

Personality at Work:

Who Are You, Really?

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Short Personality Assessment Scale 1 (SPA1)

Brian R. Little, 1979 ©

RATE 0 (Low – Not at all like me) to 10 (High – Very like me)

1. Reserved Outgoing
2. Not Easily Bored Easily Bored
3. Pessimistic..... Optimistic
4. Thin-Skinned..... Thick-Skinned
5. Diplomatic/Sensitive..... Blunt/Straightforward
6. Low Need Excitement.... High Need for Excitement
7. Slow Paced..... Fast Paced
8. Lo Need Social Contact.. High Need for Social Contact
9. Planful/Circumspect..... Spontaneous
10. Introverted..... Extraverted

Big Five Personality Traits

- Open to Experience
- Conscientious
- Extraverted
- Agreeable
- Neurotic

60+ Extraverted

54 - Introverted

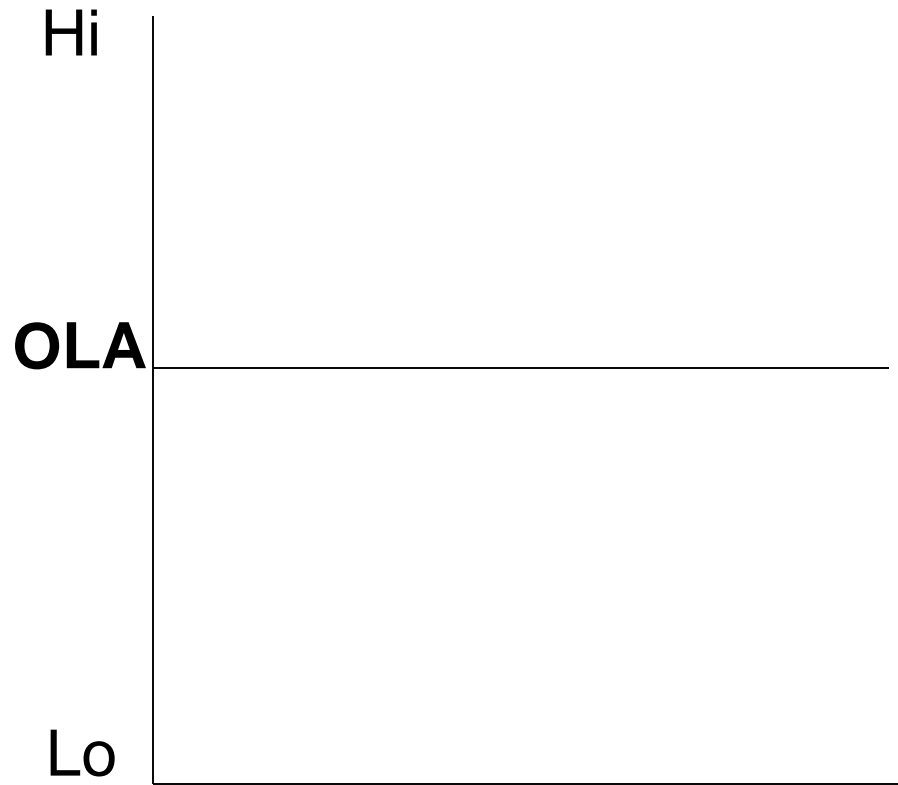
55-59 Ambivert

75+	Extreme Extravert
70-74	Strong Extravert
65-69	Moderate Extravert
60-64	Borderline Extravert
50-54	Borderline Introvert
45-49	Moderate Introvert
40-44	Strong Introvert
39-	Extreme Introvert

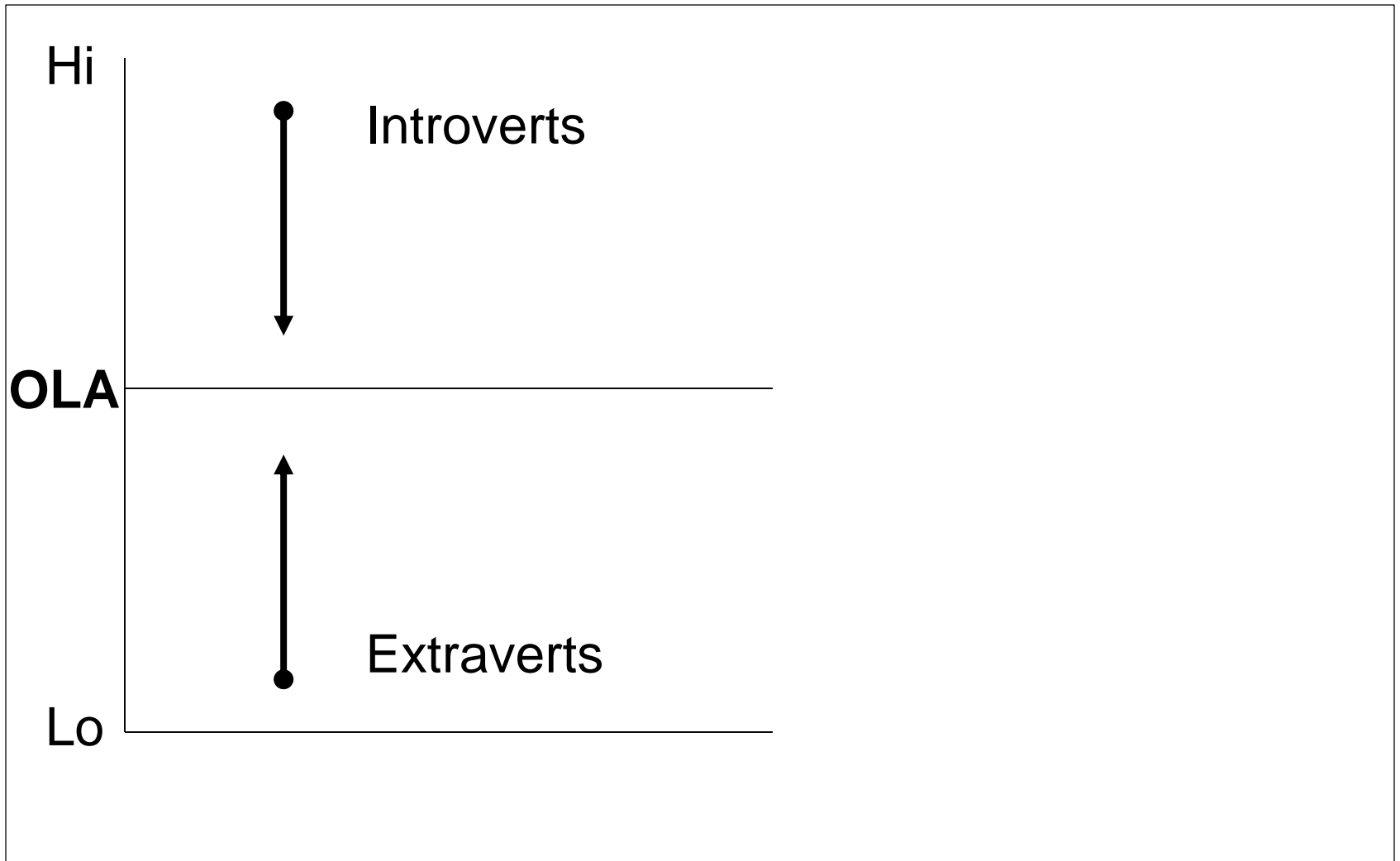
First Natures: Arousal and the Neo-cortex

- Optimal Arousal: Snoring and Soaring in Melbourne
- Brewed Awakenings: Nudging our Natures

Personality & Optimal Arousal



Personality & Optimal Arousal



Learning and Performance: Twin Piques

- Styles of Learning: Getting Engaged
- Memory and Performance: What Did I Just Say?
- Quality/Quantity Tradeoff: You Want it When?

Second Natures: Culture and Communication

- Non-Verbal Communication Styles:
Dances with Twits
- Verbal Styles: Rebels Without a Clause

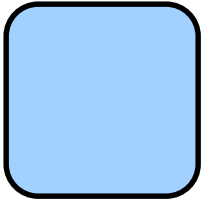
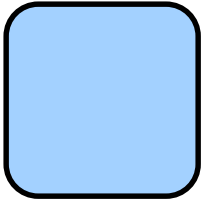
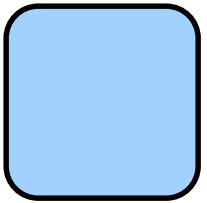
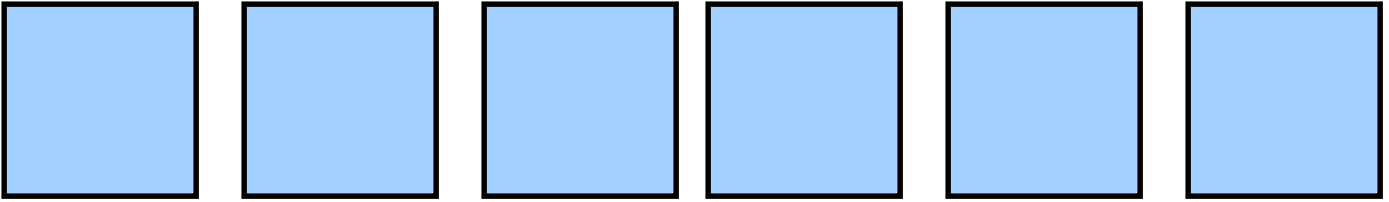
Scanning the Room

Looking Out: Seeking Rewards and Avoiding Punishments

Looking In: From Fixed Traits to Free Traits

Third Natures: Personal Projects

- Acting out of Character: Free Traits and Restorative Niches
- L'Amour (time permitting)
- Taking Care: Toward a Free Trait Agreement



Males

Introverts

3.0

Extraverts

5.5

Females

Introverts

3.1

Extraverts

7.5

Further Information and Contact

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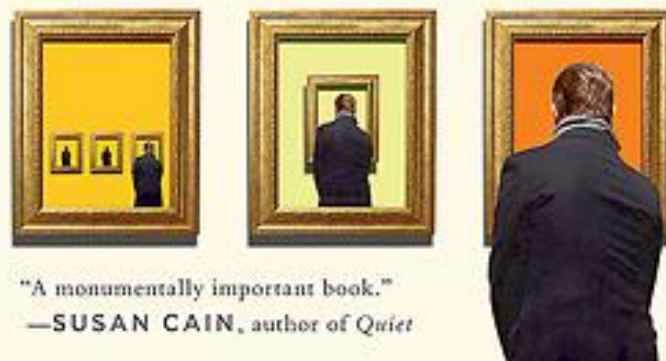
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BRIAN R. LITTLE

ME, MYSELF, AND US

The Science of Personality
and the Art of Well-being



"A monumentally important book."
—SUSAN CAIN, author of *Quiet*