

# **FIVE FACTOR PERSONALITY MODEL**

**Robert McCrae & Paul Costa**

**The gist of our argument is easily stated: Personality traits, like temperaments, are endogenous dispositions that follow intrinsic paths of development essentially independent of environmental influences.**

**McCrae & Costa, 2000**

**“How can we specify what characteristics do and do not change [over a life time] unless we know the full range of characteristics to look at?”**

**If an individual is anxious and hostile today but calm and good-natured tomorrow, we attribute these emotions to the situation---perhaps pressures at work or a quarrel with a spouse. Only when emotion, attitude or style persists despite changes in circumstances do we infer the operation of a trait.**

**McCrae & Costa**

**Cross Sectional studies  
Cohort Effects**

**Longitudinal studies  
Practice effect**

**Life does not lead to change or growth in personality, but it allows a fascinating variety of situations in which personal dispositions, for good or ill, play a part.**

**McCrae and Costa, 1990**

**The five-factor model of personality has brought order to the competing systems of personality structure by showing that most traits can be understood in terms of the [five] basic dimensions of [personality].**

**McCrae & Costa 1990**

**Factor Analysis**

**Five Factors of Personality**

**Neuroticism**

**Extraversion**

**Openness**

**Agreeableness**

**Conscientiousness**

