

Research Papers



Big five factors and its relationship with EI and coping.

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Abstract

The Big Five Personality Factor Model, often called the "Big Five" or the "Five Factor Model" is an empirically derived model of personality based on the early work on traits by Gordon Allport, Raymond Cattell, and Hans and Sybil Eysenck. Over the past decade, the Five Factor Model (FFM) of personality became one of the dominant paradigms in trait psychology (McCrae, 2001). The model proposes that personality can be factored in to five dimensions, neuroticism, extraversion, openness, agreeableness and conscientiousness and that each individual falls between the two extremes of each dimension.

The relationship between emotional intelligence (EI) and personality has been heavily discussed in literature. Most of the traits identified as part of EI can be located within a comprehensive taxonomy of personality traits the FFM (Digman, 1990; McCrae & John 1992). The components of EI according to the mixed models of EI proposed by Bar-On and Goleman match with the parts of personality. The overlap between components of EI models and personality theory is especially evident in the empirical comparisons of the construct. Brackett and Mayer (2003) used the Bar-On's measure of EI the Emotional Quotient Inventory and the NEO-PI-R and found high significant correlations between EI and neuroticism, extraversion, agreeableness, and conscientiousness factors (r 's=0.27 to 0.57) & moderately significant correlation with openness (r =0.16).

Sala (2002) used the Goleman's measure of EI the Emotional Competence Inventory to

ensure EI and found it to be significantly correlated with extraversion, openness and conscientiousness.

Brackett & Mayer (2002) also found significant correlations between openness (r =0.25) and agreeableness (r =0.28) and EI as measured by (the Mayer-Salovey-Caruso Emotional Intelligence Test).

Coping has been described as "Personality in action under stress" (Bolger, 1990). Vollrath (2001) suggest that "coping ought to be redefined as a personality process". Many studies have found correlations between personality and coping exceeding 0.60. (eg, Ficova, 2001; Houtman, 1990, Mc Williams, Cox & Enns, 2003).

Connor-Smith and Flashbart (2007). Conducted a meta-analysis to examine the relationship between personality and coping found that the correlation between and coping varied across studies, suggesting that relation between the two may be more modest than been

assumed.

This research, aims to examine the relationship between EI and the Five personality factors and coping and the Five personality factors.

METHOD

Sample

The participants for this study were randomly selected 102 students of under graduate college.

Tools used.

1. NEO(Costa and McCrae,1992) was used to assess the five basic dimensions of personality. It consists of 60 items answered on a 5-point scale(Strongly agree and Strongly disagree.) The NEO-FF1 is a shortened version of the NEO-PI-R.

2. SSRI. (Schutte et.al., 1998) was used to assess the level of EI. It consists of 33 items answered on a 5-point rating scale (strongly agree to strongly disagree).

3. Brief COPE (Carver, Scheier & Weintraub ,1989). The inventory contains 28 items and measures coping .The subjects respond to each items on the 4-Point scale (usually don't do this at all- usually do this a lot).

Results:

Table 1 :

Correlation between EI and the Five factors

	N	E	O	A	C
Pearsons correlation	-0.22	0.305**	.199*	.024	.409**
Sig(1-tailed)	.417	.001	.027	.407	.000
N	102	102	102	102	102

*Co-relation is significant at the 0.05 level (1-tailed).

**Co-relation is significant at the 0.01 level (1-tailed).

Table 2:

Correlation between coping and five personality factors

	N	F	O	A	C
Pearsons correlation	-0.232*	.163	.171*	.097	0.324**
Sig(1-tailed)	.012	.058	.050	.176	.001
N	102	102	102	102	102

The results of the present study are presented in table 1 and table 2. Table 1 shows that there exists a significant positive correlation between EI and Extraversion, Openness and conscientiousness. Table 2 indicates that coping is significantly negatively related to openness and conscientiousness.

Discussion:

In the present study significant positive correlation between EI & Extraversion has been found which is in line with the findings of many other researches (for eg- McCrae,2000; Dawda & Hart, 2000; Ciarrochi et.al., 2000., Austin & Saklofske, 2004 & Furnham & Petrides, 2003).

This positive correlations observed as the individuals who are EI may be effective at expressing warmth, affection and intimacy in interpersonal relationships due to their emotional competency which are also the characteristics of an extravert. Also high EI people have an aptitude to accurately perceive emotions & prioritize positive information which is also a characteristics of extravert (Robert et.al, 2004).

EI has been found to be significant positively related to openness. Openness involves "receptivity to ones own inner feeling and emotions" is the characteristics of EI. Also Gardner's (1983) intra- personal intelligence (a concept closely related to EI) allows one to detect and to symbolize complex and highly differentiated sets of feelings (McCrae, 2000)., and respondents score high on openness claim that they experience a wide range of emotions and feelings.

Many other researches have found similar correlation(for eg- Davies & colleagues 1998)(Cited in McCrae, 2000) (Schutte et. al. 1998; Ciarochi, Chan caputi 2000;& Austin & Saflofske, 2004).

A significant positive correlation has been found between EI & Conscientiousness. This is supported by finding of many others researches (for eg- McCrae, 2000; Austin & Saklofske ,2004., Dawda & Hart, 2000) . Conscientiousness is described as involving competence, order, dutifulness, Achievements striving self- discipline and deliberation. These characteristics overlap with two components in the Bar On's ,1997 conceptualization of EI i.e.problem solving.

Similarly, significant negative correlation has been observed between coping and Neuroticism. Neuroticism involves negative emotionality, self- consciousness, physiological reactivity to stress. Behavioral inhibition. Due to this it should be linked to attempts to minimize unpleasant arousal through disengagement strategies like avoidance and withdrawal through substance use and through negative emotion focused coping strategies such as venting. Also their emotional & physiological arousal are likely to interfere with primary and secondary control engagement. Coping strategies which require planning and regulation of thoughts , potentially leading to a negative relationship between N and engagement. The neurotic individuals are also more likely to engage in support seeking and religious coping, which require less controlled cognition than do other engagement strategies.

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Coping has been found to be significantly related to openness. Openness involves a tendency to be active, curious, flexible, imagination and involved in a range of intellectual interest (McCrae & John, 1992). This may lead to greater use of problem solving, cognitive restructuring, acceptance and distraction which requires and ability to consider new perspectives.

A significant positive correlation between coping and conscientiousness. C involves high level of self regulation, persistence and impulse control, achievement orientation and self-discipline. This ability may be rooted in attentional system that influence ability to focus on the boring or unpleasant task or to disengage from high intensity and stimuli. C also predicts primary controls engagement strategies like problem solving and emotion regulation which required planning and persistence in face of difficulties and secondary control engagement strategies such as distraction and cognitive restructuring, which require shifting attention from negative thoughts towards positive activities as thoughts. C also may also mean less support seeking or religious coping as conscientiousness individuals are able to resist impulses to give up or vent emotions inappropriately. High conscientiousness also predicts lower levels of disengagement substance use and negative emotion-focused coping.

The implication to be drawn from the study is that the extraversion, openness, conscientiousness, neuroticism are significantly related to EI and coping. Also there is evidence that high EI and coping with stress. Hence it may be of some benefit and we are able to train people and enhance their levels of EI enabling them to cope better with reference in their lives.

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