Salesperson, Born		++	+				N3-E1236+O2+A1+34-C5-
Sarcastic		-		-	-		N23+E125-A12-C1345-
Self-assured	-	++					J&O(93)
Self-confident		++			+		N3-4--A34-C1++
SELF-RELIANT				+			N4-E4+O+12+A2-C1-
Self-reliant	--	+	+		+		J&O(93)
Sense of humor		+	+				N3-E1+O12+A4-
Sensible	-				+		N1234-E6+O1-A2+4-C1234+5++
SENSITIVE (TO CRITICISM)	+						N+++1234+E4-O3-A2+
	+						
	+						
Serene	-			+			N2--3-E15+O1-A124+C5+
Serious				-	+	++	N3-E1+5+++6-O1--23-A1+2+C124+35++
Serious (vs. Cheerful)	+	--		-			J&O(93)
Service Oriented							E15+C5-
Shy	+	--					A4++
Shy		--		+			N3+E123-O2-A24+C1-
Slow to action				+	-		E3-O3+A24+C34-
SOCIABLE		+					E1+2++
SOFTHEARTED				+			J&O(93)
SOLITARY		-					J&O(93)
Sophisticated		+	++		+		S&G(98)
Speaker, Good		+	+		+		N134-E13+O12+A1+4-C1+
Speedy Worker				-	++		N4-A124-C123456+
Spontaneous		+	+	-	-		N2+3-E6+O13+A2-C45-
Steady	-	+	-	++			J&O(93)
STOICAL	-						N14--3-E3+O2+C1+
STRAIGHTFORWARD		+					J&O(93)
Strategic	-		+		+		N12-E3+O1+++23+A3+C135+
Sympathetic		+		++	+		N14+3--E15++2+6--A1++23+C345+
Tactical	-				+		N2-O3+C123456+
Task-oriented		--		-	+		J&O(93)
Teacher		+			+		N3-E13+A1+4-C134+

Team Player	-	+				N2-A34+	H&S (08)
Tolerant			+	+	+	N3-E15+6-O3+A1+C3+	C,M,&J (02)
Tough	-			-	+	N3-E4+A2--C12356+	H(06)
Trusting	-			+			J&O(93)
Trustworthy				+	++		J&O(93)
UNDERSTANDING				+		E5+A+12+	H&W(2011)
Versatile	-	+	++				S&G(98)
VIGILANT				--		N3-O13-A14+C2+5++	C,M,&J (02)
Visionary					+	N3-E13+O123+A1+4-C13+	H(00b)
Warm		+		++		E1+A1+	J&O(93);C&M(92)
WELL-ORGANIZED					+		J&O(93)
Workaholic				-	+	N2+E3+5-A1234-C123+	H(00a)

Key to Sources:

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- C,M,&J (00):** Cawley, M.J.III, Martin, J.E., & Johnson, J.A. (2000). A virtues approach to personality. *Personality and Individual Differences*, 28, 997-1013.
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