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**Title:** Leading Dimensions Profile (LDP) and the “Big Five” Traits

**Author:** Dr. R. Douglas Waldo, SPHR

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## Summary

The “Big Five” taxonomy (also referred to as the five factor model) has long been accepted by industrial-organizational psychologists as an empirically-supported framework for describing personality characteristics. A number of assessments have been developed to provide measures of the five factors, which include:

- Extraversion
- Conscientiousness
- Openness to New Experiences
- Agreeableness
- Neuroticism

These personality dimensions were analyzed for statistical correlation with the two primary factors and ten supporting dimensions of the Leading Dimensions Profile (LDP) using with The Big Five Inventory (published by Dr. John Oliver of UC-Berkeley). The measures provided by the LDP include:

- Achieving Dimensions
  - *Work Intensity*
  - *Assertiveness*
  - *Uncertainty Avoidance*
  - *Adaptability*
  - *Perception*
- Relating Dimensions
  - *Status Motivation*
  - *Affiliation*
  - *Consideration*
  - *Openness*
  - *Self-Protection*

A sample of 30 participants completed both the Big Five Inventory and the LDP in December, 2010 as part of this study.

## Findings

The following table shows the correlation statistics derived from the data analysis:

LDP Dimensions	<i>Extraversion</i>	<i>Conscientiousness</i>	<i>Openness</i>	<i>Agreeableness</i>	<i>Neuroticism</i>
<b><i>Achievement Drive</i></b>	.45*		.72**		
<b>Achieving Dimensions</b>					
<i>Work Intensity</i>			.38*		
<i>Assertiveness</i>	.62**		.53**		-.32^
<i>Uncertainty Avoid.</i>			-.64**		
<i>Adaptability</i>		.40*	.43*		
<i>Perception</i>					
<b>Relational Drive</b>					
<b><i>Relational Drive</i></b>				.53**	
<b>Relating Dimensions</b>					
<i>Status Motivation</i>			.34^		
<i>Affiliation</i>					
<i>Consideration</i>				.63**	
<i>Openness</i>				.41*	
<i>Self-Protection</i>					

\*\* = Correlation is significant at the 99% confidence level

\* = Correlation is significant at the 95% confidence level

^ = Correlation is indicated at the 90% confidence level

Results indicate a correlation between several of the LDP's dimensions and the Big Five personality factors.

## Conclusion

The data analysis provided support for the following findings:

- The *Extraversion* dimension correlated positively with the LDP's *Achievement Drive* factor and the *Assertiveness* dimension. Within the Big Five taxonomy, *Extraversion* describes elements of assertiveness, sociability, and expressiveness (including talkativeness).
- The *Conscientiousness* dimension correlated positively with the LDP's *Adaptability* dimension. Within the Big Five taxonomy, *Conscientiousness* describes elements of thoughtfulness, dutifulness and goal-oriented behaviors.

- The *Openness to New Experience* dimension correlated positively with the LDP's *Achievement* factor as well as the *Work Intensity*, *Assertiveness*, *Adaptability*, and *Status Motivation* dimensions. The *Openness to New Experience* dimension correlated negatively with the LDP's *Uncertainty Avoidance* dimension. Within the Big Five taxonomy, *Openness to New Experience* describes elements of curiosity, imagination, and sense of adventure.
- The *Agreeableness* dimension correlated positively with the LDP's *Relational Drive* factor as well as the *Consideration* and *Openness* dimensions. Within the Big Five taxonomy, *Agreeableness* describes elements of compassion, cooperativeness, and affection behaviors.
- The *Neuroticism* dimension correlated negatively with the LDP's *Assertiveness* dimension. Within the Big Five taxonomy, *Neuroticism* describes elements of anxiety, irritability, and feelings of vulnerability.

## Application

The data analysis revealed a number of statistical relationships between the Big Five personality factors and the factors and dimensions provided by the LDP. While there is widespread acceptance of the five-factor model, there is much debate over the exact definitions or facets attached to each of the factors. As such, the findings contained herein suggest the personality measures offered by the LDP share some common ground with the Big Five taxonomy, although they do not measure identical groups of constructs. This is due in part to the intentionally broad nature of the Big Five taxonomy, whereas the numerous lower level characteristics or facets would be assumed to exhibit more direct association with individual LDP dimensions (such as a positive correlation between the LDP's *Assertiveness* dimension and the assertiveness facet of the Big Five's *Extraversion* factor).

Given these findings, it would appear that the LDP primary factors and supporting dimensions may be helpful in identifying an individual's personality characteristics in a manner similar to how the Big Five model is deployed for individual assessment purposes.

## Contact

For more information, please contact the author at:  
[doug.waldo@leadingdimensions.com](mailto:doug.waldo@leadingdimensions.com).