



3rd World Conference on Personality

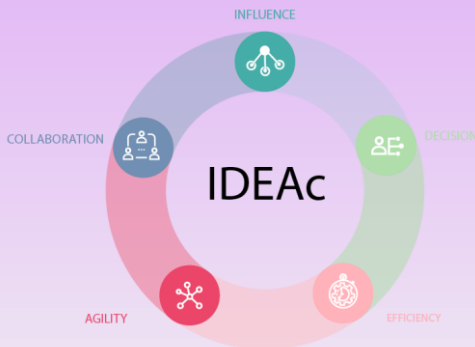
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SOFT SKILLS FOR HUMAN RESOURCES PROFESSIONALS AND BEHAVIORAL STYLES IN THE WORKPLACE : A LITERATURE REVIEW



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INTRODUCTION

- Previously the relationships between Personality (FFM) and workplace variables focuses on **work performance** (Helle et al., 2018).
- Recently some research focuses on **workplace behaviors** (Helle et al., 2018).
- And, in a practical way, HR professionals use the link between **personality and workplace behaviors** named **soft skills** (Soffel, 2016)

10 dimensions of behavior

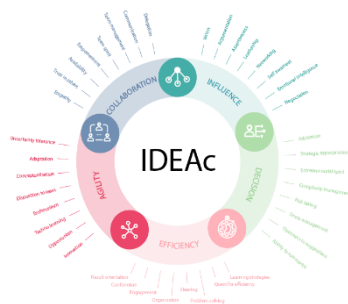
Extraversion	Intellectual dynamism
Anxiety	Combativeness
Assertion	Achievement
Distance	Belonging
Rigor	Power

PERSONALITY

Echo-R is an occupational model of narrow-band personality traits (inspired by the FFM model) which describes **10 dimensions of people's preferred styles of behavior at work.**

SOFT SKILLS

IDEAc is a practical model encompasses **40 soft skills** categorized on **5 critical domains**. This model show some arguments of *facial validity* for Human Resources professionals and management concerns. **Influence, Decision, Efficiency, Agility and Collaboration.**





OBJECTIVES

An exploratory literature search examine the theoretical relationship between Soft skills (IDEAc) and personality (Echo-R) by the FFM.

METHOD

We conducted a broad literature search using the databases **PsycINFO**. Search terms for IDEAc were the 40 soft skills defined in « Influence »(x8), « Decision »(x8), « Efficiency » (x8), « Agility » (x8) and « Collaboration » (x8). Search terms for the personality were the 5 big five : Openness, Conscientiousness, Extraversion, Agreeableness and Neuroticism. The search terms were combined in all 200 [40 (Soft skills IDEAc) x 5 (Personality)] possible ways.

Literary research was done in **two steps** for the moment. **First**, we added inclusion criteria to the different combinations : Limited to “University articles”, to “abstract” and “all the time”. The results relate to 11458 publications. Then in a **second step**, we added inclusion criteria “2009-2019” and 4 exclusion criteria : “children”, “animals”, “deviant behaviour”, “education”. First results indicate a decrease of 94%.



PRELIMINARY RESULTS

Step 1 : Articles : n=11458

	Openness	Conscientiousness	Extraversion	Agreeableness	Neuroticism	Total	
INFLUENCE	743	394	601	315	529	2582	22,53%
DECISION	765	350	513	335	857	2820	24,61%
EFFICIENCY	719	716	476	347	468	2726	23,79%
AGILITY	752	247	402	191	462	2054	17,93%
COLLABORATION	515	172	208	169	212	1276	11,14%
Total	3494	1879	2200	1357	2528	11458	100,00%
	30,49%	16,40%	19,20%	11,84%	22,06%	100,00%	

Step 2 : selected articles n = 663 (~ 6%)

(exemple for influence)

INFLUENCE	Soft skills	Semantic adaptation	Openness (Step 1)	Openness (Step 2)
	Argumentation	verbal fluency	22	2
	Assertiveness		90	9
	Emotional intelligence		115	15
	Leadership		238	10
	Negotiation	negotiation performance	51	1
	Networking		37	1
	Selfawareness	self concept	184	4
	Vision	visionary	6	1
Total			743	43

DISCUSSION

Connections between IDEAC's softs skills and personality could be made in the first step and the second step.

- About 6 % of the articles treat specifically the link between personality trait (FFM) and the 40 *soft skills* in the workplace.
- We observe discrepancies between HR operational vocabulary on soft skills and what we found on scientific literature.

Qualitative investigations on the selected articles need to be done to specify the relationship between IDEAC model and ECHO-R model.