

### **Big Five class discussion questions.**

After your students have learned about their personality profile on BeyondThePurchase.Org you can lead them through a discussion using these popular topics:

- Name and describe each Big Five personality trait—which trait was your dominate trait (i.e., most extreme)?
- If Andy scores high in Openness, will he also score high in Extraversion? Why or why not?
- Think back to the questions asked in The Big Five personality test. Create three additional questions that would help measure one of the five dimensions.
- How might knowing a friend’s scores on each of the Big Five dimensions help you resolve a disagreement? How would you change your behavior if he or she was high in Conscientiousness? Low in Openness?
- Image you are trying to hire a person to work in your company and each of the five candidates is highest on a different factor and average on the other four. Which person are you most likely to hire? Which person is likely to be the best employee? (Note for professors: research indicates that conscientiousness is likely the best predictor of job performance)
- Ever since social scientists have operationalized political orientation as left-right (or liberal-conservative), there has been speculation that specific personality traits are associated with each end of this ideological pole. Jost et al. (2003a, 2003b) suggests that political conservatism consists of two components: resistance to change and opposition to equality. In terms of the Big Five personality dimensions, characterize liberals and conservatives. Which trait should they differ on the most? (Note for professors: research indicates that openness is the trait that liberals and conservatives differ on the most).

Here is an interesting way to describe the connection between the Big Five traits and behavior (adapted from Stephen Dollinger and Anne Kilman LaMartina). These authors suggest that after you have students complete a version of the Big Five (like the one on BeyondThePurchase.Org) you can discuss some of their strongest correlates with various behaviors that students sometimes perform. We have selected some questions (created by Dollinger and LaMartina) to begin the discussion to reinforce OCEAN. Have students raise their hand if they have...

- “Ever dated a person of a different race or nationality” (typically positively correlated with openness)?
- “Ever pulled an all-nighter to complete an assignment” (typically negatively correlated with conscientiousness)?
- “Ever fell in love at first sight” (typically positively correlated with extraversion)?
- “Ever had a girlfriend/boyfriend whose name you have forgotten” (typically negatively correlated with agreeableness)?
- “Ever marched or protested against injustice” (typically negatively correlated with neuroticism)?

While their hands are raised ask them to keep their hands up if their scores showed they were (whatever the correlate listed above is; e.g., open to new experiences, not conscientious).