

Coping Strategies And Personality Traits In Women Patients

"...how a man rallies to life's challenges and weathers its storms tells everything of who he is and all that he is likely to become." —St. Augustine It has long been understood that how a person adjusts to life stresses is a major component of his or her ability to lead a fulfilling life. Yet it wasn't until the 1960s that coping became a discrete topic of psychological inquiry. Since then, coping has risen to a position of prominence in the modern psychological discourse—especially within the personality, cognitive, and behavioral spheres—and, within the past decade alone, many important discoveries have been made about its mechanisms and functioning, and its role in ongoing psychological and physical health and well-being. A book whose time has come at last, the Handbook of Coping is the first professional reference devoted exclusively to the psychology of coping. Reporting the observations and insights of nearly sixty leading authorities in stress and coping from a wide range of affiliations and schools of thought, it brings readers the state of the art in coping theory, research, assessment, and applications. In orchestrating the book, the editors have scrupulously avoided imposing any particular slant or point of view, other than the need to foster greater eclecticism and cooperation between researchers and clinicians concerned with the phenomenon of coping. The Handbook of Coping is divided into five overlapping parts, the first of which serves to lay the conceptual foundations of all that follows. It traces the history of coping from its origins in psychoanalytic theories of unconscious defense mechanisms, and provides an exhaustive review of the latest conceptualizations, models, and constructs. The following section provides an in-depth exploration of current research methodology, measurement, and assessment tools. Part Three explores key facets of coping in a broad range of specific domains, including everyday hassles, chronic disease, cataclysmic events, and many others. The penultimate section focuses on individual differences. Among important topics covered here are coping styles and dispositions; the role of family, social support, and education; and coping behaviors across the life span. The final section, Part Five, is devoted to current applications. Clinical parameters are defined and a number of specific interventions are described, as are proven techniques for helping clients to improve their coping skills. A comprehensive guide to contemporary coping theory, research, and applications, the Handbook of Coping is an indispensable resource for practitioners, researchers, students, and educators in psychology, the health sciences, and epidemiology. Of related interest ... EGO DEFENSES: Theory and Measurement —Edited by Hope R. Conte and Robert Plutchik This book explores the nature and manifestations of defense mechanisms and traces ego defense theory and research from Freud's initial conceptualization through recent work in object-relations theory and other psychoanalytically oriented approaches. It provides clinical guidelines for diagnosing, assessing, and dealing with defenses, reviews empirical research techniques, and indicates their value in development and in psychotherapy. This volume should be of value to theoreticians, clinicians, and researchers interested in finding appropriate tools for measurement of defense mechanisms. 1994 SOCIAL SUPPORT: An Interactional View —Edited by Barbara R. Sarason, Irwin G. Sarason, and Gregory R. Pierce The study of social support and its relationship to personality, health, and adjustment is one of the fastest growing areas of research and application in psychology. This book contains integrative surveys of clinical and field studies, experimental investigations, and life-span explorations. It approaches social support as an important facet of interpersonal relationships and shows its undesirable, as well as its positive, features. 1990 (0-471-60624-3) 528 pp. When one begins to examine the existing literature dealing with siblings, one soon becomes aware that many separate domains of sibling research exist and that there is little connection

between them; for example, sibling relationships in early childhood, genetic and environmental influences on individual differences between siblings, dysfunctional sibling relationships, adult sibling helping relationships, sibling violence and abuse, and so on. The author's aim in writing this book was to attempt to bring together for the first time studies from diverse areas of sibling research into a single volume. The book is a summary and integration of the various domains of sibling studies, extending across the life span where studies exist to make this possible. Although many gaps in the sibling research literature within and between domains of study and over the life span still exist, it is hoped that this book will motivate others to help fill in the gaps by suggesting directions where further research is needed.

How an individual responds to crises and critical incidents at work, both immediately and subsequent to the event, is heavily influenced both by personality characteristics and their use of coping strategies. These can, in turn, be affected by levels of education, gender and even the profession within which the individual is working. *Coping, Personality and the Workplace* offers theory, research and practice on our ability to cope with dangerous situations, critical incidents or other work crises. The chapters include perspectives on social and health habits and risks; gender and age differences as well as a range of different sources of threat: financial, psychological and physical; those within and outside the individual's control; immediate and chronic. For organizations, this collection provides help and advice to build into employee safety and support programmes; for policy makers, a sense of the emerging sources of risk related to occupational health and for researchers, an anthology of original applied research from some of the leading authors in three continents.

The aim of this study was to increase the understanding of how specific coping strategies and personality traits influence levels of anxiety about aging. Limited prior studies on individual differences and anxiety about aging have found that the relationship between personality traits and anxiety about aging exists, most significantly with regards to Neuroticism. Furthermore, less was known about the role that coping strategies play in mediating levels of anxiety about aging. Using the Anxiety about Aging Scale, the NEO-Five Factor Inventory, and four subscales from the COPE Inventory (Active coping, Positive Reinterpretation and Growth, Humor, and Acceptance), 76 self-selected community based participants were assessed on their attitudes toward aging. The findings presented here support previous research concluding that Neuroticism is a strong positive correlate with higher levels of anxiety about aging. In addition, the findings suggest that those participants who reported using the Positive Reinterpretation and Growth coping strategy, a strategy that is both problem and emotion-focused, in relation to a stressful age related event reported lower levels of anxiety about aging than those who did not use this coping strategy. This study would benefit from a larger and more diverse sample size as well as from the incorporation of objective assessment tools. Future research should address the aforementioned limitations as well as provide longitudinal analysis to examine how individuals cope with aging across the lifespan and throughout different age related stressors such as changes in health status. The conclusions from this study provide clinicians with increased evidence that a positive relationship between Neuroticism and anxiety about aging exists, thus highlighting the importance of interventions aimed at reducing generalized anxiety, as well as anger and depression, to help to reduce levels of anxiety about aging. In addition, clinicians should promote coping strategies that are aimed at both positive reappraisal of the stressful age related event while encouraging direct action against the stressor.

A tremendous amount of research has been performed looking at the relationship between personality and disease. Research on this topic has been spread throughout scientific journals on psychology, behavioral health, psychoneuroimmunology, oncology, and epidemiology. *Personality and Disease* brings this research together in one place for the first time. With contributions from world experts, the book summarizes research findings on personality as it

relates to cancer, heart disease, diabetes, asthma and allergies, dementia, and more. Is there such a thing as a cancer-prone personality? Do sadness, anger, stress, or shyness affect the likelihood that we will fall ill to specific diseases? Can we protect ourselves from disease through a positive outlook? This book will address both what we know, and what we persist in believing despite evidence to the contrary, and why such beliefs persist in the face of evidence. Investigates whether and how personality affects disease generally Includes cancer, heart disease, diabetes, asthma, allergies, and dementia Separates fact from fiction, evidence from beliefs Collates research from a wide variety of scientific domains Contains international perspectives from top scholars

Negative personality traits are suggested to have negative impacts on trauma through maladaptive coping strategies, whereas positive personality traits have positive impacts through adaptive coping strategies. However, resiliency research has shown negative effects of resiliency, a positive trait, and other psychological concepts are being more broadly defined to an optimal view of positive and negative effects. The current study used mixed methods to assess positive aspects of negative personality traits through coping strategies used after traumatic experiences in veterans. Results indicated positive relations between negative personality traits, PTSD symptoms, and maladaptive coping methods. Intervention effects were inconclusive, yet evidence of positive impacts of maladaptive coping methods in the short-term, coping changes over time, and growth themes emerged. This study supports shifting dichotomous positive/negative views of maladaptive coping behaviors and negative personality traits to an optimal balance model. Future studies should better explain the relationships between trauma, coping, and personality pathology.

This essential textbook examines what personality traits are, how they influence human behaviour and the applications of personality assessment.

This study suggests that it would be valuable for researchers to move away from a singular focus on neuroticism and begin to broaden our understanding of the Big Five traits in their various combinations.

This book offers a comprehensive review and integration of the most recent research and theories on the role of affect in social cognition and features original contributions from leading researchers in the field. The applications of this work to areas such as clinical, organizational, forensic, health, marketing, and advertising psychology receive special emphasis throughout. The book is suitable as a core text in advanced courses on the role of affect in social cognition and behavior or as a reference for those interested in the subject.

What enables people to bounce back from stressful experiences? How do certain individuals maintain a sense of purpose and direction over the long term, even in the face of adversity? This is the first book to move beyond childhood and adolescence to explore resilience across the lifespan. Coverage ranges from genetic and physiological factors through personal, family, organizational, and community processes. Contributors examine how resilience contributes to health and well-being across the adult life cycle; why—and what happens when—resilience processes fail; ethnic and cultural dimensions of resilience; and ways to enhance adult resilience, including reviews of exemplary programs.

Sorting out the scientific facts from the unsupported hype about emotional intelligence. Emotional intelligence (or EI)—the ability to perceive, regulate, and communicate emotions, to understand emotions in ourselves and others—has

been the subject of best-selling books, magazine cover stories, and countless media mentions. It has been touted as a solution for problems ranging from relationship issues to the inadequacies of local schools. But the media hype has far outpaced the scientific research on emotional intelligence. In *What We Know about Emotional Intelligence*, three experts who are actively involved in research into EI offer a state-of-the-art account of EI in theory and practice. They tell us what we know about EI based not on anecdote or wishful thinking but on science. *What We Know about Emotional Intelligence* looks at current knowledge about EI with the goal of translating it into practical recommendations in work, school, social, and psychological contexts.

This book is the first to bring together researchers in individual differences in personality and temperament to explore whether there is any unity possible between the temperament researchers of infancy and childhood and the major researchers in adult personality. Prior to the workshop which resulted in this volume, the existing literature seemed to document a growing consensus on the part of the adult personality researchers that five major personality dimensions -- the "Big Five" -- might be sufficient to account for most of the important variances in adult individual differences in personality. In contrast to this accord, the literature on child and infant individual differences seemed to offer a wide variety of opinions regarding the basic dimensions of difference in personality or temperament. The editors believed that they could encourage researchers from both the adult and child areas to consider the importance of a lifespan conceptualization of individual differences by discussing their research in terms of a continuity approach. Written by some of the most distinguished scholars from Great Britain, continental Western Europe, and Eastern Europe as well as the United States and Canada, the chapters present a cross-cultural view of both adult personality and temperament in infancy and childhood. By sharing their recent data, techniques, and theoretical speculations, the chapter authors communicate the research enthusiasm engendered by the growing consensus of the adult "Big Five" as well as the exciting prospects of an integrative program of research from infancy to adulthood that will clarify and consolidate what is now a disparate set of methods, theory, and findings across the lifespan. The editors suggest that this volume will have considerable heuristic value in stimulating researchers to conceptualize their work in developmental, lifespan approaches that will lead to a consolidation of individual differences research at every age. Research in the field of personality psychology has culminated in a radical departure. The result is *Personality Psychology: Recent Trends and Emerging Directions*. Drs. Buss and Cantor have compiled the innovative research of twenty-five young, outstanding personality psychologists to represent the recent expansion of issues in the fields. Advances in assessment have brought about more powerful methods and the explanatory tools for extending personality psychology beyond its traditional reaches into the areas of cognitive psychology, evolutionary biology, and sociology. This volume represents a significant landmark in the psychology of personality.

The *Oxford Handbook of Stress, Health, and Coping* is an essential reference work for

students, practitioners, and researchers across the fields of health psychology, medicine, and palliative care. Featuring 22 topic-based chapters -- including two by Folkman -- this volume offers unprecedented coverage of the two primary research topics related to stress and coping: mitigating stress-related harms and sustaining well-being in the face of stress. Both topics are addressed within their relevant contexts, including chronic illness, calamity, bereavement, and social hardship. This handbook is sure to serve as the benchmark publication in this growing field for years to come.

In today's competitive job market, can employers afford to spend large sums on recruitment, and then simply let talented people go? High Potential provides a practical framework for managers to create a strong, strategic vision for a high-performing, high-potential workforce. Updated to reflect more recent research in the area, the book presents an accessible guide to clearly understanding and defining potential, and how to manage high-potential employees and develop their career. New case studies show how businesses have used the concepts outlined in the book to nurture future talent in the workplace and gain a real competitive business advantage.

Using extant data from the Cache County Dementia Progression Study, this study examined the association of dementia caregivers' personality traits (as assessed by the NEO Personality Inventory/Five Factor Inventory) and use of coping strategies (as reported on the Ways of Coping Checklist) with their care recipients' outcomes including time to developing severe dementia, being institutionalized, and mortality. Up to 244 dyads of individuals with dementia and a primary caregiver were followed for a maximum of fifteen semi-annual visits, during which time information was collected on other potential caregiver and care recipient factors. The caregiver covariates analyzed in models included caregiver age, gender, kin relation to the care recipient, relationship closeness, and co-residency with care recipient. Potential care recipient covariates analyzed included gender, estimated onset age of dementia, completed education, and neuropsychiatric symptoms. Individual caregiver personality traits were not predictive of the examined care recipient outcomes. Among the caregivers' coping strategies, more frequent caregiver use of Avoidance predicted care recipient time to severe dementia (hazard ratio (HR)=1.065, $p=.034$). More frequent use of Counting Blessings predicted 36% lower hazard of care recipient mortality (HR=0.648, $p=.017$) when also accounting for the increased risk of mortality with older care recipient age at dementia onset (HR=1.052, $p=.004$). Analyses revealed only low to moderate associations between some caregiver personality traits and coping strategies, with Neuroticism having the greatest number of significant associations with five emotion-focused coping strategies. Personality traits did not modify the associations between caregiver coping strategies (Avoidance and Counting Blessings) reported above. Generally, the examined caregiver characteristics often assumed to be more stable (i.e. personality traits) were not predictive of care recipient outcomes, while caregivers' use of some coping strategies was predictive of development of severe dementia and mortality in care recipients. This allows for the possibility that interventions aimed at encouraging dementia caregivers to use effective coping strategies may promote better outcomes for care recipients.

Nearly all chapters in this volume are contemporary original research on personality, stress, and coping in educational contexts. The research spans primary, secondary, and tertiary education. Research participants are students and teachers. The volume brings together contributions from the United States, Australia, Canada, Italy, Scotland, and Hong Kong. Outcomes of interest in the studies include achievement (e.g., grades), cognitive processes such as problem solving, and psychological/ emotional health and well-being. The book is divided into two sections. Part I focuses on personality, stress, and coping in children and young people and Part II addresses personality, stress and coping among adults. Each chapter is introduced by an abstract that summarizes the study. Each chapter makes a unique

contribution and can stand alone; interested individuals may benefit from reading any of the chapters without the necessity of reading others. At the same time, there is frequent content overlap among chapters; many authors utilized some of the same measurement devices to assess study variables, and similar or identical variables are studied across chapters utilizing diverse theoretical perspectives or models. In measuring coping, several chapters used the Adolescent Coping Scale (Frydenberg & Lewis, 1993) and a number of others utilized the COPE scale (Carver, Scheier, & Weintraub, 1989). Particular personality models or variables were commonly studied. A few chapters investigated the Big Five, two studied self efficacy and two researched implicit theories of personality.

This volume is a sequel to the landmark work that established an exciting new field of study, Stress, Appraisal and Coping (Lazarus and Folkman, 1984). The author now explores the newest trends in research and theory, focusing on the rationale for a cognitive-mediational approach to stress and emotions. He makes clear distinctions between social stress, physiological stress, and psychological stress. By integrating both stress and emotion into one theoretical framework, with appraisal and coping as its basis, this book takes a narrative approach to both theory and research. Lazarus concludes with a look at stress and health, with a specific focus on new developments in infectious diseases, the role of the nervous system, and his view of recent changes in psychotherapy. For all upper division psychology majors, graduate students, academics, and professionals in related fields

Research has linked the presence of particular personality traits with emotional distress and resulting psychological and physical health consequences. Specifically, within the context of the empirically-supported personality trait taxonomy known as, five-factor model, the trait of low emotional stability (or neuroticism) has been associated with negative affect. Additionally, the traits of conscientiousness and extraversion have each been associated with reduction in negative affect. This suggests that personality vulnerabilities may lead to emotional distress, and personality strengths may serve as a buffering factor. However, one way that the likelihood of psychological outcomes may be either increased or decreased regardless of the presence of personality trait vulnerabilities (or strengths), may be dependent on the presence of specific coping strategies in an individual's repertoire. Social problem solving is a particular cognitive behavioral coping process by which an individual identifies effective solutions to everyday problems. Because of the extant evidence base for problem-solving coping as an important coping factor with regard to the link between stress and depression, it has been suggested that problem solving coping may represent one important set of coping responses that may also impact the link between personality traits and emotional distress. In the present study, personality, social problem solving, and emotional distress were investigated in 200 undergraduate college students. It was hypothesized that social problem solving would serve as a mediator of the relationship between personality and negative affect. Personality and social problem solving variables associated with distress were evaluated, including the traits of Neuroticism, Conscientiousness, and Extraversion, and the social problem solving dimensions of negative problem orientation and rational problem solving. A secondary hypothesis predicted a difference in the mediational role of social problem solving

as a function of dispositional versus situational affect. The sample consisted of both males and females, ages 18-25, of various ethnicities. Participants completed a series of four questionnaires: NEO Personality Inventory-Revised, Social Problem Solving Inventory-Revised (short-version), and two different versions of the Positive and Negative Affect Schedule. Bivariate analyses, individual regression analyses, and Sobel tests were performed to test the predicted mediational impact of problem-solving regarding the relationship between personality traits and negative affect. Negative problem orientation was found to be a significant partial mediator of the relationship between Neuroticism and negative affect, as well as the relationship between Conscientiousness and negative affect. This indicates that in addition to the direct effect of the personality traits on distress, there was also an indirect effect of the traits on negative problem orientation. No difference in the mediational impact of social problem solving for state versus trait affect was found. All other proposed mediational relationships were insignificant. These findings identify negative problem orientation as a clinical target to attenuate distress in individuals with personality vulnerabilities.

Explores the relationship between certain personality characteristics and stress. Examines the role of personality and individual differences in the stress process, highlighting the link between various personalities and demographics in health, behavior and other stress-related outcomes. Explores Type A behavior, neuroticism, locus of control, hardiness and other individual difference factors such as sex, age, gender and social class.

This Encyclopedia provides a comprehensive overview of individual differences within the domain of personality, with major sub-topics including assessment and research design, taxonomy, biological factors, evolutionary evidence, motivation, cognition and emotion, as well as gender differences, cultural considerations, and personality disorders. It is an up-to-date reference for this increasingly important area and a key resource for those who study intelligence, personality, motivation, aptitude and their variations within members of a group.

Here is a monumental work that continues in the tradition pioneered by co-author Richard Lazarus in his classic book *Psychological Stress and the Coping Process*. Dr. Lazarus and his collaborator, Dr. Susan Folkman, present here a detailed theory of psychological stress, building on the concepts of cognitive appraisal and coping which have become major themes of theory and investigation. As an integrative theoretical analysis, this volume pulls together two decades of research and thought on issues in behavioral medicine, emotion, stress management, treatment, and life span development. A selective review of the most pertinent literature is included in each chapter. The total reference listing for the book extends to 60 pages. This work is necessarily multidisciplinary, reflecting the many dimensions of stress-related problems and their situation within a complex social context. While the emphasis is on psychological aspects of stress, the book is oriented towards professionals in various disciplines, as

well as advanced students and educated laypersons. The intended audience ranges from psychiatrists, clinical psychologists, nurses, and social workers to sociologists, anthropologists, medical researchers, and physiologists.

We investigated personality traits, coping strategies, and social factors among emergency rescuers of three different catastrophic events that occurred in 2009 and 2013. These events were natural disasters, two of which were caused by human negligence. We used the cognitive interview (CI) protocol to interview witnesses and investigate their memory of the event. A qualitative analysis using the ATLAS.ti software was performed to subdivide the type of verbal production in the number of scenes recollected, negative emotions, vivid mental images, and self-experience of the event. All participants were also assessed using the Trauma Symptom Inventory for the presence of traumatic reactions at the time of the interview and tests (from December 2015 until January 2016) and 6 months before the interview to exclude the presence of further Traumatic job-related events. Personality traits (Big Five Questionnaire), coping strategies (Coping Inventory for Stressful Situations-Adult), and other social factors (the Post-Traumatic Growth Inventory) have been assessed. The aim of the study is to identify individual factors contributing to the development of post-traumatic stress disorder (PTSD) in emergency rescuers. We found that some personality traits, social factors, and specific cognitive strategies may act as protective factors to traumatic reactions.

Fattori di rischio dei disturbi da stress post-traumatico: demografici, ambientali, genetici, neurocognitivi, biologici.

Emotional Expression and Health looks at the role emotional expression and inhibition may play in staying healthy or falling ill. Written by leading experts in the field, chapters focus on: * how we can measure emotional expression or inhibition and how we can distinguish between their various facets * the role of attachment, and development of emotional information processing * alexithymia, emotional suppression, deception, emotional disclosure, defensiveness, repression, psychological mindedness, and emotional intelligence and self-efficacy. This unique approach will be of interest to all those in the fields of health and medical psychology and psychiatry, and behavioural medicine, as well as professionals working with patients in whom emotional expression or inhibition may play a role in a disease's etiology, course, or prognosis.

Affective disorders are a subject of interest to clinicians for more than a century. The awareness of an urgent need for an evidence-based "personalized" approach of treatment is growing in the field of psychiatry. This book brings together leading experts to create a volume of equal interest and usefulness to students, clinicians and researchers alike, which should serve as common knowledge. Specific themes of major depression, bipolar disorder, and schizoaffective disorder are critically reviewed, addressing topics such as neurobiological mechanisms underlying the pathogenesis, treatment resistant depression, translational research and challenging stigma of serious mental illness. Particular emphasis is put on novel developments in Cognitive-Behavioral Therapy and on attention to causal mechanisms of behaviour change in the Cognitive Behavioral Analysis System of Psychotherapy.

Coping and Defending: Processes of Self-Environment Organization investigates coping and defending within the context of personal-social psychology, with emphasis on processes of self-environment organization. Topics range from ego and stress to personality theory, family, and child rearing. Comprised of 13 chapters, this book begins with a discussion on theories and conceptualizations of ego, paying particular attention to its logical constraints as state; the neomechanical personal man; rational choice; and continuity and discontinuity in states. Subsequent chapters explore coping, defense, and fragmentation as ego processes; immanent value in personality theory; problems and perspectives in investigating ego processes; and the interregulation between structures and ego processes. The next section is largely devoted to empirically based findings concerning the development of ego processing; the link between stress and processing; and processing in families. The final chapter describes research aimed at developing and improving coping and defense scales based on personality inventories. This monograph will be of interest to developmentalists, cognitivists, personologists, clinicians, and social psychologists, as well as sociologists and perhaps anthropologists.

Living with HIV can be stressful, which can affect both your emotional and physical well-being. You may feel a loss of control over your life, socially isolated, or anxious and depressed. Studies have shown that prolonged stress can negatively impact the immune system, making it less effective in fighting illness. If you are concerned about the impact stress has on your life and on your health, this book can help you learn to relax and manage stress more effectively. This book presents a group treatment program that has been scientifically proven to reduce stress in individuals living with HIV. Written by the developers of this groundbreaking program, this workbook is based on the principles of Cognitive-Behavioral Stress Management (CBSM). You will learn a variety of relaxation techniques, all designed to help you reduce tension and stress. As you become more aware of stress and its effects, stress management skills will increase your ability to cope. This workbook comes complete with user-friendly monitoring forms and homework exercises designed to help reinforce the skills learned in group. It also includes instructions for relaxation practice that will remain useful long after you've completed the program. Used in conjunction with the group program described in the corresponding facilitator guide, this workbook will help you successfully manage stress and lead a more healthy life. **TreatmentsThatWork™** represents the gold standard of behavioral healthcare interventions! · All programs have been rigorously tested in clinical trials and are backed by years of research · A prestigious scientific advisory board, led by series Editor-In-Chief David H. Barlow, reviews and evaluates each intervention to ensure that it meets the highest standard of evidence so you can be confident that you are using the most effective treatment available to date · Our books are reliable and effective and make it easy for you to provide your clients with the best care available · Our corresponding workbooks contain psychoeducational information, forms and worksheets, and homework assignments to keep clients engaged and motivated · A companion website (www.oup.com/us/ttw) offers downloadable clinical tools and helpful resources · Continuing Education (CE) Credits are now available on select titles in collaboration with PsychoEducational Resources, Inc. (PER)

VALIDITY DYNAMISM OF PERSONALITY TRAITS IN THE SELECTION CONTEXT

Lian Shao Cornell University Based on the theoretical suggestion and empirical evidence of the idea of performance dynamism (i.e., that an individual's job performance changes with the passage of time), this paper argues that the criterion-related validity of selection devices (i.e., the correlation between any selection device's score and an individual's job performance rating) should not be treated as a constant but rather as a changing figure. Using personality tests on the Big Five traits (i.e., Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism) as example, this paper tries to explore how the magnitudes of personality traits as performance predictors might change over time based on the literature on the changes in job demands on motivation, stresscoping, socialization, and learning behavior-the aspects of a job most closely associated with personality traits-along with the studies on age-related changes in work motivation and coping strategies. Through meta-analytically examining the extent to which temporal variables operationalized in age or organizational tenure explain the significant variation in personality trait-job performance correlations across primary studies, this paper looks for evidence of criterion-related validity dynamism of the Big Five traits as one selection test assessed in the previous research. Although some hypotheses related to validity dynamism were not supported, this meta-analysis did indeed show that age explains some of the variability in findings for the Extraversion- and Agreeableness-job performance correlations. Moreover, job complexity showed to be one moderating effect on the relationship between personality trait and job performance. Overall, this meta-analysis presented us with some preliminary evidence of the dynamic nature of the criterion-related validity of personality traits, demonstrating, at least in some instances, the flawed assumption of a static validity coefficient prevalent in selection research. This idea of validity dynamism integrated with the recent development in personality measurement and other personality trait-related models will push selection research as well as personality trait-job performance correlation research, more specifically, to a new era.

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