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JUDGE-TARGET TRAIT SIMILARITY AND ACCURACY: DOES IT 'TAKE ONE TO KNOW ONE'?

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Abstract

Orientation: Accurate personality judgement has become increasingly important in the workplace, as research indicates that other-ratings of personality may be promising predictors of performance. The effect of personality similarity on judgment accuracy presents a novel approach for studying factors associated with accurate judgement.

Research purpose: The objective of this study was to investigate the relationship between judge-target personality trait similarity and accuracy in judging personality. It is proposed that judges whom have high levels of a certain trait, are more proficient at detecting and utilising behavioural cues related to the same trait, thereby leading to higher trait judgment accuracy.

Motivation of the study: Previous literature has indicated that demographic similarity between judge and target may contribute to accurate personality judgement. However, there appears to be a lack of research on the effect of personality similarity on judgment accuracy.

Research approach: Survey questionnaires were administered to a convenience sample of 186 university students. The Big Five Inventory was used to measure participants' personality traits, whilst hypothetical personality descriptions of five applicants were used to serve as targets for rating personality. Subject matter experts' ratings were used as 'true scores' for the derivation of accuracy measures for each judge. Finally, we correlated judges' personality traits with accuracy of judging corresponding personality traits, across targets.

Main findings: No significant positive relationships were found between judges' personality trait scores and their judgemental accuracy of corresponding traits across targets. Judges with low levels of a trait, could judge targets with low levels of the same trait just as accurately as those judges with high trait levels, and vice versa. Apparently, cue detection and utilisation for a specific trait is not improved when judges share a particular trait with the target.

Practical implications: This study provides organisations with limited empirical findings to inform training or selection of judges, aside from the recommendation that judges of personality may be sensitised about factors influencing their ratings.

Contribution/value add: The results of this study indicated that trait expertise does not emanate from being high on the trait being judged. This finding enhances our understanding of the factors that influence judgment accuracy.

Keywords: accuracy, personality judgement, judge-target similarity.

Introduction

When making judgements about others it is often said that ‘it takes one to know one’. Accordingly, it is presumed that trait expertise is dependent on judges sharing the same trait. Accurate personality judgement often holds significant value in both social and workplace settings (Letzring, 2010). Research has indicated that, within the workplace, personality is related to employees’ motivation, performance, attitudes and advancement (Barrick, Mount, & Judge, 2001; Connelly & Ones, 2010; Hough, 1992; Judge, Heller, & Mount, 2002; Ones, Dilchert, Viswesvaran, & Judge, 2007; Poropat, 2009). Hence, many practitioners have opted to include personality assessments in certain human resource functions in an attempt to enhance workplace practices (Permack, 2011).

Specifically, organisations frequently use subjective selection interviews to evaluate applicants’ personalities (Macan, 2009). Whilst previous studies (linking personality and organisational outcomes) have, for the most part, focused on self-report measures of personality, it is argued that this approach to measuring personality is subject to misrepresentation by means of a calculated choice of item responses (Connelly & Ones, 2010). It is possible that the motivation to engage in such deception might occur when a target decides to hide a highly undesirable personality characteristic (Paunonen & O’Neill, 2010). Hence, it is suggested that the use of personality ratings from other raters “is a dramatically underutilized method that allows better explanation and prediction of personality’s role in many domains of psychology” (Connelly & Ones, 2010, p. 1092).

In order to ensure accuracy of personality ratings, scholars in the field of psychological assessment have focused on identifying the characteristics of individuals who make more accurate judgements, or discovering the “good judge” (Christiansen et al., 2005; Powell & Goffin, 2009). Whilst early efforts showed that raters’ cognitive ability, motivation and demographic variables may influence accuracy (Letzring, 2008), more recent studies have

focused on the role of similarity between the judge and the target (Letzring, 2010). Particularly, research has indicated that personality judgements are more accurate in cases where judges and targets are similar on dimensions such as ethnicity, culture, and behaviour (Letzring, 2010). Given the argument that accurate judgement is more likely when people judge members of in-groups rather than out-group members (Ames, 2004), research focusing on other judge-target similarity factors may be necessary.

Particularly, there appears to be a lack of knowledge about the role of personality similarities, between judge and target, in the judgemental accuracy of personality. For example, if both the judge and target are extroverts, would the trait similarity influence the judge's accuracy in detecting extroversion? Therefore, does a judge's personality make them an expert in judging a certain trait? Funder's (2012) Realistic Accuracy Model proposes four necessary steps for accurate personality detection, which may help to explain this phenomenon. This typology is based on Brunswick's (1952) lens model, which provides a framework for studying human predictions based on available cues. According to RAM, personality similarities may be the lens through which the judge draws conclusions about others as the personality cues exhibited by the target are most accessible to the judge him- or her- self. Chronic accessibility may therefore assist in facilitating cue detection and utilisation (Chandler, Konrath & Schwarz, 2009). Accordingly, it is expected that judge's ability to accurately detect and utilise cues displayed by the target, is affected by personality similarity between judge and target.

Investigating the role of judge-target similarities in accuracy deserves further attention. For example, the proposed study may provide outcomes to inform a variety of human resource practices. As suggested in previous literature, further investigations into the issues affecting rating quality are necessary in an attempt to enhance the reliability and validity of interview judgements (Macan, 2009). Particularly, additional research is warranted that investigates the relationship between Big Five traits and accuracy at judging others' personality (Lippa & Dietz,

2000). In this way, organisations may be better equipped to hire competent interviewer practitioners. In addition, judges of personality could be made aware about factors influencing their ratings and trained accordingly. Finally, the findings could provide companies with information which may improve their current personality rating designs within interview settings.

The Present Study

This study aims to empirically evaluate whether it ‘takes one to know one’ in the context of subjective personality judgement. It is anticipated that judges would be more accurate at judging traits they exhibit themselves. Therefore, it is proposed that when judges have high levels of a certain trait, it makes them more proficient at detecting and utilising behavioural cues related to the same trait. In a highly controlled research setting, judges will be required to complete a self-report measure of personality and rate targets on the aforementioned personality dimensions. Accuracy scores will be derived for each judge and correlated with ‘true scores’ of targets’ personalities. The accuracy scores for each judge will then be correlated with the judges’ own levels on the same trait.

Literature Review

Other-Ratings of Personality in Interviews

Judges’ ratings of personality, within the interview setting, have been linked to job performance (Permack, 2011). To illustrate this phenomenon, a study which examined observer- and self-ratings of personality indicated that supervisor, co-worker and customer ratings of the Big Five traits were more strongly related to performance than were employees’ self-ratings (Mount, Barrick & Strauss, 1994; Permack, 2011). As the interview is predictive of future job performance, it makes sense that this method of selection is widely used in personnel selection (Robertson & Smith, 2001). Furthermore, findings have demonstrated that

the most frequent construct assessed during interviews are observer-assessed personality traits (Huffcutt, Conway, Roth & Stone, 2001).

Previous literature has also indicated that observer judgements, based on the answers given in selection interviews, are linked to accurate personality ratings. Researchers found a significant relationship between interviewer ratings, and self-ratings of applicants' personality (Barrick, Patton & Haugland, 2000). Furthermore, previous studies have demonstrated that applicants considered interview methods as superior in fairness than personality tests (Hausknecht, Day & Thomas, 2004). These findings suggest that interviews are a valid, and favourably viewed, setting in which to assess applicants' personality. However, as personality judgement in the interview setting is likely to be subjective, attempts to ensure accurate judgement is crucial.

Personality Similarity and Judgment accuracy

Theory and process. In studies of judgemental accuracy, the focus surrounds the question: "is the judgement correct?" (Funder, 2012, p. 177). Therefore, accuracy may be referred to as the true standard against which judgement is compared. Accuracy has, however, been considered "a fraught word" in the social sciences, given its seeming implications for absolute truth (Funder 2012, p. 178).

For purposes of validity and reliability, however, Funder (2012) highlights three criteria which may be applied when measuring accuracy. The first is *self-other agreement*, or the extent to which the rater's judgement agrees with that of the target's own judgement of personality. The second criterion is *consensus* or the degree to which two or more judges agree on personality judgements of the same target. As explained by Funder (2012), both of these criteria allow confidence in accuracy to be examined: if a target and his or her acquaintances (judges of personality) disagree about what that person is like, or if consensus cannot be reached by raters when judging the personality of a target's, then somebody must be mistaken. Hence,

when all are in agreement, confidence about judgement accuracy is increased. The third criterion, which Funder (2012, p. 178) considers the “gold standard” for accurate judgement, is *behaviour prediction*, or the ability to predict behaviour or a life outcome related to behaviour. If a judgement of personality can predict behaviour, or an outcome related to behaviour, then the judgement is probably accurate (Funder, 2012).

While the three aforementioned criteria provide an understanding of how researchers may measure accuracy, it is furthermore necessary to grasp the process which facilitates accurate judgement. Funder (2012) proposes an accuracy model to meet this purpose.

Realistic Accuracy Model (RAM). The Realistic Accuracy Model, introduced by Funder (1995), aims to connect a target’s personality trait with the observer’s correct judgment of that trait (Funder, 2012). It furthermore aims to address the accuracy questions: “through what process?” and “under which conditions?” (Connelly & Ones, 2010, p. 1094). According to this model (see Figure 1), four processes: relevance, availability, detection and utilisation, must successfully be completed in order to achieve accuracy in the judgement of personality (Funder, 1995).

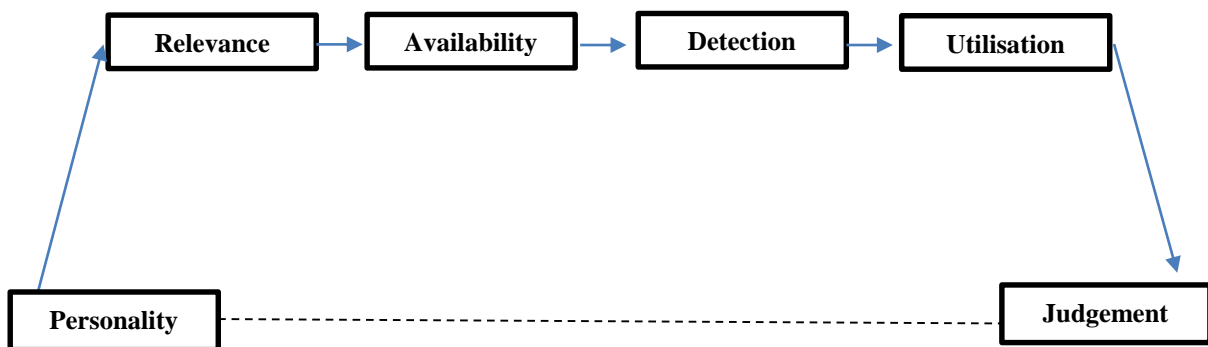


Figure 1. Funder’s (1995) Realistic Accuracy Model

In the first step, the target must do something that is *relevant* to the personality trait under judgement. For example, in order for the trait to be detected, an extroverted target must

display talkative behaviours (Erdheim, Wang, & Zickar, 2006). Secondly, the cue has to be *available* to the judge and the judge must be present (Funder, 1995). Therefore, if the extroverted person only engages in talkative behaviours outside of the judgement context, the judge will not be able to take advantage of this information (Funder, 2012). Similarly, if an extroverted candidate fails to show talkative or other extroverted behaviours in the interview setting, extroversion cues will not be made available for judges to detect.

Third, the cue has to be *detected* by the judge – the observer may not be able to detect behaviour if they are inattentive or distracted (Permack, 2011). It is proposed that the extroverted judge may be more perceptive to the behaviour of the extroverted target as these behaviours are similar to those he engages in. Finally, the judge has to appropriately *utilise* the cue in order to form a judgement. Judges should not incorrectly interpret valid extroversion behaviours such as assertiveness and sociability as vulgar or flamboyant. It is argued that an extroverted judge is more likely to correctly interpret extroversion cues as he engages in these cues himself and is therefore more familiar with what they may represent.

Chronic accessibility. In support of the RAM model, the theory of chronic accessibility may be applied. Chronic accessibility is considered a primary function of knowledge representations (Chandler et al., 2009). Therefore, this theory posits that we use ‘lenses’ or ‘filters’ to interpret information about the world. For purposes of illustration, when a stimulus is close to, and included in, the representation of the self, information about the stimulus should come to mind whenever an individual thinks about the self (Chandler et al., 2009). Practically, as aforementioned, when the extroverted judge interacts with the extroverted target, the target’s demonstration of extroversion cues is more easily detected and utilised by the judge, as information about extroversion is included in the representation of himself.

The ‘storage bin concept’ (Wyer & Srull, 1989) may assist in the illustration of chronic accessibility. According to this concept, schemas may be kept in an individual’s ‘storage bin’

from which they can be retrieved and activated (Shen, 2004). A schema may be activated by an encounter with relevant information (Shen, 2004). Similarly, when the extroverted judge encounters relevant extroversion behaviours or related information, the extroversion representation (schema) is activated. Due to frequent activation, chronically accessible schemas are usually at the top of storage bins (Shen, 2004).

As personality appears to form part of an individual's daily social interaction, it is proposed that the extroverted judge frequently engages in extroverted behaviours, therefore the chronically accessibility schema of extroversion may be at the top of his storage bin. Therefore, accessibility could be a function of personality, which would then be made salient, as the judge is an expert in the particular domain or personality (Higgins, 2000). Hence, in accordance with the aim of this study, cue detection and utilisation is facilitated by the personality of the judge as the judge's own traits are expected to be more chronically accessible which, in turn, facilitates, the interpretation of the personality of others.

Moderators. Consistent with the RAM model, Funder (2012) furthermore identifies four moderating factors which, according to previous literature, may affect the degree to which personality is accurately interpreted. It is argued that accuracy is increased when a "good" target or trait is judged or when judgement is based on "good information" and determined by a "good judge".

Some individuals may be easier to figure out than others. *Good targets* are open, transparent people, whose personalities, thoughts, and feelings are easy to understand immediately (Human & Biesanz, 2013). As "judgeable" individuals appear transparent in their thoughts and feelings, their observable behaviour may be more relevant to their underlying personality (Funder, 2012). In addition, some traits may be more easily expressed in behaviour and is therefore, more easily judged, i.e., they are *good traits* (Schmid Mast, Bangerter, Bulliard & Aerni, 2011). For example, extroversion is an easily detectable trait as it is readily expressed

by talking a lot and behaving in a sociable way by nodding, smiling, and maintaining eye contact (Schmid Mast et al., 2011). The third factor, *good information*, may be quantitative or qualitative. The former refers to the amount of time which the judge and target has spent together (Funder, 2012). For example, people who have known each other for years may be better judges of each other's personalities than two acquaintances. Qualitative information refers to the quality of information expressed by the target, which is relevant to personality judgement. For example, accurate judgements are likely to be made based on relevant information such as facial appearance, and methods of storytelling (Küfner, Back, Nestler, & Egloff, 2010; Rule & Ambady, 2008).

The final moderator of accurate judgement, as outlined by Funder (2012) is the *good judge*. As aforementioned, individuals differ in their ability accurately detect personality, therefore the research into the characteristics of the good judge has become a focal point.

Empirical findings. Early studies showed that judgemental accuracy may be related to a variety of distinguishing factors such as independence, trustfulness, sympathy, courage, intelligence and social skills (Adams, 1927; Allport, 1937; Vernon, 1933). Furthermore, Taft (1955) highlights the roles of characteristics such as motivation, self-insight, and social detachment in the judgement of personality. More recently, research has indicated that, on average, women might be better judges of personality than men, because they might have a more accurate view of what the typical person is like (Chan, Rogers, Parisotto, & Biesanz, 2011; Funder, 2012, p. 179).

Closer to the nature of this study, research has indicated that personality might affect accuracy. Early efforts highlight the role of characteristics such as emotional stability and aesthetic ability and sensitivity in accurate judgement (Taft, 1955). Similarly, a meta-analysis showed that good judges were generally psychologically adjusted, socially sensitive, and not

rigid or dogmatic (Davis & Kraus, 1997). Other studies found that good judges of personality are considered agreeable, sympathetic, empathic, consistent, and content with life, and not narcissistic, anxious, power-oriented, or hostile (Letzring 2008; Vogt & Colvin, 2003). Furthermore, research suggests that characteristics, such as sociability, low expressiveness and self-esteem were found to be related to increased accuracy in rating others' personality (Ambady, Hallahan & Rosenthal, 1995). These studies demonstrate that differences in judges' personalities influence the level of accuracy in personality assessments.

In addition, research has demonstrated the role of judge-target similarity in judgemental accuracy. Letzring (2010) examined the judges' accuracy observation of four targets with different levels of gender and ethnicity similarity. These levels were: same gender and ethnicity, only same gender, only same ethnicity and different gender and ethnicity. Findings indicated that judge-target gender and ethnicity similarities were related to the accuracy of personality judgement among female judges. Therefore, similarities between judge and target on dimensions such as gender and ethnicity may contribute to accurate personality judgement. Whilst Letzring's (2010) findings might shed light on the role of judge-target similarity on some dimensions, it draws attention to other similarity factors which might affect accurate personality judgement. Specifically, could personality similarities, between judge and target, affect accurate personality detection?

Previous researchers found an ingroup advantage for judging emotions in which accuracy is higher among members of the same cultural group than among members from different groups (Elfenbein & Ambady, 2002, 2003). It is argued that these findings are likely apply to personality judgment as judging emotion is similar to judging personality whereby behavioural cues must be detected and used to infer internal constructs (Letzring, 2010). In addition, although personality is an important characteristic related to accurate judgement, it is important to note that no single personality or sets of traits has emerged that is consistently

associated with judgmental accuracy (Letzring, 2008). Against this background, an alternative angle, which focuses at the role of similarity between targets and judges in the judgemental accuracy of personality, will be examined in this study.

Hypotheses

The aim of this paper is to investigate the role of specific personality traits, in accordance with the Big Five personality dimensions (see Appendix A), in the judgemental accuracy of personality. Using the Realistic Accuracy Model (Funder, 1995), it is proposed that cue detection and utilisation will depend upon the trait similarities between judges and targets. Therefore, it is expected that a judge would be an expert in judging a particular trait when he or she scores high in the particular trait. Similarly, it is proposed that a judge who scores low on a particular trait, would be less likely to accurately detect and utilise information about the same trait of the target. Hence, it is predicted that similarities between judges and targets would predict the accuracy of personality judgement.

Based on the above discussion, the following hypotheses are formulated:

H1: Judges' level of agreeableness is positively related to the accuracy of judging agreeableness.

H2: Judges' level of conscientiousness is positively related to the accuracy of judging conscientiousness.

H3: Judges' level of extroversion is positively related to the accuracy of judging extroversion.

H4: Judges' level of openness to experience is positively related to the accuracy of judging openness to experience.

H5: Judges' level of neuroticism is positively related to the accuracy of judging neuroticism.

The literature presented outline the importance of accuracy in personality judgement, the Realistic Accuracy Model (RAM) and moderators which facilitate accuracy. In addition, the characteristics of the good judge were considered in the process of accurate judgment of personality. Specifically, the role of judges' personality has been established. An investigation on the nature of the associations between judges' specific personality traits, based on the Five Factor Model of Personality (Cattell, 1943), and their abilities to detect personality traits of others, now follows.

Method

Research Design

This study employed a cross-sectional survey design and followed a correlational approach. This approach was adopted as it is time and cost efficient (Babbie & Mouton, 2004). Furthermore, a correlational approach is most suitable to the research question as personality variables cannot be randomly assigned. However, it should be noted that a correlational design does not allow inferences about causality (Babbie & Mouton, 2004).

Sample

The sample consisted of 186 first year psychology student participants from the University of Cape Town. The sample of students was approached during tutorial group meetings. However, after pre-analysis checks, data from only 183 respondents were included in analyses. As the approach to data collection was a convenience sampling, it may be difficult to establish the representativeness of the subjects to the rest of the population.

Within the pool of 183 participants, 153 (83.6%) were female and 30 (16.3%) were male. When asked to specify race categories, 99 (54.1%) respondents classified themselves as White, 33 (18%) as Black, 27 (14.8%) as Coloured, nine (4.9%) as Indian and three (2.6%) as Chinese. In addition, eight (4.4 %) preferred not to indicate their race, while four (2.2%) chose the 'other' classification. The ages of participants range between 18 and 29 ($M = 19.5$ years,

$SD = 1.7$). With regard to fields of study, most respondents were Social Science students (35%), whilst others were from Science (32.8%), Arts (8.2%), Social Work (6%), Commerce (1.6%) and Business Science (1.1%) faculties. A few respondents (15.3%) chose not to indicate their study directions.

Stimulus Materials

In order to serve as stimulus, five person-vignettes were used to establish ‘true scores’ of targets’ personality (see Appendix B). Similar to recent studies (Byron, 2008), a hypothetical personality profile for each vignette was created by selecting traits that have been shown to empirically covary, relying on meta-analyses of the Big Five (Goldberg, Johnson, Eber, Hogan, Ashton, Cloninger & Gough, 2006). The vignettes served as the targets to be judged on the five personality dimensions. This method was chosen to maintain increased control of the stimulus material. In this way, there would be no need for self-report measures of personality from targets. In addition, this approach may control for the possibility that irrelevant factors such as interviewee race or attractiveness could affect judgments (Letzring, 2010; Sheppard, Goffin, Lewis, & Olson, 2011). Hence, vignettes contain neutral target descriptions in terms of race, age and attractiveness.

All vignettes were subjected to a pilot study to be rated on realism. The pilot study included 10 participants from the Organisational Psychology Masters class. All participants rated the vignettes a score of higher than 8 out of 10 ($M = 8.8$, $SD = 1.22$) for realism. These scores were considered high enough for inclusion of all vignettes.

In addition, three subject matter experts were asked to rate the vignettes on each of the Big Five dimensions to develop true score estimates (Shrout & Fleiss, 1979). Two-way, random effects intraclass correlations (ICC) were conducted in order to ascertain the level of inter-rater reliability for subject matter experts. The ICC adjusts for chance agreement between raters, as well as systematic differences between raters, and therefore is preferable in assessing

inter-rater reliability (Moyers & Martin, 2003). Therefore, ICC scores were necessary as the SMEs would serve as true scores for target personalities, against which judges' ratings were compared to calculate accuracy scores. The initial ICC was .75, which was considered a good inter-rater reliability (Cicchetti, 1994). However, in an attempt to furthermore enhance reliability, six trait items were removed across accuracy scores before recalculating the ICC. The second analysis produced a higher ICC of .92, which was considered an excellent inter-rater reliability score (Cicchetti, 1994). Hence, the six accuracy scores were removed from further analyses. The average SME ratings for each vignette, on each personality dimension, were used as true scores of personality.

Each vignette contains a profile of a mock interview target in order to serve as a stimulus in revealing traits of the Big Five personality dimensions to varying degrees. Key words such as '*always*', '*often*', '*occasionally*', '*sometimes*' and '*hardly*' were used in vignette descriptions to denote the extent to which the target exhibited a particular personality dimension. Definitions of the personality dimensions, adapted from Permack (2011) were included in the questionnaire.

Measures

Target personality rating scale. The associated vignette rating scale requires participants to rate vignettes on the Big Five personality traits. These items require participants to respond to statements, such as "Please rate person A on traits of extroversion" on a 5-point Likert scale ranging from *low indication of trait* (1) to *strong indication of trait* (5). High scores on personality traits assigned to person-vignettes indicate a high level of the trait as perceived by the participant.

Personality. The Big Five Inventory (BFI) (John & Srivastava, 1999) was used to assess participants' personality. This is a measure of the Big Five traits of personality which consists of 44 items. These items require participants to respond to statements, such as "*I see*

myself as someone who gets nervous easily” on a five-point Likert scale (*strongly disagree* = 1, *absolutely agree* = 5). High scores on a particular trait indicate a high level of the personality trait measured. The BFI included sixteen items which, in compliance with scoring instructions, were reverse-coded. The original BFI scale has shown good reliability, convergent validity as well as discriminant validity (Benet-Martinez & John, 1998; Costa & McCrae, 1992c; John & Srivastava, 1999; Musek, 2007; Watson & Hubbard, 1996; Watson, Clark, & Harkness, 1994).

Accuracy measure. Similar to previous studies (Balzer & Murphy, 1983; Funder & Colvin, 1997; Letzring, 2010; Michela, 1990), an accuracy score for each participant was established by calculating the correlation between the profile inferred by the rater and the realistic accuracy criterion profile of the target at the item level, with an r-to-Fisher’s-z transformation. More simply put; the correlation between the judges’ rating of the targets’ personalities and the ‘true scores’ of the targets’ personalities were calculated. This method allows for assessment of the congruence between the complete set of judgments made by a judge and the target (Christiansen et al., 2005). The aforementioned person vignettes were used as ‘true score ratings’ of targets. Therefore, in order to establish standards for accuracy, participants’ ratings were compared to the ratings designed for vignettes. For example, if ‘person X’ was designed with a score of 4/5 on extroversion, a participant who also rates ‘person X’ as a 4 would have a higher accuracy score than a different participant who rates the person as a 3.

Demographic information. Participants were asked to state their gender, age, home language, race, marital status, highest level of education, year of study, and study direction.

Procedure

Prior to conducting the research, permission to do so was requested from the Commerce Ethics in Research Committee at the University of Cape Town.

The head tutor for first-year psychology students was requested to circulate questionnaires. All tutors (for first year psychology students) were asked to administer the questionnaires immediately after their tutorial sessions. In this way, all questionnaires could be administered in a controlled setting. Students were informed that they had fifteen minutes to complete the questionnaire.

Participants were asked to voluntarily partake in the study. Questionnaires were administered in English and introduced to participants as a survey investigating the relationship between judge's personality and their levels of judgement accuracy. The cover sheet assured participants of anonymity and confidentiality in an attempt to secure reliable responses. A prize draw competition was used in an effort to encourage participation. Therefore, participants were asked to provide their email addresses for purposes of contacting the winner.

Data analysis

The statistical analyses were conducted with *SPSS for Windows, Release 21.0*. Before the data were analysed, tests for assumptions were conducted. An item analysis and test for internal reliability was conducted to ensure structure and internal consistency of the measures employed. In addition, a factor analysis was conducted to establish the dimensionality of the measures. Finally, a Pearson product moment correlation was used to assess the relationship between the variables. The analyses were conducted by trait in order to test each hypothesis that the higher a judge is on a trait, the more accurate they are judging the same trait.

Results

Data Preparation

Before the data were analysed, pre-analysis checks were conducted in order to ensure that the proposed data set was appropriate. To begin with, data capturing accuracy was tested by spot checking the hard copy questionnaires for coding accuracy. In addition, questionnaires were screened for possible obvious response patterns. As aforementioned, data from three

respondents (case numbers 33, 40 and 149) were deleted from further analyses as too many missing items were evident. Tests of assumptions were also completed for all variables. SPSS was used to check for normality, skewness, kurtosis and outliers, using p-values ($p < .01$) as cut-off scores. Based on these criteria, judge's self-report personality measures appeared relatively normal. However, some extreme values ($z > 2.58$, $p < .01$) were detected within the accuracy measures of personality. These outliers were the resultant Fisher-transformed accuracy scores for perfect 1 correlations. Subsequently, 16 data points (.02% of accuracy scores), were deleted as these significantly skewed the data.

Measurement Properties

Reliability. For each of the Big Five subscales in this study, an item analysis was conducted in order to determine the internal consistency reliability of scales. With regard to the decision-making criteria for measurement properties, as proposed by Nunnally and Bernstein (1994), alphas of .70 and above were considered acceptable scale reliabilities. In addition, an item-total correlation of .3 was deemed sufficient for inclusion of further analyses (Rosnow & Rosenthal, 2008). All alphas, including minimum and maximum item-total correlations for the personality subscales are summarised in Table 1.

Table 1

Reliability Results for the Big Five Subscales

	<i>E</i>	<i>A</i>	<i>C</i>	<i>N</i>	<i>O</i>
Cronbach's α	.87	.72	.84	.83	.56
Corrected Min item-total correlation	.49	.25	.43	.43	.33
Corrected Max item-total correlation	.77	.58	.70	.73	.64

Note. $N = 183$. *E* = Extroversion, *A* = Agreeableness, *C* = Conscientiousness, *N* = Neuroticism, *O* = Openness to Experience

Big Five Inventory. An item analysis and test for internal reliability was conducted for each of the Big Five Inventory dimensions. One item of the *Agreeableness* scale (item 12) had an item-total correlation slightly below .3 ($r = .25$), but was not excluded from further analyses

as the Cronbach's alpha would remain the same after deletion of this item. All items were therefore retained for this subscale (see Appendix C, Table C-1). In addition four items from the *Openness to Experience* scale had item-total correlations of less than .3 (see Appendix C, Table C-2). Upon removal of the four items: 10, 15, 35 and 41, the Cronbach's alpha of the scale increased to .64, indicating a moderate correlation. The remaining six items produced item-total correlations higher than .3 which were considered appropriate to be included in further analyses (see Appendix C, Table C-3). Items 10, 15, 35 and 41 were therefore excluded from further analyses. The Cronbach's alpha for all other subscales of the BFI were considered high enough to be included in further analyses (see Appendix C, Table C-4 to Table C-6).

Measurement Validity. A Principal Component Analysis (PCA) was conducted in order to establish structure and dimensionality of the BFI sub-scales and personality accuracy scores. In order to proceed with a PCA analysis the associated Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) should be greater than .5, while the Bartlett's test of Sphericity should show an associated probability of less than .05 (Burns & Burns, 2008). Table 2 summarises the eigenvalues and minimum and maximum loadings for all scales. The KMO and Bartlett's test results for the scales employed met these criteria.

Big Five Inventory. The PCA analyses yielded one component within the *Extroversion* and *Conscientiousness* scales respectively (see Appendix D, Table D-1 and Table D-2), therefore unidimensionality for these scales was assumed (Babbie & Mouton, 2004). However, multiple factors were discovered within the *Agreeableness* (three factors), *Neuroticism* (two factors) and *Openness to Experience* scales (two factors), therefore unidimensionality cannot be assumed for these scales (see Appendix D, Table D-3, Table D-4 and Table D-5). Despite these findings, all items loaded significantly on the first factor, while only three items (*Agreeableness*), one item (*Neuroticism*) and two items (*Openness to experience*) loaded significantly on the second factor for each of the three scales.

Accuracy subscales: The PCA showed one component for all accuracy scores across the five personality dimensions. All items loaded significantly on the first factor (see Table 2). Therefore, unidimensionality for the accuracy subscales was assumed.

Table 2

Structure and Dimensionality for the Big Five subscales and Accuracy Scores

<i>Scales</i>	<i>KMO</i>	<i>Bartlett's test of Sphericity</i>		<i>Eigenvalue of first component</i>	<i>% of Variance explained by component</i>	<i>Min factor loading</i>	<i>Max Factor loading</i>
		χ^2	<i>df</i>				
E	.86	599.57*	28	4.19	52.41	.59	.79
A	.73	266.81*	36	2.85	31.63	.38	.73
C	.89	488.53*	36	4.03	44.75	.52	.79
N	.84	452.82*	28	3.71	46.35	.55	.75
O	.64	245.61*	15	2.18	24.38	.55	.64
EA	.71	96.24*	10	2.09	41.79	.66	.66
AA	.71	96.24*	10	2.09	41.79	.70	.70
CA	.71	96.24*	10	2.09	41.79	.71	.71
NA	.71	96.24*	10	2.09	41.79	.49	.49
OA	.71	96.24*	10	2.09	41.79	.66	.66

Note. $N = 183$. E = Extroversion, A = Agreeableness, C = Conscientiousness, N = Neuroticism, O = Openness to Experience, EA = Extroversion Accuracy, AA = Agreeableness Accuracy, CA = Conscientiousness Accuracy, NA = Neuroticism Accuracy, OA = Openness to Experience Accuracy.

* $p < .01$ (two-tailed).

Descriptive Statistics

Table 3 illustrates the means, standard deviations and correlations of the study variables. Participants were found to have scored above the scale midpoint on *Openness to Experience*, *Conscientiousness*, *Agreeableness* and *Extroversion*. However, our sample had average levels of *Neuroticism*. With regard to accuracy, conscientiousness was easier to detect than other traits, while openness to experience was the most difficult trait to detect. Results furthermore showed a small negative relationship ($p > 0.5$) between openness to experience and overall accuracy. In addition, a similar small negative relationship ($p > 0.5$) was evident between extroversion and overall accuracy.

Table 3

Descriptive Statistics and Intercorrelations of Study Variables

<i>Variable</i>	<i>M</i>	<i>SD</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>	<i>12</i>	<i>13</i>
1. Gender ^a	1.84	.37													
2. Age	19.54	1.67	-.16*												
3. Agreeableness	3.70	.54	.01	.01											
4. Conscientiousness	3.34	.65	.18*	-.04	.39**										
5. Extroversion	3.30	.71	.04	-.01	.19*	.25**									
6. Neuroticism	3.02	.72	.08	-.01	-.27**	-.05	-.27**								
7. Openness to Experience	3.56	.42	-.16*	.07	-.07	-.11	.12	-.12							
8. Agreeableness Accuracy ^b	1.05	.68	.18*	-.08	.04	-.05	-.05	.02	-.10						
9. Conscientiousness Accuracy ^b	1.09	.69	.13	-.12	-.06	-.05	-.13	.13	.03	.40**					
10. Extroversion Accuracy ^b	.79	.60	.17*	-.28**	.00	.01	-.21**	.03	.02	.33**	.26**				
11. Neuroticism Accuracy ^b	.98	1.07	.11	-.18*	-.03	-.11	-.05	-.01	.08	.21**	.24**	.20*			
12. Openness Accuracy ^b	.84	.71	-.03	-.15*	.06	.00	-.09	.04	.09	.24**	.30**	.32**	.22**		
13. Overall Accuracy ^b	.31	.22	.10	-.13	-.05	-.03	-.11	.05	-.12	.46**	.49**	.46**	-.12	.30**	

Note. $N = 183$.

^aGender was coded such that men were 1 and women were 2. ^bAccuracy scores are Fisher transformed (r to z) profile correlations between participants' ratings at item level and SME true scores.

* $p < .05$; ** $p < .01$ (two-tailed).

Tests of Hypotheses

Hypothesis 1 proposed that judges' level of agreeableness is positively related to the accuracy of judging agreeableness. The Pearson Product moment correlation analysis (Table 3) showed that the relationship between the components was not statistically significant ($r = .04, p > .05$), indicating no support for Hypothesis 1. Therefore, judges who were more agreeable did not judge agreeableness more accurately.

Hypothesis 2 stated that judges' level of conscientiousness is positively related to the accuracy of judging conscientiousness. Table 3 shows that these two variables were generally unrelated ($r = -.05, p < .01$). Hence, there was no support for Hypothesis 2. Therefore, judges with high scores on conscientiousness did not judge conscientiousness more accurately.

Hypothesis 3 anticipated that judges' level of extroversion is positively related to the accuracy of judging extroversion. A Pearson Product moment correlation yielded a weak, but statistically significant *negative* relationship between extroversion and accuracy of judging extroversion ($r = -.21, p > .05$). Hypothesis 3 is not supported. Instead, this finding indicates support for the inverse of Hypothesis 3. That is, introverts were more likely to accurately detect extroversion.

Hypothesis 4 expected that judges' level of neuroticism is positively related to the accuracy of judging neuroticism. The results indicated that these two components were not significantly correlated ($r = -.01, p > .05$), indicating no support for Hypothesis 4 (Table 3). Therefore judges with high scores on neuroticism did not judge neuroticism more accurately.

Hypothesis 5 posited that judges' level of openness to experience is positively related to the accuracy of judging openness to experience. The Pearson Product moment correlation analysis showed no statistically significant relationship between the two components ($r = .09, p > .05$). Therefore, there is no support for Hypothesis 5. Judges with high scores on openness to experience were not better at accurately detecting openness to experience.

Discussion

Main Findings

The main purpose of this study was to investigate the relationship between judges' personality traits, based on the Five Factor Model of Personality, and their abilities to detect personality traits of others. It was proposed that when judges have high levels of a certain trait, it makes them more proficient at detecting and utilising behavioural cues related to it, which then leads to accurate judgement of the same trait. Therefore, it was expected that judges would be more accurate at judging traits they exhibit themselves. Results from this study have lent no support to any of the hypotheses. Hence, trait expertise does not appear to emanate when judges' corresponding personality traits correspond to those of the target.

In an attempt to make sense of the unexpected findings in this study, the theory whereupon our hypotheses were built may need to be revisited. More specifically, it is possible that cue detection and utilisation may not be facilitated by chronic accessibility when it comes to personality. Based on previous literature which demonstrates that various personality characteristics have been found to be related to accuracy (Letzring, 2008; Vogt & Colvin, 2003), it is proposed that high scores on particular traits contributes to accuracy. Therefore, high scores on certain personality dimensions affect overall accuracy in personality detection. This proposal may render boundary conditions to the RAM model. Although similarity may affect accuracy with regard to some variables such as gender and ethnicity, (Letzring, 2010), this phenomenon may not apply to personality as particular traits directly affect accurate judgement. Accordingly, the high scores on such traits may override the effect of cue detection, cue utilisation and chronic accessibility.

In agreement, findings from this study showed that some traits may contribute to overall accuracy in judging personality whilst other traits may cause individuals to rate others' personality less accurately overall. Therefore, high or low scores on some traits may make

individuals more or less accurate overall, irrespective of the trait under judgement. As indicated in this study, those with low scores on extroversion and openness to experience, rated targets more accurately overall, in comparison to those with higher scores on the same traits.

Various studies concur with the proposal that some traits contribute to more accurate judgements of targets' personality. For example, other researchers have also demonstrated that openness to experience was negatively related to accuracy (Lippa & Dietz, 2000). The authors argue that people who are high on openness to experience are likely to be thoughtful and thus engage in more complex, conscious cognitive processing of information, therefore their findings suggest that too much thought may at times interfere with gut-level judgments of emotional traits (Lippa & Dietz, 2000). Hence, it is possible that those who score high on openness to experience are often preoccupied with introspection, which, in turn, may interfere with self-perception of attitudes (Lippa & Dietz, 2000; Wilson, Dunn, Kraft, & Lisle, 1989). This finding with regard to individuals who score high in openness to experience, may have affected the proposed relationship between judges' level of openness to experience and their ability to accurately detect this trait. Therefore, while judges are not more accurate at judging traits they hold themselves, the relationship between scores on certain personality dimensions and accuracy in personality detection overall, may account for this phenomenon.

Whilst judges' personality traits may account for accurate judgement of others' personalities, it is possible that some traits may not be equally accurately judged. Results from this study indicated that some targets are more accurately judged than others. Specifically, findings indicated that conscientiousness was more easily judged than other traits, whilst openness to experience was the hardest trait to judge accurately. This is in agreement with previous literature which indicates that some individuals, 'good targets', are easy to understand and transparent in their thoughts and feelings (Funder, 2012).

Results from this study, which indicate that some traits are more easily judged than others, are supported by previous literature. Previous findings have demonstrated that openness to experience requires more exposure time to be accurately detected (Carney, Colvin & Hall, 2007). Therefore, better information, depicting an individual high in openness to experience should be made available for judges to accurately detect. It is plausible to propose then, that perhaps with regard to judging openness to experience, more quantitative and qualitative stimulus material should be used. It is possible that the short description provided may not have encapsulated openness to experience.

Furthermore, agreeableness may be an additional trait which is more difficult to detect. In agreement herewith, Carney et al. (2007) assert that traits such as agreeableness may need more exposure time to be accurately detected. Therefore, whilst some traits may be detected with minimal bits of information, it may be necessary to place emphasis on ‘good information’ (Funder, 2012) in order for agreeableness to be detected. Instead of the vignette provided, it is possible that, in addition to openness to experience, agreeableness may be better detected with more qualitative and quantitative information, such as longer descriptions or video stimuli. The findings from this study which showed that some traits were harder to detect than others may explain the results that judges are not more accurate at judging traits they hold themselves. Therefore, ease of detection could have been a moderating factor between judges’ score on a trait and their ability to accurately detect the trait.

Although the findings from this study showed that conscientiousness may be easier to detect than the rest, it is possible that other moderating factors might have affect more accurate judgement of this trait. It is proposed that stronger predictors of target and rater accuracy would be found on dimensions of expressions on an individual’s emotional state (Ambady et al., 1995). Based on the description of conscientiousness, which includes being hard-working, achievement-oriented, persevering, careful, and responsible (Barrick & Mount, 1991); it is

proposed that this trait may be more descriptive of an individual's behaviour than an individual's emotional state and therefore less accurately detected (Ambady et al., 1995). It is possible that other cues, possibly not included in the vignettes in this study may be better predictors of judgment accuracy for conscientiousness. Therefore, the target stimulus used in this study may have moderated the hypothesised relationship between conscientiousness and the accuracy of conscientiousness judgement.

An additional moderator may be identified with regard to the relationship between neuroticism and accurate detection of neuroticism. It is argued that this trait may be more difficult to judge accurately as this trait is highly affective. Accordingly, as opposed to overt behaviours, neuroticism presents itself in less observable manifestations. Furthermore, emotional intelligence is related to the accurate detection of neuroticism (Permack, 2011). Emotional intelligence is defined as “the ability to perceive and express emotion, assimilate emotion in thought, understand and reason with emotions and regulate emotion in the self and others” (Mayer, Salovey & Caruso, 2000, p.82). It is proposed that highly neurotic individuals may have low scores on emotional intelligence. In support of this proposition, research has indicated that emotional intelligence correlates negatively with measures of neuroticism (Dawda & Hart, 2000). Therefore, it is argued that perhaps judges with high scores on emotional intelligence, and therefore, low scores on neuroticism, may be better judges of the trait (Permack, 2011). Hence, as opposed to trait similarity affecting accuracy, perhaps the Realistic Accuracy Model (Funder, 2012) may be used to explain that observers who are better at detecting and utilizing emotional cues (i.e., higher in emotional intelligence) may be superior at detecting neuroticism because of its highly affective nature (Permack, 2011).

The idea that the RAM theory may be used to explain why judges with low scores on a particular trait may be experts at judging the same trait may also apply to extroversion. This study revealed a weak, but significant negative relationship between extroversion and ability

to accurately detect extroversion. Therefore, judges with low scores on extroversion may be more likely to accurately detect extroversion. Whilst this finding is not aligned to this study's expectation, the results may be understood in light of previous research.

Researchers showed that more social individuals are less accurate at judging others on most personality dimensions (Ambady et al., 1995). Given the description of extroversion which includes being sociable, gregarious, assertive, talkative, and active (Barrick & Mount, 1991; Erdheim et al., 2006), it is proposed that social individuals are likely to score high on extroversion. Therefore Ambady et al.'s (1995) finding appears to support the unexpected results in this study which indicates that those with low scores on extroversion, introverts, are more likely to accurately detect extroversion.

Given the findings of the current study, it is argued that perhaps with regard to extroversion, trait similarity cue detection and utilisation may not be facilitated by chronic accessibility. Therefore, judges who score high on extroversion may not necessarily be more likely to accurately detect and utilise this trait. Instead, the opposite may be true, whereby introverted individuals are more likely to accurately detect extroversion. As aforementioned, extroversion is an easily detectable trait; therefore, extroverts may be more transparent in their thoughts and feelings behaviour (Funder, 2012; Mast et al., 2011). Furthermore, it is proposed that extroverts may constantly engage in expressing their thoughts and feelings to the point where they do not afford much time to analysing the behaviour of others, which usually requires much internal thought processing (Mill, Allik, Realo & Valk, 2009).

Whilst the results have yielded unexpected outcomes, other incidental findings in this study should be pointed out. To begin with, accuracy in judging any one of the Big Five dimensions correlated significantly with accuracy in judging any of the other traits. Therefore, accuracy is generalised across traits. The results indicate that if an individual is able to accurately detect one of the Big Five dimensions, that person is likely to accurately detect any

one of the others. It is possible that perhaps an alternative common factor, possibly general or emotional intelligence, may explain this phenomenon (Lippa & Dietz, 2000; Permack, 2011). However, there is no support for the proposition that high scores on any of the Big Five personality dimensions affects accuracy in that particular trait.

Also, this study demonstrated that demographic information may affect accuracy. Findings have revealed a significant relationship between age and the accuracy of judging extroversion, openness to experience and neuroticism. Therefore, it appears that younger participants were more accurate at detecting the aforementioned traits. This finding may be understood in the proposition that as individuals age, they become less aware or spend less time analysing their own and others' feelings; as a result, they become less discriminating in the processing of emotional information (Mill et al., 2009). Furthermore, this study showed that females were better able to detect agreeableness and extroversion than their male counterparts. This finding is in agreement with previous studies which showed that women might be better judges of personality than men (Chan et al., 2011; Funder, 2012).

Theoretical contributions

Overall, this study has contributed to theory as it has demonstrated that similarity effects on accuracy may not apply to personality. While cue detection and utilisation may be facilitated by similarities between judge and target for demographic variables, whereby we are more accurate at judging those that are demographically similar (Letzring, 2010), this phenomenon may not be relevant for personality. Therefore, cue detection and utilisation is not facilitated by personality similarities between judge and target. Furthermore, findings from this study do not render strong support to the notion of chronic accessibility. Our results suggest that trait expertise does not derive from sharing traits under judgement.

Whilst none of the hypotheses were supported in this study, findings have contributed to the role of personality in the judgemental accuracy of personality. Therefore, personality

trait similarity does not enhance accuracy. However, an interesting finding was that judges with low scores on extroversion may be more likely to accurately detect accuracy in others. In addition, we may conclude that in general, expertise in judging a personality trait does not necessarily require high scores on that particular trait. In some cases, the inverse may even be true (Ambady et al., 1995).

Findings from this study showed that in agreement with previous literature, demographic variables are linked to accuracy (Letzring, 2010). Results have furthermore indicated that accuracy is generalised across personality dimensions. Therefore, it is possible that an alternative variable, possibly unrelated to judges' personality, may account for accurate judgement of personality.

Limitations and Recommendations

There appears to be a few potential limitations in our study. To begin with, the measures used to assess judges' personality were self-report questionnaires. Hence, although participants were assured of anonymity and confidentiality, social desirability may apply in cases where participants may want to hide their undesirable personality traits (Paunonen & O'Neill, 2010).

In addition, due to time and cost constraints, a convenience sampling method was chosen; therefore, results may not be generalizable as the group of psychology students is not necessarily representative of the entire population. Instead, this group may arguably be more inclined to accurately detect personality, given the nature of their chosen field of expertise. It is therefore proposed that further studies in this sector employ a sample of practicing recruiters in order to enhance generalisability of findings to the population of working professionals.

In addition, the vignettes, which served as target stimulus, were thin slices of information for participants to judge on personality dimensions. Therefore, this study employed short excerpts of social behaviour from which perceivers were required to draw inferences about personality-relevant characteristics (Ambady, Bernieri, & Richeson, 2000).

This may have affected the findings on some dimensions. As discussed, openness to experience, neuroticism and agreeableness requires more exposure time to achieve the same level of accuracy as other dimensions (Carney et al., 2007). It is argued that at least five-minute interactions are required between judge and target in order for the aforementioned traits to be more accurately judged. Therefore, it is proposed that although a pilot study was conducted to enhance realism, the stimulus material, which contained approximately eighty words per vignette, may not have served as sufficient exposure to personality cues. It is possible that the vignettes could have moderated accuracy results for some dimensions as the exposure quantity and quality was insufficient. Further studies, which includes different stimulus material, should be used when examining accuracy in personality judgement as some traits require more quantitative and qualitative information in order to be accurately detected.

It is proposed that further studies also include a measure of chronic accessibility (Chandler et al., 2009) when measuring the role of judge-target trait similarity in the judgemental accuracy of personality. In this way, it may be possible to establish whether the rater's personality affects the traits they consider chronically accessible, which, in turn may affect their accuracy of judgement of the same trait. We encourage more research to investigate this notion.

The finding that a judge who is able to accurately detect any one of the Big Five personality dimension is more likely to accurately detect any of the others, presents an interesting avenue for further research. Accordingly, researchers may aim to investigate what the common factor in accurate personality detection of all of the Big Five personality dimensions may be. In addition, future research should be directed at studying the main effects of certain judge traits on accurate personality detection.

Finally, within the South African context, the extent to which intergroup race differences between raters and targets contributes to rater biases, should be analysed at length.

Other factors which may affect accuracy during the selection procedure should be investigated. Particularly, the specific competencies required for the good judge should be investigated in order to inform rster training for recruitment professionals.

Practical Implications

Findings from this study may equip organisations with the necessary information required to make judges aware about factors influencing their ratings. Judges could be trained in order to benefit from factors which facilitate accuracy and understand issues which may affect inaccuracies. For example, judges should be made aware about the possible causes for inaccurate extroversion ratings made by extroverted individuals, and trained how to avoid adopting similar mind-sets.

Furthermore, the idea that trait experts may be identified by selecting judges who score high on certain traits themselves is not supported by results from this study. Therefore, as findings indicate that judges are more accurate across trait judgement, high scorers in personality dimensions are not necessarily more accurate in detecting the same personality dimensions in others. Instead, in some cases, especially with regard to extroversion, the opposite may be true whereby trait expertise is dependent on low scores on the same trait. Given the results from this study, it is argued that personality trait interaction does not seem to be a potentially useful way to understand why some judges are more accurate than others.

Conclusion

This study has provided insight on some factors which may or may not facilitate accurate personality judgement of others. Particularly, trait similarity between judge and target does not appear to contribute to accurate judgement of personality. Additional research is necessary to investigate the relationship between the Big Five traits and accuracy at judging others' personality. In this way, organisations may be better equipped to benefit from positive

workplace outcomes related to personality. Based on the findings, organisations should be cognisant that, when it comes to personality, it might not ‘take one to know one’.

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Appendices

Appendix A

The Five Factor Model of Personality (FFMP). The five personality dimensions are briefly defined below:

Agreeableness refers to the humanitarian aspect of people and is manifested in characteristics such as selflessness, nurturance, caring, and emotional support at one end of the dimension, and hostility, indifference to others, self-centeredness, spitefulness, and jealousy at the other (Digman, 1990; Erdheim et al., 2006).

Conscientiousness is related to dependability and volition. Typical behaviours associated with it include being hard-working, achievement-oriented, persevering, careful, and responsible (Barrick & Mount, 1991).

Extroversion includes being sociable, gregarious, assertive, talkative, and active (Barrick & Mount, 1991; Erdheim et al., 2006).

Openness to Experience is related to scientific and artistic creativity, divergent thinking, and political liberalism (Erdheim et al., 2006; Judge, Bono, Ilies, & Gerhardt, 2002). Behaviours associated with Openness to Experience include being imaginative, cultured, curious, original, broad-minded and intelligent (Digman, 1990; Erdheim et al., 2006).

Neuroticism is defined as a temperamental trait of emotionality which includes a tendency to arouse quickly when stimulated and to inhibit slowly when aroused (Eysenck & Eysenck, 1985; Ormel, Riese, Rosmalen, 2012). Typical behaviours associated with this factor include anxiety, depression, anger, embarrassment, insecurity and emotional instability (Barrick & Mount, 1991; Erdheim et al., 2006).

Appendix B



UCT ORGANISATIONAL PSYCHOLOGY MASTERS PROGRAMME 2013 DISSERTATION

Study Topic

What is the relationship between judge's personality and judgment accuracy?

As part of a UCT Masters study, we are investigating the relationship between personality and judgement accuracy. Through your participation we hope to understand this better.

Instructions

Here, you will find a brief questionnaire. If you choose to complete it, do so, and return to your tutor. It should take you approximately 15 minutes to complete. By participating, you stand a chance to **win a R500 gift voucher** for any purchase at Cavendish Square.

Research Ethics

Your participation is completely voluntary and there is no penalty if you do not participate. By completing and submitting this questionnaire, you are acknowledging that your participation in this study has been of your own free will.

The Commerce Ethics Committee at the University of Cape Town has approved this study and the questionnaire. We do not know of any risks to you if you decide to participate in this survey. We guarantee that your responses will be kept confidential and anonymous. Your responses will not be identified with you personally as you are not required to identify yourself on the questionnaire. However, in order for us to contact the winner of the gift voucher, please provide your e-mail address in the space provided. None of the researchers

are being financially rewarded for conducting this research. Please feel free to withdraw from the study at any time. As previous research has demonstrated that personal characteristics are essential variables to consider when analysing results, demographic information is requested at the end of the questionnaire.

If you have any questions or concerns about completing the questionnaire or about this study, you may contact Zaakiyah Sait at stxzaa001@myuct.ac.za.

SECTION A: PERSONALITY INVENTORY

Please indicate how much you agree with each of the following statements by ticking a number from 1 to 5 (1 = strongly disagree; 5 = strongly agree).

<u>I see myself as someone who:</u>	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
1. is talkative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. tends to find fault with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. does a thorough job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. is depressed, blue	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. is original, comes up with new ideas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. is reserved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. is helpful and unselfish with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. can be somewhat careless	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. is relaxed, handles stress well	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. is curious about many different things	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. is full of energy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. starts quarrels with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. is a reliable worker	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. can be tense	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. is ingenious, a deep thinker	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. generates a lot of enthusiasm	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. has a forgiving nature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. tends to be disorganized	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. worries a lot	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. has an active imagination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. tends to be quiet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. is generally trusting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. tends to be lazy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. is emotionally stable, not easily upset	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. is inventive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. has an assertive personality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. can be cold and aloof	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<u>I see myself as someone who:</u>	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
28. perseveres until the task is finished	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. can be moody	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. values artistic, aesthetic experiences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. is sometimes shy, inhibited	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. is considerate and kind to almost everyone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. does things efficiently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. remains calm in tense situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. prefers work that is routine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36. is outgoing, sociable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. is sometimes rude to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38. makes plans and follows through with them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. gets nervous easily	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40. likes to reflect, play with ideas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41. has few artistic interests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42. likes to cooperate with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
43. is easily distracted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44. is sophisticated in art, music, or literature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION B: JUDGEMENT TASK

Listed below are descriptions of five personality traits. Each description lists adjective that describe people high and low on the trait. Please read each description carefully. You will use these descriptions in a subsequent judgement task.

Trait	Description
1. Agreeableness	Those high in agreeableness are extremely altruistic and humble. In addition, they believe that others are trustworthy. Those low in agreeableness tend to be sceptical and are reluctant to get involved with the problems of others.
2. Conscientiousness	Those high in conscientiousness are strong-willed and determined. They are also well-organized and have high aspiration levels. Those low in conscientiousness tend to procrastinate, may be unreliable, and are not very methodical.
3. Extroversion	This trait deals primarily with sociability and assertiveness. Those high in extraversion like people, are active, and warm. Those low in extraversion are reserved, independent, and have a low need for thrills.
4. Openness to Experience	This trait deals primarily with openness to new experiences. Those high on openness are curious, imaginative, and have a deep appreciation for art and beauty. Those low in openness find change difficult and prefer to stick with the tried and true.
5. Neuroticism	Those high in neuroticism tend to be anxious, hostile, self-conscious, and sad. Those low in neuroticism tend to be calm, even-tempered, and capable of handling themselves in stressful situations.

Next, five typical personalities are described. Try your best to form an impression of each person's personality within the workplace context. If you are a full-time student, try to think of these behaviours in any study or task-related role and not in a personal context. Please indicate the level of personality trait exhibited by each person by ticking a number from 1 to 5 (1 = low indication of trait; 5 = strong indication of trait). You may refer to the personality descriptions listed earlier.

Person A

Person **A** is not really interested in others and shows little concern for others' problems. **A** also tends to insult people frequently. **A** doesn't particularly like structure and only sometimes does things according to plan. At work, **A** wouldn't necessarily be one to initiate conversations, but wouldn't bottle up feelings either. This person sometimes comes up with workable ideas for doing things better, although doesn't have a particularly good imagination. Person **A** is easily irritated and has frequent mood swings and often feels blue. **A** takes offence easily.

Please rate Person A on each trait by using a clear 'X' in the appropriate block:

	1	2	3	4	5
1. Agreeableness					
2. Conscientiousness					
3. Extroversion					
4. Openness to Experience					
5. Neuroticism					

Person B

Person **B** is described by colleagues as one with a soft heart and always makes time for others. **B** always makes others feel at ease and shows empathy. **B** is not really interested in abstract ideas or spending too much time reflecting on issues. This person doesn't mind reading if the material is not too complex. **B** is relaxed most of the time and seldom gets upset. **B** doesn't mind talking to strangers, but doesn't enjoy being the centre of attention. **B** completes chores timeously and follows a schedule most of the time.

Please rate Person B on each trait by using a clear 'X' in the appropriate block:

	1	2	3	4	5
1. Agreeableness					
2. Conscientiousness					
3. Extroversion					
4. Openness to Experience					
5. Neuroticism					

Person C

At work, C is particularly detail oriented and always strives for perfection. C loves order and regularity. Although C is able to relax easily, C occasionally worries about things. C enjoys being around others and engaging in conversation. However, C isn't necessarily comfortable amongst strangers and avoids excessive attention. C is considerate of others' feelings and shows empathy. This person is good at many things. C doesn't particularly enjoy abstract conversations.

Please rate Person C on each trait by using a clear 'X' in the appropriate block:

	1	2	3	4	5
1. Agreeableness					
2. Conscientiousness					
3. Extroversion					
4. Openness to Experience					
5. Neuroticism					

Person D

Whilst at work, Person **D** pays attention to detail, when the task at hand requires it, but is also forgetful at times. **D** has a broad vocabulary and often has good ideas. **D** is described by colleagues as the life of the party. This individual makes friends easily and knows how to captivate others. **D** is not easily bothered by things, calm and has stable moods. This person is interested in people, although doesn't delve too deeply into others' lives.

Please rate Person D on each trait by using a clear 'X' in the appropriate block:

	1	2	3	4	5
1. Agreeableness					
2. Conscientiousness					
3. Extroversion					
4. Openness to Experience					
5. Neuroticism					

Person E

Person **E** is usually prepared and follows a schedule most of the time. **E** is skilled in handling social situations and is mindful to keep personal issues private. Person **E** spends lots of time reflecting on issues and can handle large amounts of information. This person has excellent ideas, latches onto things quickly and loves to read challenging material. **E** hardly takes offence and is not easily bothered by things. This person refrains from probing too much into the personal issues of others.

Please rate Person E on each trait by using a clear 'X' in the appropriate block:

	1	2	3	4	5
1. Agreeableness					
2. Conscientiousness					
3. Extroversion					
4. Openness to Experience					
5. Neuroticism					

SECTION C: DEMOGARPHIC INFORMATION

1. Gender

- Male
- Female

2. Age (in years)

3. Home language

- Afrikaans
- English
- Xhosa
- Other, please specify _____

4. Race (for statistical purposes)

- Black
- Chinese
- Colored
- Indian
- White
- Other
- Prefer not to answer

5. Marital status

- Single
- Married/Co-habitation
- Other

6. Highest level of education

- Grade 12 or matric
- First degree or diploma
- Postgraduate degree

If student, year of study e.g. 1st, 2nd, honors, etc. _____

If student, study direction (degree) _____

Email Address (voluntary for voucher): _____

***Please ensure that you have completed all questionnaire items.**

Thank you for your participation!

Appendix C

Table C-1

Item-total statistics for the 9-item Agreeableness Scale

	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item 7	.359	.700
Item 17	.337	.704
Item 22	.330	.707
Item 32	.488	.680
Item 42	.383	.695
Item 2	.389	.694
Item 12	.245	.718
Item 27	.445	.685
Item 37	.583	.653

N = 183.

Table C-2

Item-total statistics for the 10-item Openness to Experience scale

	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item 5	.311	.520
Item 10	.177	.553
Item 15	.253	.535
Item 20	.361	.515
Item 25	.348	.512
Item 30	.408	.498
Item 40	.382	.505
Item 44	.307	.518
Item 35	.082	.592
Item 41	.047	.603

N = 183.

Table C-3

Item-total statistics for the 6-item Openness to Experience scale

	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item 5	.394	.590
Item 20	.388	.597
Item 25	.347	.607
Item 30	.428	.578
Item 40	.332	.612
Item 44	.378	.607

N = 183.

Table C-4

Item-total statistics for the 8-item Extroversion Scale

	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item 1	.632	.852
Item 11	.590	.856
Item 16	.544	.861
Item 26	.487	.867
Item 36	.702	.844
Item 6	.578	.857
Item 21	.771	.834
Item 31	.673	.847

N = 183.

Table C-5

Item-total statistics for the 8-item Conscientiousness Scale

	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item 3	.534	.823
Item 13	.585	.819
Item 28	.554	.820
Item 33	.590	.818
Item 38	.487	.827
Item 8	.526	.823
Item 18	.594	.816
Item 23	.699	.802
Item 43	.427	.835

N = 183.

Table C-6

Item-total statistics for the 8-item Neuroticism Scale

	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Item 4	.426	.829
Item 14	.600	.809
Item 19	.630	.804
Item 29	.446	.827
Item 39	.549	.815
Item 9	.727	.788
Item 24	.593	.809
Item 34	.500	.821

N = 183.

Appendix D

Table D-1

Component Matrix for the 8-item Extroversion Scale

	Components
	1
Item 1	.734
Item 11	.697
Item 16	.653
Item 26	.592
Item 36	.791
Item 6	.679
Item 21	.848
Item 31	.766

N = 183.

Table D-2

Component Matrix for the 9-item Conscientiousness Scale

	Components
	1
Item 3	.662
Item 13	.713
Item 28	.672
Item 33	.712
Item 38	.600
Item 8	.622
Item 18	.693
Item 23	.789
Item 43	.522

N = 183.

Table D-3

Component Matrix for the 9-item Agreeableness Scale

	Component		
	1	2	3
Item 7	.546	-.574	.061
Item 17	.499	-.420	.266
Item 22	.473	.039	-.266
Item 32	.658	-.356	.218
Item 42	.545	.054	-.585
Item 2	.547	.184	-.035
Item 12	.378	.514	.638
Item 27	.604	.311	-.332
Item 37	.735	.309	.155

N = 183.

Table D-4

Component Matrix for the 8-item Neuroticism Scale

	Components	
	1	2
Item 4	.545	.494
Item 14	.715	.177
Item 19	.745	-.202
Item 29	.571	.497
Item 39	.673	-.402
Item 9	.824	-.202
Item 24	.708	.244
Item 34	.621	-.429

N = 183.

Table D-5

Component Matrix for the 5-item Openness to Experience scale

	Components	
	1	2
Item 5	.636	.554
Item 20	.603	-.101
Item 25	.589	.590
Item 30	.626	-.421
Item 40	.553	-.036
Item 44	.609	-.583

N = 183.